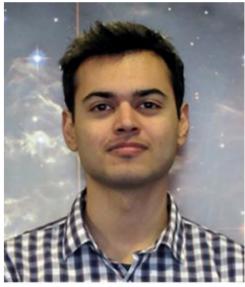


Inclusion, Diversity and Equity in Astronomy (IDEA)

Astronomy & Astrophysics | KICP



Gourav Khullar, for the IDEA collaboration
(gkhullar@uchicago.edu)

*Department of Astronomy and Astrophysics, University of Chicago
Kavli Institute of Cosmological Physics (KICP), University of Chicago*



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Diversity and Inclusion in Astronomy and Physics

Diversity and inclusion are integral to STEM fields. Supporting the ideas of equity in the workplace requires the dismantling of structural barriers that prevent marginalized communities from participating in science. DEIJC was created with these fundamental principles in mind.

DEIJC aims to strengthen two essential pillars for a healthy research environment: a) diversity among peers, and b) an equitable and inclusive ecosystem.



Who We Are

A group of **Graduate Students, Postdoctoral Fellows and Research Scientists** affiliated with the Dept. of Astronomy and Astrophysics, Dept. of Physics, and the Kavli Institute of Cosmological Physics at the University of Chicago.

What We Do

Our objectives are a) to create a safe space for astrophysicists that face marginalization along the axes of identity they associate with, and b) facilitate conversations and peer education in the landscape of diversity, equity and inclusion. Our **fortnightly meetings since Fall 2017** have been built around topics like:

- Mentoring and advising in astrophysics
- Workplace climate and hiring practices
- Best practices/etiquettes for classrooms and meetings
- Scholarship on decolonizing¹ science
- Statistical studies on under-representation in astronomy
- Tackling unconscious bias, impostor syndrome and mental health issues

We use meeting etiquettes - **stack of speakers, 'oops/ouch' method, privacy of conversations** - to facilitate discussions, with great success!

Ethnic Diversity Increases Scientific Impact

Bedoor K AlShebli, Talal Rahwan, Wei Lee Woon

SCIENTIFIC AMERICAN POLICY & ETHICS

How Diversity Makes Us Smarter

Effective Practices for Recruiting and Retaining Women in Physics

NEWS • 14 MARCH 2018

Sexual-minority students more likely to abandon science majors

ADVICE

Ghost Advising

NEWS • 08 FEBRUARY 2018

US science agency will require universities to report sexual harassment

Gender parity closer among astronomers in low-income countries

Careers and Recruitment

Evidence for a mental health crisis in graduate education

Teresa M Evans, Lindsay Bira, Jazmin Beltran Gastelum, L Todd Weiss & Nathan L Vanderford

Projects (Completed and Ongoing)

- Supporting a mentorship program for early career scientists, and facilitating advisor-student conversations.
- Recommending a list of guidelines for dept. visitors.
- Building recommendations for the annual Open House, and to foster maximum community participation.
- Building a support structure for underrepresented minority (URM) students.
- Compiling a list of resources² pertaining to equity, inclusion and social justice for the consumption of the community.
- Supporting the departmental Diversity Committee in the building of a multi-year plan of operations.
- Building recommendations for the dept. in synchronization with the Nashville Recommendations³.
- Constructing a set of guidelines and recommendations for Professors, RAs/TAs that are involved with undergraduate classes.
- Assembling a preliminary climate survey for the dept.



Contact us!

deijc_astro.lists.uchicago.edu
gkhullar@uchicago.edu
norashipp@uchicago.edu

References

1. Decolonizing Science Reading List, by Dr. Chanda Prescod-Weinstein, UWashington: <https://medium.com/@chanda/decolonising-science-reading-list-339fb773d51f>
2. List of Resources from DEIJC: <https://goo.gl/1jXfFG>
3. Nashville Recommendations: https://tiki.aas.org/tiki-index.php?page=Inclusive_Astronomy_The_Nashville_Recommendations