

Equity & Inclusion :

Actions to shift climate and create stronger communities

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University of Washington, Seattle

During this talk, please feel free to manage your experience in the way that is best for you.

That might include:

- Taking pictures of the board
- Making audio / video recordings
- Using a laptop or other device
- Eating or drinking
- Standing or stretching
- Leaving the room for a period
- Stimming
- Sitting or laying on the floor
- etc.

What Happened To Women In Computer Science?

% Of Wom

Medical

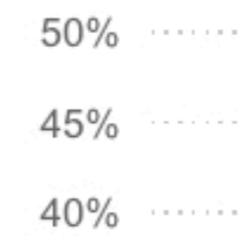
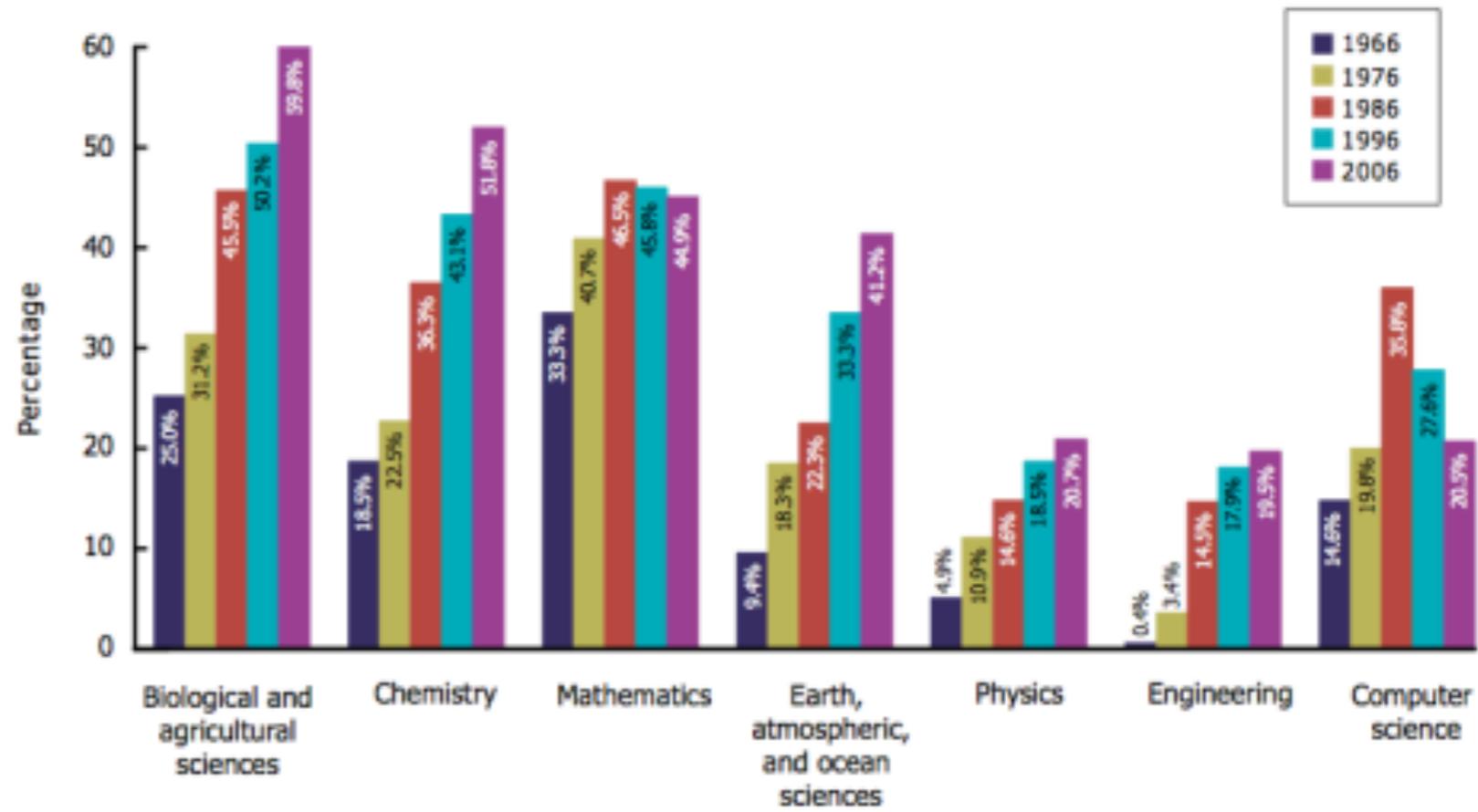


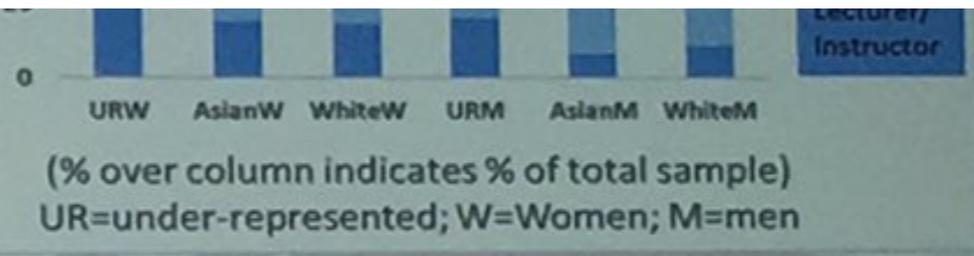
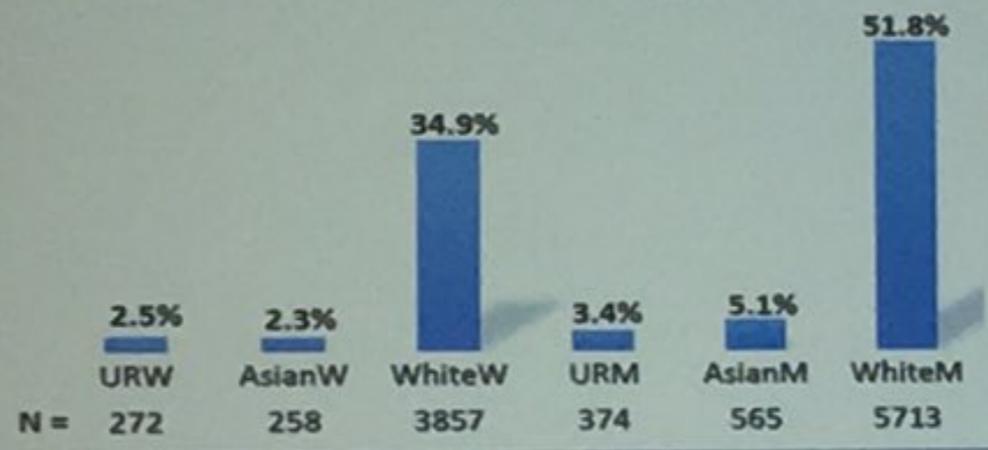
Figure 6. Bachelor's Degrees Earned by Women in Selected Fields, 1966–2006



Scientists and engi

STEM Faculty	General Population	Group
7.40%	5.6%	Asians
5.90%	13.2%	African
	16.3%	Hispani
86.70%	63.7%	White

Distribution of STEM Facul Race/Ethnicity and Gender



Adapted from Hurtado and Figuerosa in *Seeking Solutions: Maximizing American Talent by Advancing Women of Color in Academia. Summary of a Conference*. National Academies Press, 2013.

2010

ages



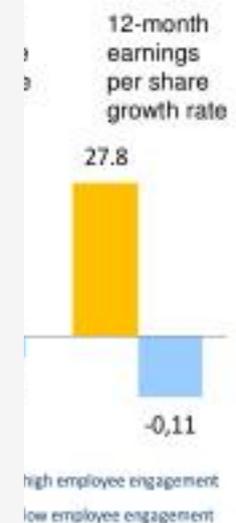
Making IT Stellar at NASA

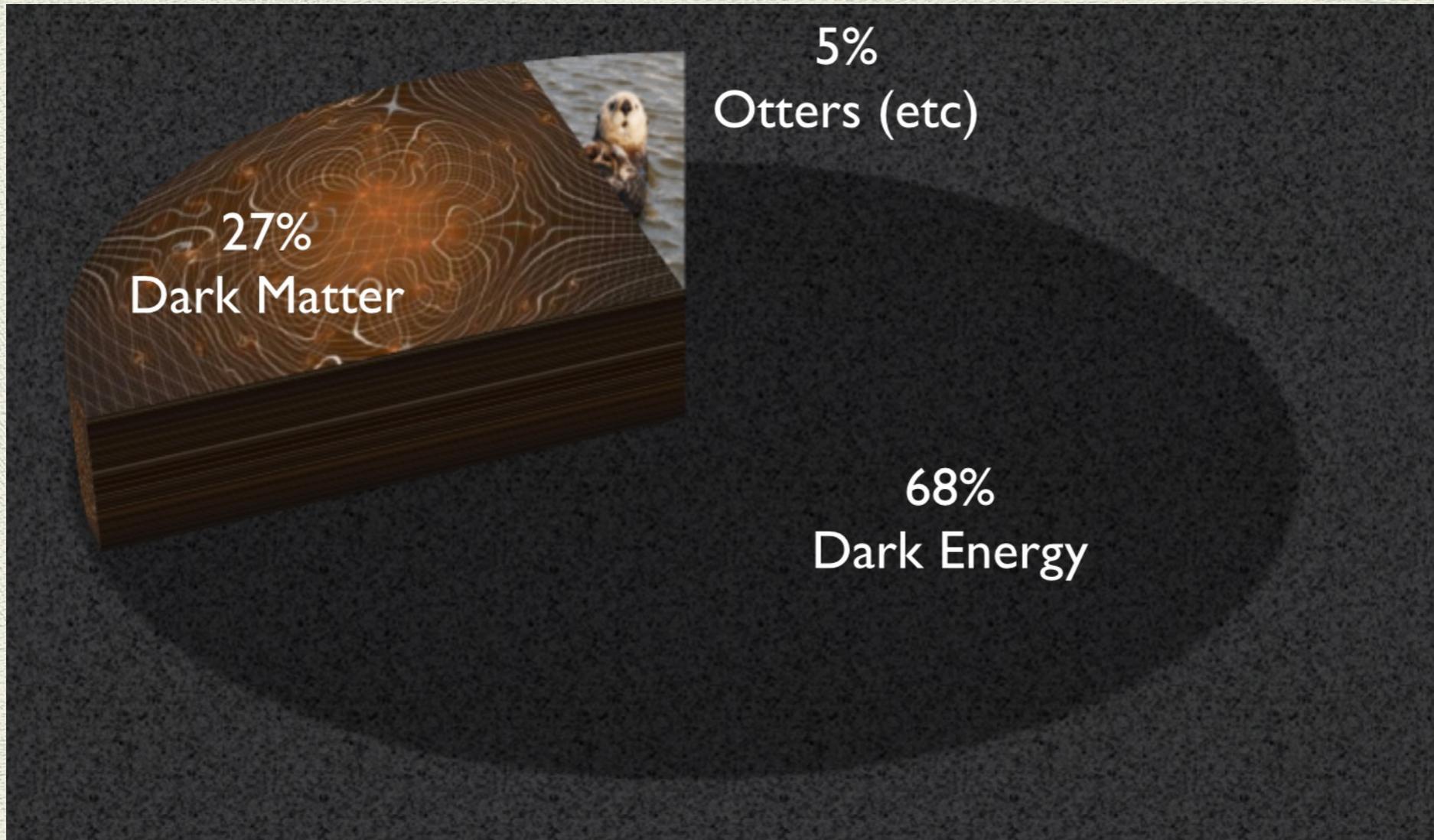
IT Summit
2011

The Business Case: Why are Diversity and Inclusion beneficial to NASA?

The research literature on Diversity and Inclusion identifies factors that contribute to a competitive advantage.

1. **Better technical solutions and problem solving,**
2. **Stronger critical analysis,**
3. **Greater innovation and creativity,**
4. **Deeper understanding of and greater effectiveness in organizational communication patterns,**
5. **Higher levels of employee engagement, and**
6. **Cultural shift toward valuing fairness and respect for individual contributions,**





Building a healthy physics community



Some givens....

Many of the structural systems of thought interwoven into academic cultural are harmful to a lot of people.

Some givens....

Many of the structural systems of thought interwoven into academic cultural are harmful to a lot of people.

- *White supremacy*
 - *Colonialism*
 - *Misogyny*
 - *Capitalism*
 - *Ableism*
 - *Homophobia*
 - *Transphobia*
 - *Racism*
- (to name a few)*

Institutional Racism

“Institutional racism is distinguished from racial bigotry by the existence of institutional systemic policies, practices and economic and political structures which place minority racial and ethnic groups at a disadvantage in relation to an institution’s racial or ethnic majority.”

Wikipedia, “Institutional Racism”

developed by Stokely Carmichael and Charles V. Hamilton in the 60s

Some givens....

These structures give rise to systems that center very specific groups of people and sets of ideas, creating environments that are hostile to minoritized people and limiting our intellectual landscape.

Some givens....

We can change our structures, our systems,
and our behaviors.

How To Solve a Problem

- **1. Understand the Problem**

Read the problem. Understand it.
Identify the knowns, the unknowns and the goal.

- **2. Devise a Plan**

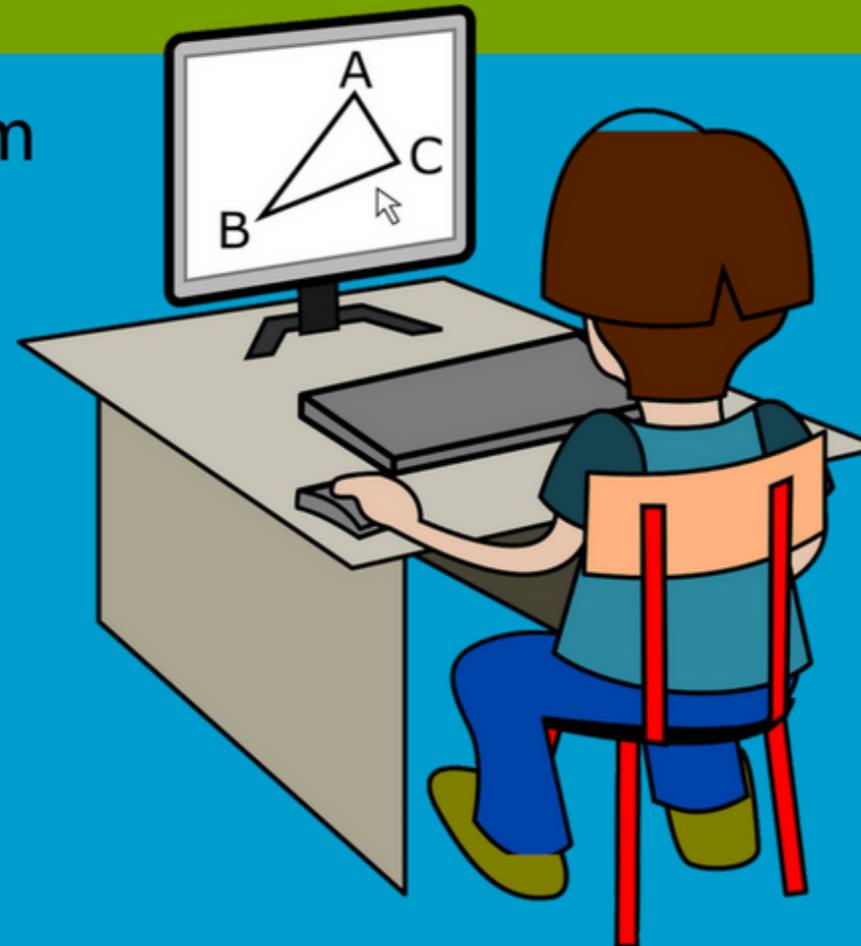
Find the connections. Choose the appropriate strategy. Devise a plan to solve the problem.

- **3. Carry out the Plan**

Execute your plan. Create a solution. If it does not work- discard it, and choose another.

- **4. Look back**

Reflect. Look back at what you did, what worked, and what did not. Check your arguments. Check the results.



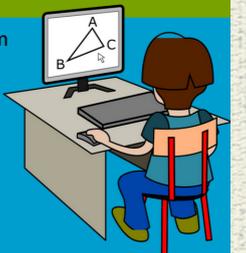
Ref: How To Solve It: By George Polya (1945)



Understand the Problem

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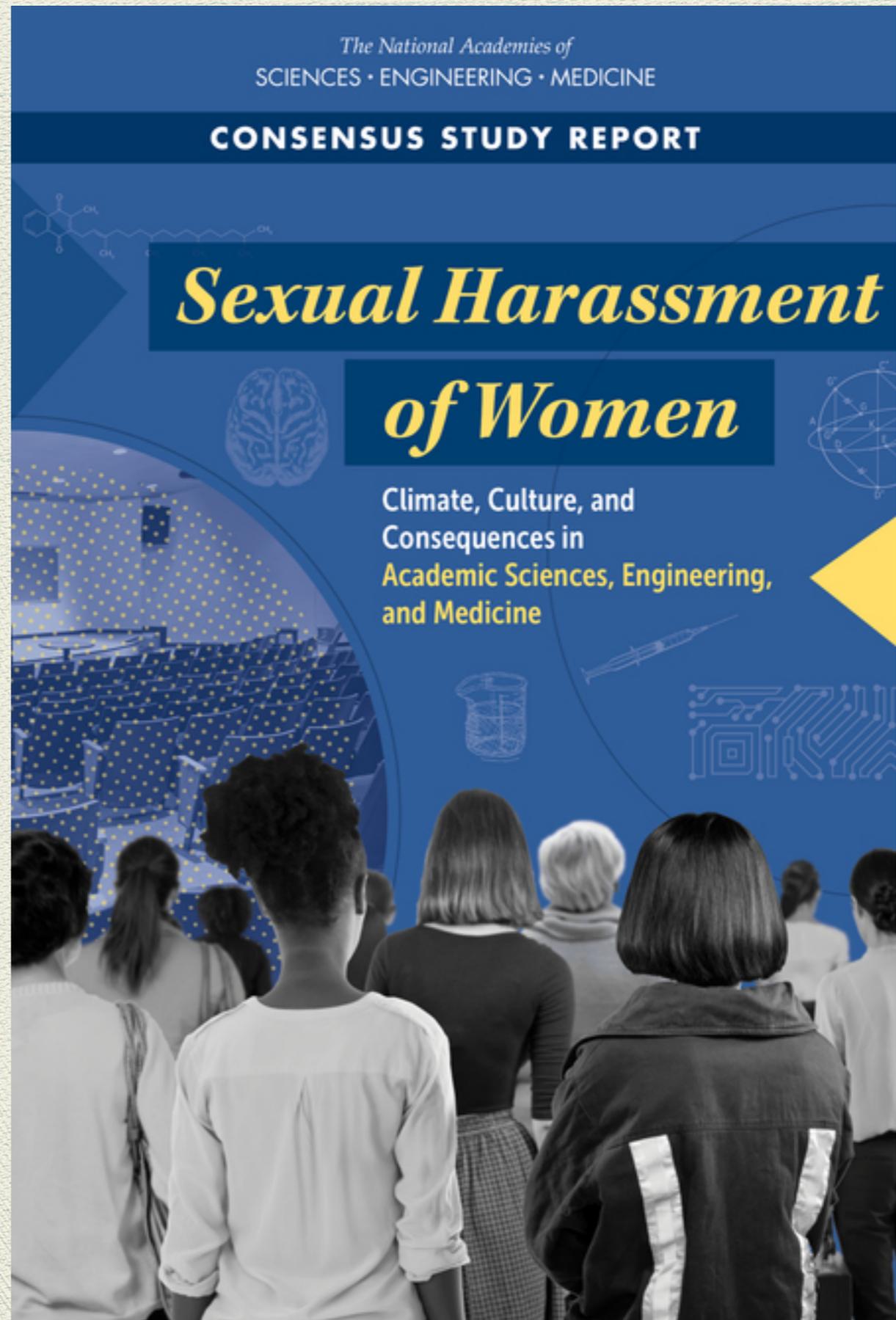
LGBT Climate in Physics

BUILDING AN
INCLUSIVE
COMMUNITY



“...And the outlook for me in terms of getting a PhD...is really contingent upon whether or not I have the right type of support system around me to be able to facilitate my success.”

Published on June 12th, 2018





“Research also shows that, by far, the **greatest predictor** of the occurrence of sexual harassment is the **organizational climate** in a school, department, or program, or across an institution.”

Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color

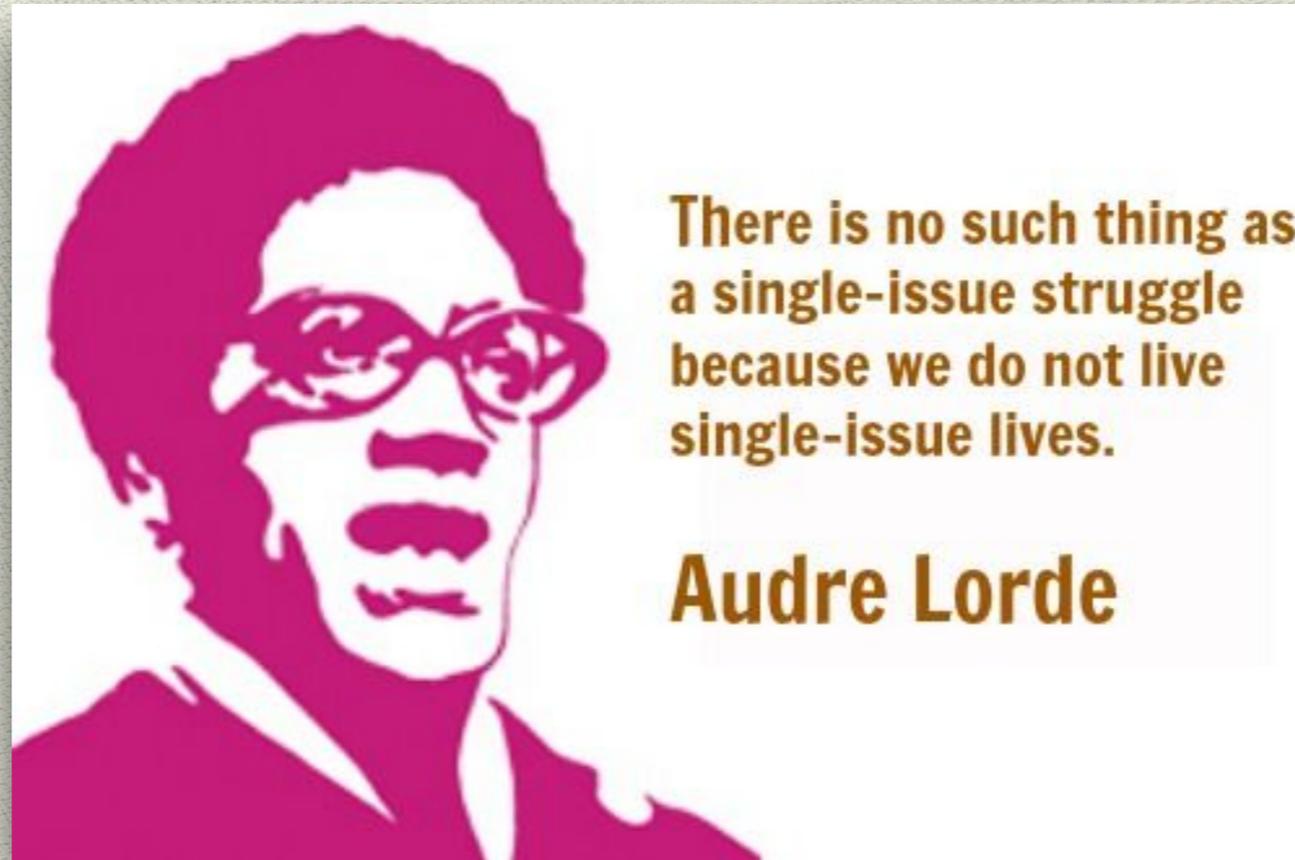
Kimberlé Crenshaw

Stanford Law Review

Vol. 43, No. 6 (Jul., 1991), pp. 1241-1299



Marilyn Frye



**There is no such thing as
a single-issue struggle
because we do not live
single-issue lives.**

Audre Lorde

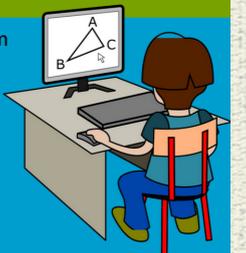


Combahee River Collective

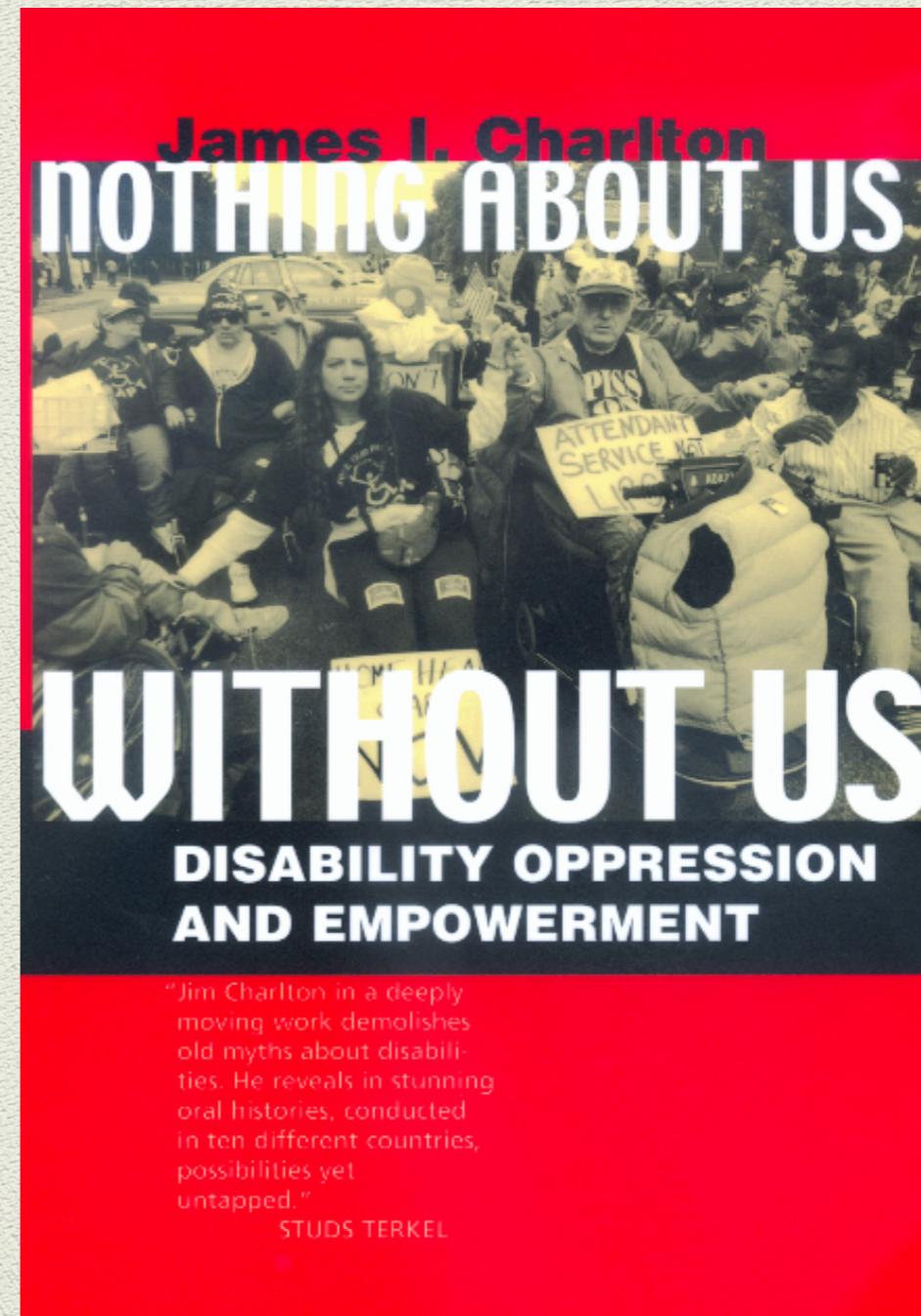
Devise a Plan

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You can't "solve" workplace/field climate issues without the input of those impacted.



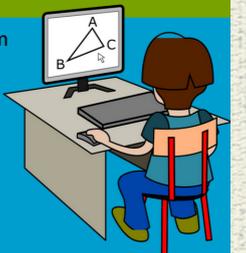
“You are not objective. You are not more objective than other people. You are especially not more objective about issues of marginalization than people who are marginalized relative to you.”

Chanda Prescod-Weinstein

Carry out the Plan

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Discomfort as a part of community building

We tend to surround ourselves with people who have had shared experiences. Moving towards comfort is human - but also leads to exclusion and the consolidation of power.

Discomfort as a part of community building

How many times have you heard (or
uttered):

“They just make me comfortable.”

“He’s our kind of person.”

“She’s a good fit.”

Discomfort as a part of community building

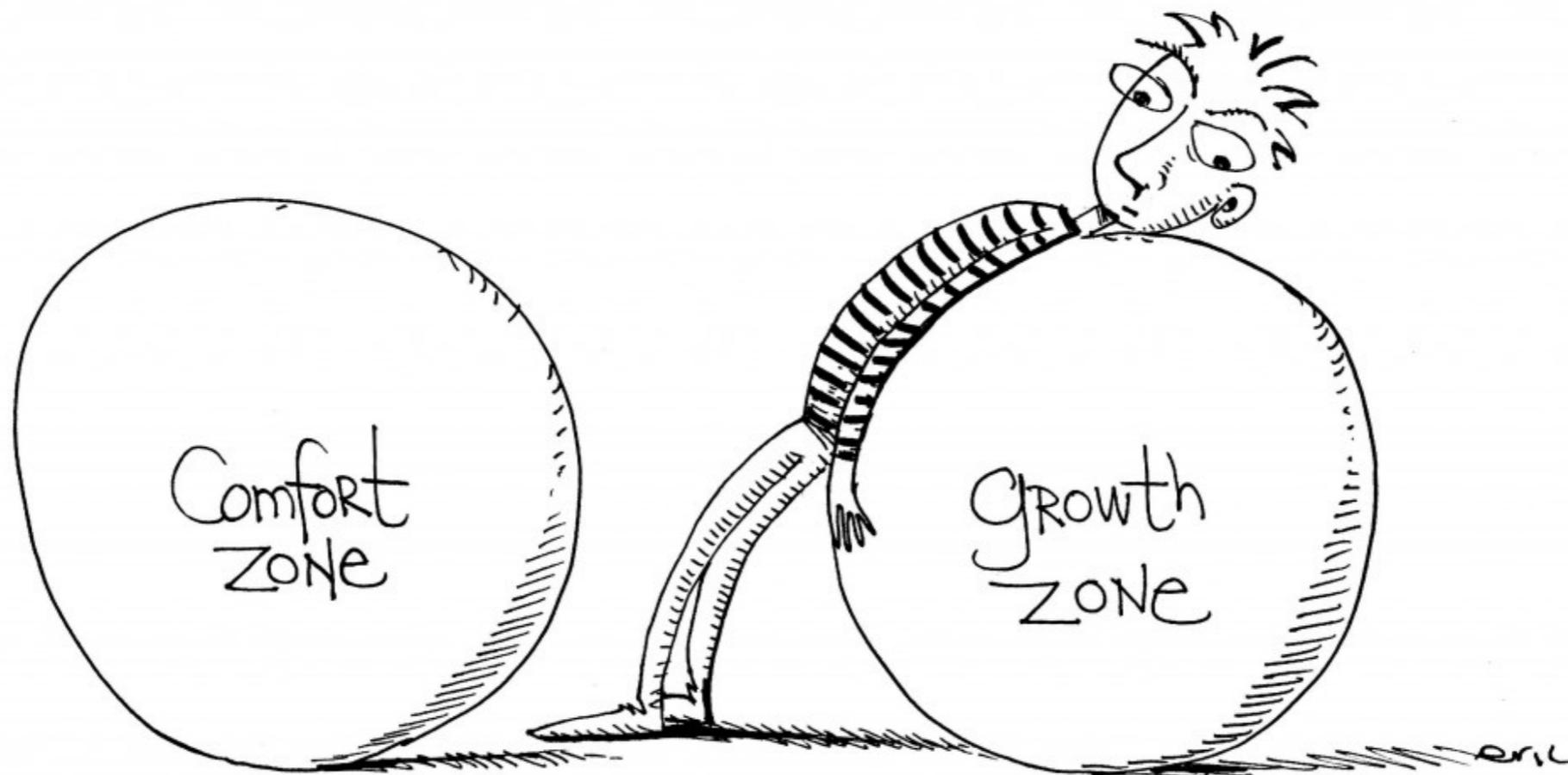
**How many times have you heard (or
uttered):**

“What if I say the wrong thing?”

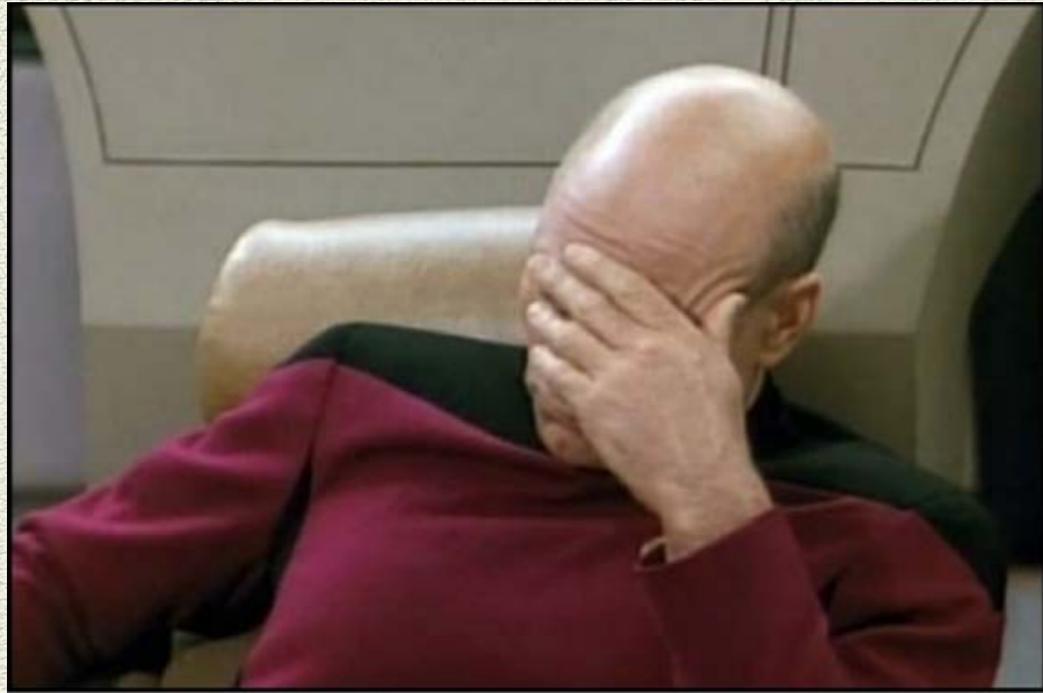
“They won’t be comfortable here.”

“I don’t want to offend anyone!”

If you are not minoritized along a particular axis,
make a commitment to
TAKE ON THE BURDEN OF DISCOMFORT



Lean...



You will screw up.

Probably a lot.

Embrace it.

Apologize.

Learn.

The power of a real apology

- ◆ When we screw up, we tend to feel defensive. It feels bad to get it wrong.
- ◆ Stopping this instinct is the first step - lashing out is our ego being fragile.

The power of a real apology

- ◆ Once we've stopped, we can listen and learn. We decenter our embarrassment and center the harm of our colleague, and react from a place of compassion and a desire to change.
- ◆ **It isn't up to us if an apology is accepted.** It isn't always so easy to remove hurt or harm. An apology isn't a demand for acceptance or a social nicety. It is an acknowledgement of a mistake, and of someone else's humanity.

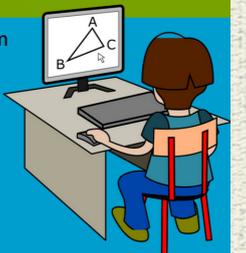
The power of a real apology

The real trick - **You actually have to do the work to change your thinking/behavior.**
Although not easy, apologizing is the start, not the end.

Look Back / Evaluate

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Outreach is great...

But it isn't the sole core of inclusion work. We've been doing lots of recruiting. But what happens when they actually join our fields?

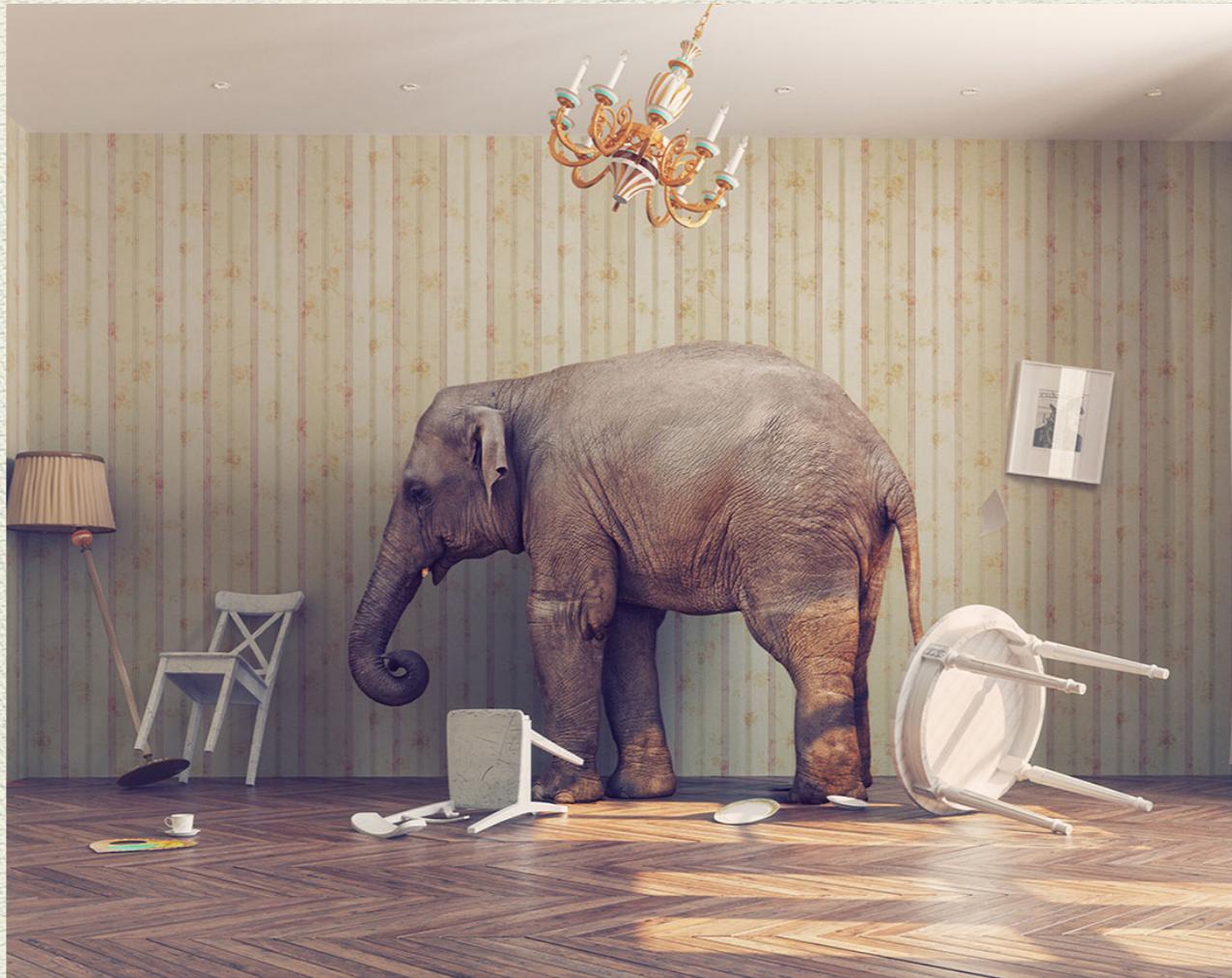
We have all these K-12 STEM efforts. Let's get the girls excited about science. And at this point, a lot of us feel like, why? Why would you do that to them? They're gonna go to school and they're gonna fall in love with science and then they're gonna be 30 and they're gonna be fending off advances from some 55-year-old man and questioning every decision that they made in their lives. Why would you encourage them to do that? So, I focus most of my efforts now on women who are already in the field. I would love to spend lots of time with kids and get them excited about science, but I'm not that excited about science anymore. (*Assistant professor in geosciences*)

Write down the name
of one or two scientific
mentors who have
influenced your career.



Write down the name of one or two scientific mentees whose careers you have supported over several stages.



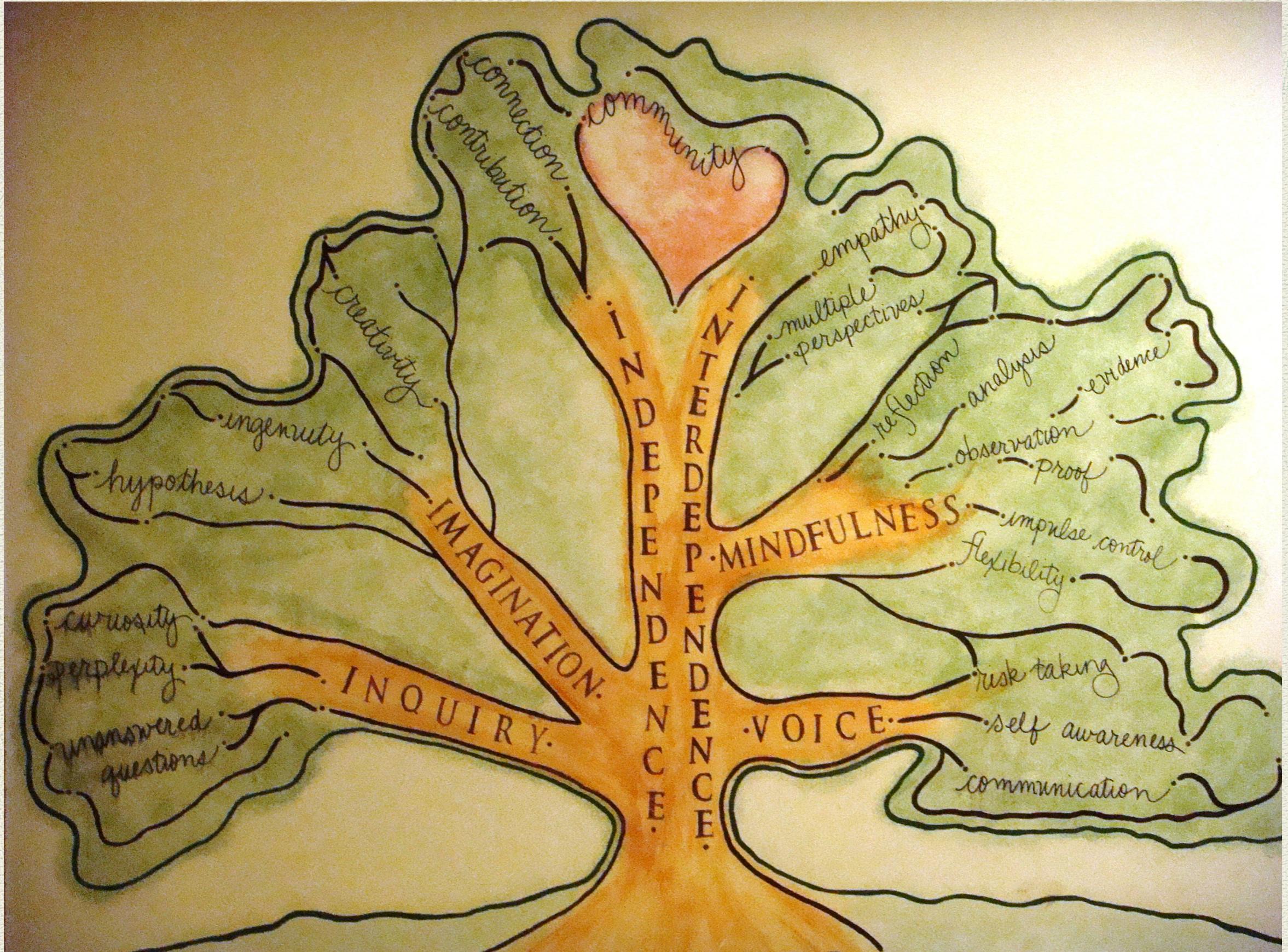


Write down the name of someone you know who has left the field on less than optimal/independent terms.

What is the climate at your institution? In your group? In your subfield?

- Actions speak louder than words
- **“Ally” is not a title to be earned, but actions taken.**
- Remember power dynamics.
- **Spend your social/institutional capital to support minoritized colleagues.**
- Step outside your experience.
- Treat mentorship relationships as a two way street - your mentee is not the only one who is learning.

**Stop prioritizing your comfort over
the survival of others, and use your
power to build communities where
we can thrive together.**



Resources

- ◆ **Decolonizing Science Reading List**, by Chanda Prescod Weinstein: <https://medium.com/@chanda/decolonising-science-reading-list-339fb773d51f#.om5w2ivfq>
- ◆ **NAS study on the Sexual Harassment of Women**: <http://sites.nationalacademies.org/SHStudy/index.htm>
- ◆ **APS study on LGBT+ Climate in Physics**: <https://www.aps.org/programs/lgbt/>
- ◆ **Combahee River Collective Resources**: <https://combaheerivercollective.weebly.com/resources.html>
- ◆ **The Systemic Birdcage of Sexism** by Marilyn Frye: <https://cpt.org/files/US%20-%20Bird%20Cage%20of%20Sexism.pdf>