

# **Dismantling inequity in physics: The essential role of overrepresented groups**

*Monday, 29 April 2024 16:00 (45 minutes)*

Inequity in physics remains a problem despite significant effort, care, and material resources dedicated to addressing it. The tendency to focus change efforts on those who have been historically and intentionally excluded while leaving those who occupy positions of power and privilege, and the structures they maintain, is likely related to the slow progress. In this talk, I present data from multiple studies considering how those who hold intersecting identities of privilege engage with equity efforts. Findings highlight how well-meaning people of privilege frequently undermine equity by failing to acknowledge even obvious inequity, distancing themselves from both the causes and solutions of inequity, minimizing it when they cannot deny or distance, and justifying their own inaction. I end by offering recommendations for both individuals of privilege as well as recommendations for policymakers.

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