

The first ICHEP  
Inclusivity and Diversity Discussion

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Communicating clearly with one another to change the culture of science is why I think we're here today.

This is not easy.

Rate of incarceration for Black men in the United States:

$1/6$

Fraction of Black men in the Dark Energy Survey:

$1/500$

#BlackLivesMatter

Sexual harassment and gender discrimination is rampant in science, tech and academia.

#astroSH

Countless have been marginalized,  
made to feel less than they are. They  
left our community, because our  
community left them behind.

I am here for those who couldn't be.  
For those who could be. And for  
those who will be.

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Data  
Experiences  
Processes  
Programs

People  
Lives  
Careers  
Futures

Ground Rules and Guidelines:  
- respect, include, grow

- **Share the air.** If you have been dominating the discussion or participating disproportionately, let others participate. Alternatively, if you haven't said much, you are encouraged to participate more.
- **Lean into discomfort.** Discussions about racism, sexism, heterosexism, cissexism, and ableism often require us to examine issues that we do not want to talk about. However, the most progress is often made by leaning into our own discomfort so that we are able to address what needs to be addressed.
- **Use “both/and” rather than “either/or” thinking.** When confronting complex issues, the use of "either/or" thinking often oversimplifies situations and makes it more difficult to resolve conflicts. In contrast, "both/and" thinking allows us to recognize that truths are multifaceted and to come up with more options.
- **Respect the preferred pronouns of others.** To help make sure that nobody is singled out, please include your preferred pronouns on your badge. If you're not sure how to do this, please ask!
- **Recognize that intent ≠ impact.** We can generally assume that nearly all of us are coming into this meeting with good intentions. However, sometimes we end up saying or doing something that is hurtful even when we have good intentions.

- **Be aware of power dynamics in the room.** A frequent occurrence in discussions is that members of historically overrepresented groups often dominate the discussion. We should ask ourselves the questions: Who is talking the most? Who is asking the most questions?
- **Speak to your own experience.** Using “I” or “we” statements often helps with avoiding generalizations and also the dynamic of explaining back to someone about their own oppressions they face.
- **Be aware of intersectionality.** The most common practice in astronomy diversity efforts is to focus on a single dimension of identity. This approach leaves behind, for example, women of color who are impacted by the intersection of racism and sexism.
- **Discuss the message, not the messenger.** Focus discussion and commentary on what is being spoken, not who is speaking. For example, identifying a statement as racist, rather than the person making the statement.
- **Oops, ouch.** Part of having these conversations is messing up. If you say something that is hurtful or problematic and you realize it, you can say “oops” to acknowledge it and then try again. Alternatively, if someone else said something hurtful or problematic, then you can say “ouch” which serves as a marker that there is something that needs to be discussed further.

- **Private thoughts, public meeting.** We encourage you to tweet all that you are learning at the meeting, however, we request that you not tweet personal narratives from participants without first obtaining their permission. This allows us to share useful information with others while still respecting an individual's right to privacy.