

Equity & Inclusion at the
intersection of identities

Committee On INclusion in
SDSS (COINS)

Sarah Jane Schmidt
AIP Equity Lunch
15 Dec 2016

Equity & Inclusion at
the intersection of
identities

Equality

Providing the same access to everyone,
regardless of difference and need

Equity

Providing the resources people need to be
successful, meeting their different needs

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Diversity

A variety of people from different backgrounds or with different characteristics

Inclusion

Welcoming people with marginalized identities and giving them the resources needed to be successful

Intersectionality

The overlap of different identities that may affect your experience in the world

Intersectionality

rooted in black feminism: argument that white feminism did not address the needs of black women, and anti-racist action focused on the needs of black men

Kimberlé Crenshaw

bell hooks

Patricia Hill Collins

gender
race and/or ethnicity
country of origin
sexual orientation
gender identity
(dis)ability
culture
class
etc.

gender, race and/or ethnicity, country of origin, sexual orientation, gender identity, (dis)ability, culture, class, etc.

exercise: Think of the last 5 books you read. What were the identities of the authors?

What about the star of the last 5 movies you watched?

If these people shared your multiple identities (and are also mainstream), then that is a privilege.

gender, race and/or ethnicity, country of origin, sexual orientation, gender identity, (dis)ability, culture, class, etc.

in groups =
dominant culture =
more power

out groups =
anybody else =
less power

“privileged”

“marginalized”

This is not an exhaustive introduction,
and I am not an expert.

Learn more:

Attend more lunches!

<http://www.astrobetter.com/wiki/Diversity>

facebook “Equity + Inclusion in Astronomy + Physics” group

Whatever media you consume most, seek out some that is
created by people with marginalized identities.

Committee On
INclusion in SDSS
(COINS)

CPWS + CPMS = COINS

Committee on the Participation of Women in SDSS

joined with the

Committee on the Participation of Minorities in SDSS

to form the

Committee On INclusion in SDSS

Alfonso Aragon-Salamanca (Nottingham)

Francesco Belfiore (Cambridge)

Nancy Chanover (NMSU; REU lead)

Brian Cherinka (JHU)

Diane Feuillet (NMSU)

Kelly Holly-Bockelmann (Vanderbilt; FAST lead)

Amy Jones (MPA Garching)

Jose Sanchez-Gallego (UW; **co-chair**)

Sara Lucatello (INAF)

Karen Masters (Portsmouth)

Audrey Oravetz (NMSU, APO)

Ashley Ross (OSU)

Sarah Jane Schmidt (AIP; **co-chair**)

Keivan Stassun (Vanderbilt)

Jamie Tayar (OSU)

COINS charge

To ensure equal participation to the collaboration regardless of gender, gender identity, race, ethnicity, sexual orientation, disability, career stage, geographic location, economic background, social and cultural backgrounds, etc. and all possible intersections thereof.

From the Sloan Foundation, we have been specifically charged with increasing the number of women in collaboration leadership.

COINS charge

The broad goals of the COINS are:

- ★ **to assess** the SDSS project and collaboration's climate and demographics

COINS charge

★ to assess

Routinely evaluate the collaboration's demographics

Routinely evaluate the collaboration's general climate

COINS charge

The broad goals of the COINS are:

- ★ **to assess** the SDSS project and collaboration's climate and demographics
- ★ **to recommend** to the MC new policies or practices with regard to increasing inclusiveness

COINS charge

★ to recommend

Inform the collaboration on our findings and other resources on inclusivity.

Provide regular input to Management Committee.

Report regularly to the SDSS-IV Director as to its activities.

COINS charge

The broad goals of the COINS are:

- ★ **to assess** the SDSS project and collaboration's climate and demographics
- ★ **to recommend** to the MC new policies or practices with regard to increasing inclusiveness
- ★ **to assist in the implementation** of these new activities where necessary

COINS charge

★ to implement

Help lead the FAST and REU programs aimed at underrepresented minority participation in SDSS.

Field concerns on these topics from people within the project and the collaboration who may prefer not to approach the collaboration management directly.

Identify and help pursue external funding related to addressing the topics considered by this committee.

COINS charge

The broad goals of the COINS are:

- ★ **to assess** the SDSS project and collaboration's climate and demographics
- ★ **to recommend** to the MC new policies or practices with regard to increasing inclusiveness
- ★ **to assist in the implementation** of these new activities where necessary

FAST

REU

Access to EPO

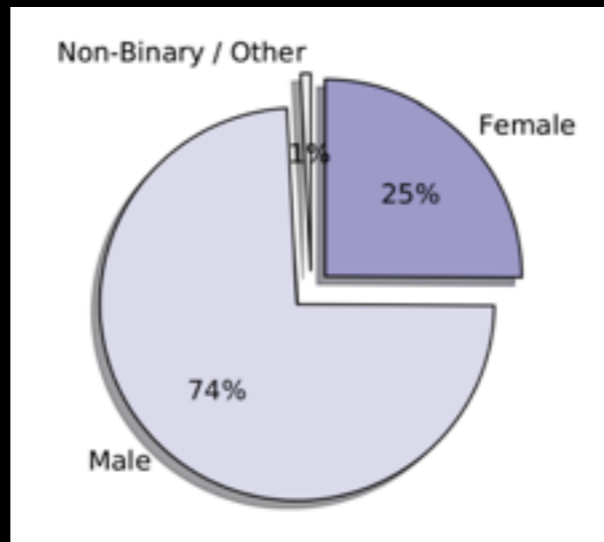
demographics survey

Code of Conduct

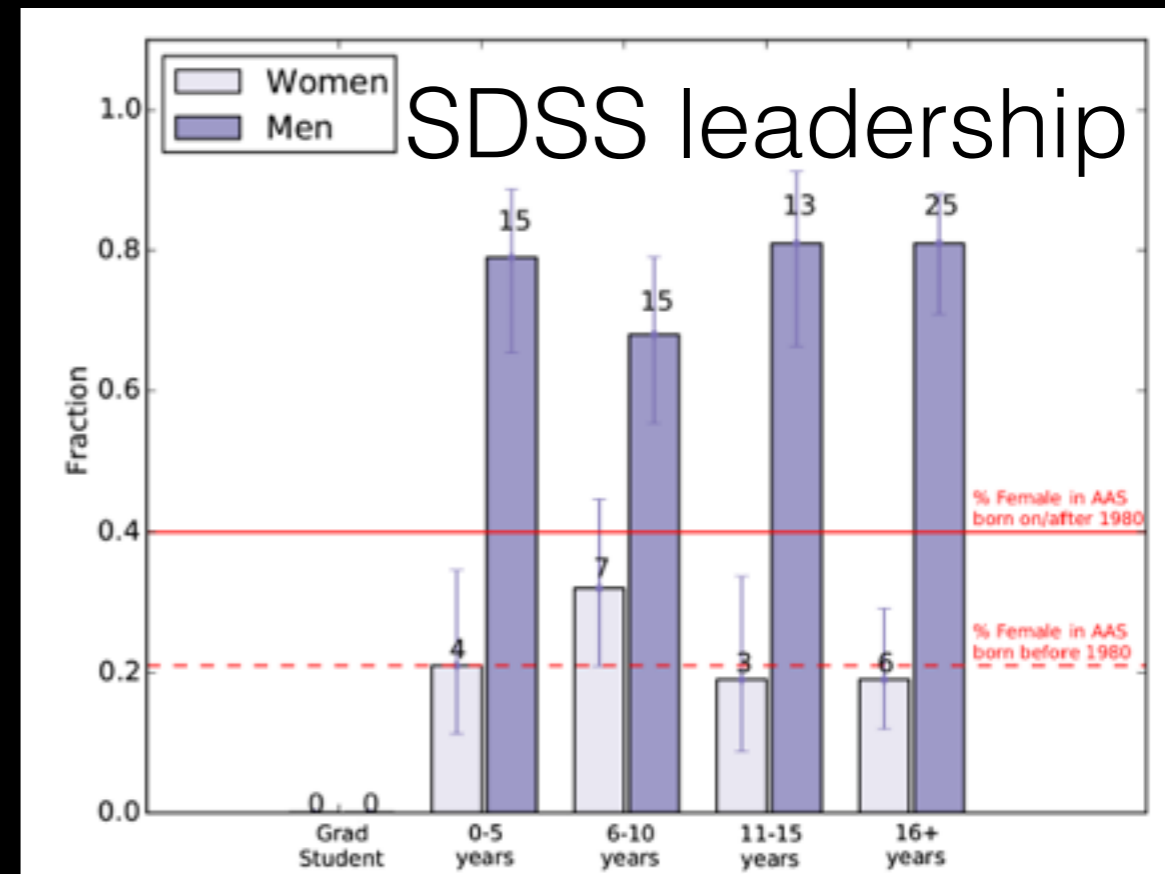
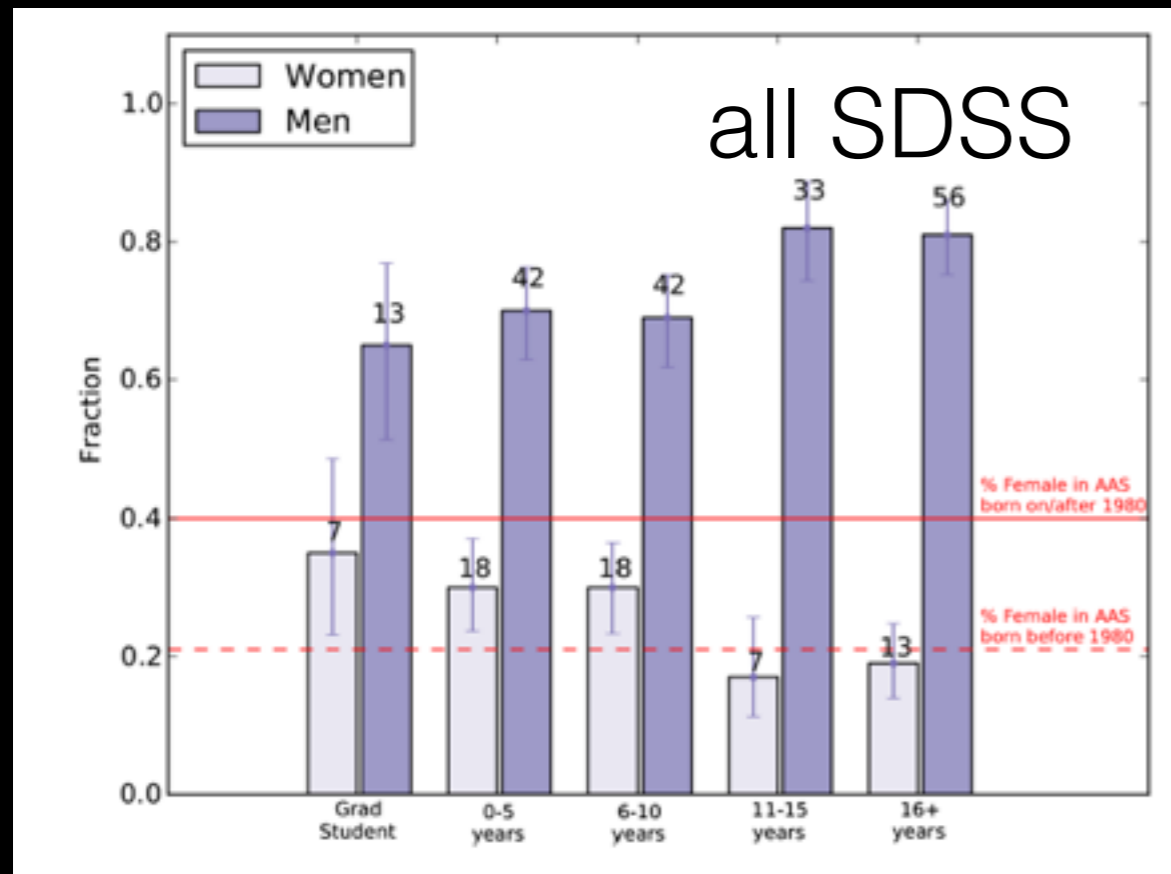
new member orientation

Inclusive meetings

Equity and phone meetings



demographics survey



FAST

REU

Access to EPO

demographics survey

Code of Conduct

new member orientation

Inclusive meetings

Equity and phone meetings

FAST

Faculty And
Student Teams

REU

Research Experience for
Undergraduates

Funded efforts to expand the
SDSS community to include
more people of color.

FAST

REU

Access to EPO

demographics survey

Code of Conduct

new member orientation

Inclusive meetings

Equity and phone meetings

How does timezone and leadership strategy affect who attends a phone meeting and who speaks up in a phone meeting?

Equity and phone meetings

FAST

REU

Access to EPO

demographics survey

Code of Conduct

new member orientation

Inclusive meetings

Equity and phone meetings