



AbSciCon
2019

The logo is a circular emblem with a green border. Inside, a blue satellite with a long tail is in orbit around a stylized landscape. The landscape includes a row of green coniferous trees at the bottom, blue mountains in the middle, and a white tower with a circular top (resembling the Space Needle) in the background. The text 'AbSciCon' is written in a black, sans-serif font across the top half of the circle, and '2019' is written in a larger, bold, black, sans-serif font across the bottom half. Small white stars are scattered around the circle.

1
00:00:00,790 --> 00:00:07,320

[Music]

2
00:00:12,080 --> 00:00:09,340

[Applause]

3
00:00:14,930 --> 00:00:12,090

so first of all my name is dr. Lauren

4
00:00:17,830 --> 00:00:14,940

Siler I am a postdoctoral investigator

5
00:00:21,530 --> 00:00:17,840

at Woods Hole Oceanographic Institution

6
00:00:24,290 --> 00:00:21,540

I study carbon assimilation strategies

7
00:00:27,220 --> 00:00:24,300

in the deep ocean and in the subsurface

8
00:00:31,280 --> 00:00:27,230

and terrestrial and marine environments

9
00:00:35,560 --> 00:00:31,290

I'm a first generation PhD I'm bisexual

10
00:00:40,760 --> 00:00:35,570

and I'm a new mom there's my daughter

11
00:00:42,709 --> 00:00:40,770

Eleanor and her daddy Keith so we're

12
00:00:44,810 --> 00:00:42,719

very excited to be here this is my first

13
00:00:50,029 --> 00:00:44,820

conference back after giving birth and

14

00:00:51,979 --> 00:00:50,039

it's been a trip so the name of this

15

00:00:54,500 --> 00:00:51,989

panel is allies and advocates in

16

00:00:56,270 --> 00:00:54,510

astrobiology a discussion on diversity

17

00:00:59,060 --> 00:00:56,280

and inclusivity and we're gonna talk a

18

00:01:00,619 --> 00:00:59,070

little bit about what we mean by some of

19

00:01:03,439 --> 00:01:00,629

these terms what is the difference

20

00:01:05,270 --> 00:01:03,449

between an ally and an advocate what is

21

00:01:08,810 --> 00:01:05,280

the difference between diversity and

22

00:01:11,870 --> 00:01:08,820

inclusivity and Jen made a very good

23

00:01:14,569 --> 00:01:11,880

suggestion and that is that it really

24

00:01:17,510 --> 00:01:14,579

should be aspiring allies and advocates

25

00:01:20,359 --> 00:01:17,520

because all of us including myself and

26

00:01:22,670 --> 00:01:20,369

everyone on this panel is really working

27

00:01:24,289 --> 00:01:22,680

towards becoming a better Ally and a

28

00:01:28,039 --> 00:01:24,299

better advocate for underrepresented

29

00:01:30,590 --> 00:01:28,049

groups before we get started I want to

30

00:01:32,600 --> 00:01:30,600

thank Melissa curvin Brooks for all of

31

00:01:34,670 --> 00:01:32,610

her support in helping get this panel

32

00:01:37,819 --> 00:01:34,680

off the ground and also danielle's

33

00:01:40,249 --> 00:01:37,829

Calise just

34

00:01:41,959 --> 00:01:40,259

there's just been so much support from

35

00:01:43,849 --> 00:01:41,969

NASA when I first approached them about

36

00:01:46,359 --> 00:01:43,859

this idea and they were very very

37

00:01:48,679 --> 00:01:46,369

excited about having this panel so I

38

00:01:54,080 --> 00:01:48,689

couldn't have done it without their

39

00:01:56,270 --> 00:01:54,090

encouragement but another impetus for

40

00:02:00,010 --> 00:01:56,280

this panel apart from the need for

41

00:02:03,440 --> 00:02:00,020

discussing this topic is also to

42

00:02:05,059 --> 00:02:03,450

shamelessly plug an upcoming workshop

43

00:02:07,010 --> 00:02:05,069

slash conference I don't think we've

44

00:02:12,110 --> 00:02:07,020

really decided exactly how to frame it

45

00:02:14,509 --> 00:02:12,120

yet called WTF astrobiology which of

46

00:02:19,339 --> 00:02:14,519

course stands for women trans and funds

47

00:02:23,479 --> 00:02:19,349

in astrobiology so that will be coming

48

00:02:24,830 --> 00:02:23,489

up in the early 2020 winter spring it

49

00:02:27,620 --> 00:02:24,840

will be hosted at Arizona State

50

00:02:31,130 --> 00:02:27,630

University by Sarah Walker and Theresa

51
00:02:31,699 --> 00:02:31,140
Fisher and we're very very excited about

52
00:02:33,380 --> 00:02:31,709
that

53
00:02:35,960 --> 00:02:33,390
it's looking like it's going to be about

54
00:02:37,880 --> 00:02:35,970
a three-day long conference and a small

55
00:02:40,699 --> 00:02:37,890
kind of intimate we'll be talking about

56
00:02:43,129 --> 00:02:40,709
gender issues and astrobiology and we'll

57
00:02:47,509 --> 00:02:43,139
be highlighting the work of women trans

58
00:02:50,990 --> 00:02:47,519
and thumbs astrobiologists although men

59
00:02:54,050 --> 00:02:51,000
are also welcome to attend and we will

60
00:02:56,539 --> 00:02:54,060
be discussing the parameters of that

61
00:02:59,750 --> 00:02:56,549
later on but if you're at all interested

62
00:03:02,390 --> 00:02:59,760
in helping out with this workshop in any

63
00:03:04,990 --> 00:03:02,400

way or if you just have more questions

64

00:03:07,699 --> 00:03:05,000

about it this is my contact information

65

00:03:10,789 --> 00:03:07,709

and you can also hit me up on twitter at

66

00:03:11,780 --> 00:03:10,799

musk amer and there's a QR code here and

67

00:03:13,099 --> 00:03:11,790

I want to see everybody take out their

68

00:03:17,990 --> 00:03:13,109

phones take a picture of the QR code

69

00:03:20,930 --> 00:03:18,000

because that is a survey on the upcoming

70

00:03:23,059 --> 00:03:20,940

workshop asking what kind of things

71

00:03:25,039 --> 00:03:23,069

would you like to see discussed what are

72

00:03:27,800 --> 00:03:25,049

your experiences and discrimination in

73

00:03:29,750 --> 00:03:27,810

astrobiology and if you've been to a

74

00:03:31,670 --> 00:03:29,760

panel or a workshop like this before

75

00:03:34,580 --> 00:03:31,680

what did you think of it what did you

76

00:03:36,589 --> 00:03:34,590

like what did you dislike so we can get

77

00:03:38,780 --> 00:03:36,599

an idea of what the community wants and

78

00:03:40,610 --> 00:03:38,790

needs out of a workshop like this I see

79

00:03:42,979 --> 00:03:40,620

a lot of phones out good job you guys

80

00:03:46,099 --> 00:03:42,989

are good at taking direction all right

81

00:03:50,390 --> 00:03:46,109

so before we get started I want to

82

00:03:53,690 --> 00:03:50,400

introduce our panelists we'll start down

83

00:03:55,430 --> 00:03:53,700

that is dr. Kendall Lynch she is a staff

84

00:03:56,720 --> 00:03:55,440

scientist at the lunar and planetary

85

00:03:59,089 --> 00:03:56,730

Institute

86

00:04:01,490 --> 00:03:59,099

she's a Geo microbiologist and she also

87

00:04:03,050 --> 00:04:01,500

studies planetary habitability and works

88

00:04:07,250 --> 00:04:03,060

on the development of in situ

89

00:04:10,759 --> 00:04:07,260

instruments for robotic exploration to

90

00:04:12,619 --> 00:04:10,769

her right that's dr. Jen glass I had to

91

00:04:14,660 --> 00:04:12,629

look to make sure it was dr. Jennifer

92

00:04:18,560 --> 00:04:14,670

glass she is he recently done iord

93

00:04:21,830 --> 00:04:18,570

associate professor yes at the Georgia

94

00:04:25,129 --> 00:04:21,840

Institute of Technology and she is a

95

00:04:26,719 --> 00:04:25,139

microbial ecologist and a guru of

96

00:04:30,890 --> 00:04:26,729

methane cycling and all things methane

97

00:04:32,540 --> 00:04:30,900

cycling to her right dr. Shawn Don

98

00:04:34,210 --> 00:04:32,550

Miguel Goldman who is a research

99

00:04:36,950 --> 00:04:34,220

scientist at Goddard Space Flight Center

100

00:04:38,960 --> 00:04:36,960

he studies isotope fractionation and

101
00:04:42,260 --> 00:04:38,970
spectroscopy based technology is for

102
00:04:44,480 --> 00:04:42,270
exoplanet habitability to his right we

103
00:04:46,279 --> 00:04:44,490
have Theresa Fisher

104
00:04:48,740 --> 00:04:46,289
she's a doctoral candidate at Arizona

105
00:04:50,480 --> 00:04:48,750
State University and she studies

106
00:04:52,400 --> 00:04:50,490
chemical reaction networks that may

107
00:04:56,390 --> 00:04:52,410
serve as bio signatures in exoplanet

108
00:04:59,540 --> 00:04:56,400
atmospheres and finally we have dr. Joan

109
00:05:01,390 --> 00:04:59,550
smelts she is the stratosphere

110
00:05:03,650 --> 00:05:01,400
Observatory for infrared astronomy

111
00:05:06,080 --> 00:05:03,660
Associate Director for science and

112
00:05:07,969 --> 00:05:06,090
public outreach at NASA Ames and she is

113
00:05:09,860 --> 00:05:07,979

the former chair of the American

114

00:05:13,400 --> 00:05:09,870

Astronomical Society z-- Committee on

115

00:05:15,230 --> 00:05:13,410

the status of women in astrobiology so

116

00:05:18,500 --> 00:05:15,240

I'm gonna turn things over to Joan and

117

00:05:20,600 --> 00:05:18,510

she's going to open up this topic with

118

00:05:23,180 --> 00:05:20,610

some work that she has done about

119

00:05:26,480 --> 00:05:23,190

specifically sexual harassment and how

120

00:05:35,230 --> 00:05:26,490

to become a better advocate for when you

121

00:05:40,029 --> 00:05:37,510

so I guess I have to start out with a

122

00:05:42,640 --> 00:05:40,039

confession I'm not an astrobiologist I'm

123

00:05:44,050 --> 00:05:42,650

an i but I am an astronomer so it was

124

00:05:45,700 --> 00:05:44,060

the committee on the status of women in

125

00:05:47,290 --> 00:05:45,710

astronomy and it's a committee a

126

00:05:49,870 --> 00:05:47,300

standing committee of the American

127

00:05:52,450 --> 00:05:49,880

Astronomical Society so this is my first

128

00:05:55,689 --> 00:05:52,460

astrobiology conference I'm here as part

129

00:05:58,930 --> 00:05:55,699

of the NASA postdoctoral program and I

130

00:06:00,249 --> 00:05:58,940

have learned that melissa is the

131

00:06:02,110 --> 00:06:00,259

ultimate networker

132

00:06:05,290 --> 00:06:02,120

if you want to know about networking

133

00:06:08,920 --> 00:06:05,300

definitely follow in her wake because

134

00:06:11,770 --> 00:06:08,930

she was the one who heard about my talk

135

00:06:14,740 --> 00:06:11,780

on allies and advocates and and put it

136

00:06:17,230 --> 00:06:14,750

together with this one on the day when

137

00:06:21,040 --> 00:06:17,240

the NASA postdocs were actually meeting

138

00:06:24,760 --> 00:06:21,050

at lunch time to to have a town hall on

139

00:06:26,800 --> 00:06:24,770

her astrobiology so well done Melissa we

140

00:06:31,300 --> 00:06:26,810

all have some lessons to learn about

141

00:06:34,749 --> 00:06:31,310

networking from you and this is a

142

00:06:38,620 --> 00:06:34,759

segment that was of a talk that I give

143

00:06:42,969 --> 00:06:38,630

on sexual harassment but it came it was

144

00:06:46,629 --> 00:06:42,979

born from the column that I wrote for

145

00:06:51,159 --> 00:06:46,639

the NASA postdoctoral program newsletter

146

00:06:52,570 --> 00:06:51,169

and when the the editor asked if if I

147

00:06:54,520 --> 00:06:52,580

would write something as part of the

148

00:06:57,159 --> 00:06:54,530

director's corner so I actually got a

149

00:06:59,110 --> 00:06:57,169

promotion recently so it's it's not

150

00:07:02,620 --> 00:06:59,120

surprising so I'm the new director I'm

151
00:07:04,480 --> 00:07:02,630
not an associate director anymore that I

152
00:07:07,029 --> 00:07:04,490
asked if I could write about something I

153
00:07:09,760 --> 00:07:07,039
cared about and they said sure of course

154
00:07:11,379 --> 00:07:09,770
you can and and it turned out that for

155
00:07:13,749 --> 00:07:11,389
the first time I'd been thinking about

156
00:07:17,860 --> 00:07:13,759
this for a very long time and finally

157
00:07:22,420 --> 00:07:17,870
sat down and wrote out this column and

158
00:07:25,390 --> 00:07:22,430
that is what this little segment was

159
00:07:31,899 --> 00:07:25,400
born from so creating allies and

160
00:07:35,920 --> 00:07:31,909
advocates how do we do that and for for

161
00:07:37,540 --> 00:07:35,930
me as an astronomer I I was the chair of

162
00:07:40,120 --> 00:07:37,550
this Committee on the status of women in

163
00:07:44,800 --> 00:07:40,130

astronomy a number of years ago when

164

00:07:47,379 --> 00:07:44,810

there were multiple high profile stories

165

00:07:47,860 --> 00:07:47,389

about sexual harassment that made the

166

00:07:51,730 --> 00:07:47,870

news

167

00:07:55,570 --> 00:07:51,740

and you can see there's a cluster of

168

00:07:57,340 --> 00:07:55,580

them in astronomy and I was going to

169

00:08:00,250 --> 00:07:57,350

tell you it's going to begin with a

170

00:08:03,430 --> 00:08:00,260

little story once upon a time type story

171

00:08:06,700 --> 00:08:03,440

about why how I was involved and why I

172

00:08:12,580 --> 00:08:06,710

was involved in in the background in

173

00:08:16,630 --> 00:08:12,590

these cases so it it started in 2011

174

00:08:19,150 --> 00:08:16,640

when I decided to blog for the women and

175

00:08:24,520 --> 00:08:19,160

astronomy blog about my own experience

176

00:08:26,980 --> 00:08:24,530

with sexual harassment it was a decision

177

00:08:32,469 --> 00:08:26,990

that involved dredging up very painful

178

00:08:35,740 --> 00:08:32,479

memories it involved a real fear of

179

00:08:38,230 --> 00:08:35,750

retaliation and it involved

180

00:08:41,409 --> 00:08:38,240

conversations with lawyers to make sure

181

00:08:45,450 --> 00:08:41,419

that I was allowed to publish under my

182

00:08:50,230 --> 00:08:45,460

own name and not anonymously so this

183

00:08:52,540 --> 00:08:50,240

blog was posted and it had a completely

184

00:08:56,440 --> 00:08:52,550

unexpected and unintended consequence

185

00:08:58,630 --> 00:08:56,450

that women usually graduate students

186

00:09:00,750 --> 00:08:58,640

from across but not in but not

187

00:09:03,940 --> 00:09:00,760

universally from across the country

188

00:09:06,670 --> 00:09:03,950

began contacting me with their own

189

00:09:09,550 --> 00:09:06,680

stories they were reaching out for help

190

00:09:11,940 --> 00:09:09,560

they were contacting me I was a complete

191

00:09:14,830 --> 00:09:11,950

stranger I'd never met them and they

192

00:09:16,450 --> 00:09:14,840

desperately needed to be able to toxic

193

00:09:21,070 --> 00:09:16,460

talk to someone about their own

194

00:09:25,990 --> 00:09:21,080

experiences and their own stories and it

195

00:09:27,490 --> 00:09:26,000

was all this time trying to provide as

196

00:09:29,710 --> 00:09:27,500

much support as I could

197

00:09:32,050 --> 00:09:29,720

trying to contact or put them in contact

198

00:09:37,030 --> 00:09:32,060

with someone locally who could help them

199

00:09:40,180 --> 00:09:37,040

a couple years went by and I realized

200

00:09:43,530 --> 00:09:40,190

that I had talked to several women who

201
00:09:46,230 --> 00:09:43,540
had been harassed by the same harasser

202
00:09:53,310 --> 00:09:46,240
they didn't know about each other

203
00:09:56,410 --> 00:09:53,320
they didn't know that they had had been

204
00:09:59,200 --> 00:09:56,420
essentially the victim of this person

205
00:10:02,160 --> 00:09:59,210
that I came to think of as a serial

206
00:10:07,079 --> 00:10:02,170
harasser a real predator

207
00:10:09,900 --> 00:10:07,089
and I'm sitting there wondering what can

208
00:10:14,120 --> 00:10:09,910
I do how can I help these stories were

209
00:10:17,940 --> 00:10:14,130
not mine to share they were private and

210
00:10:20,730 --> 00:10:17,950
fortunately to try and understand how to

211
00:10:24,329 --> 00:10:20,740
deal with this dilemma I had help from

212
00:10:27,569 --> 00:10:24,339
members of the committee who were able

213
00:10:31,699 --> 00:10:27,579

to bounce ideas off of each other in

214

00:10:33,930 --> 00:10:31,709

what I considered to be a safe space and

215

00:10:36,569 --> 00:10:33,940

what we decided to do what I just

216

00:10:40,530 --> 00:10:36,579

finally decided to do was ask each of

217

00:10:43,710 --> 00:10:40,540

these women individually if your

218

00:10:45,000 --> 00:10:43,720

harasser had harassed someone else would

219

00:10:49,470 --> 00:10:45,010

you want to know about it

220

00:10:51,480 --> 00:10:49,480

and several of them said yes and they

221

00:10:54,990 --> 00:10:51,490

wanted they and several of them decided

222

00:10:58,440 --> 00:10:55,000

to talk to each other and as a result of

223

00:11:02,569 --> 00:10:58,450

that four of them filed title nine

224

00:11:08,850 --> 00:11:05,910

they they came to realize that none of

225

00:11:11,730 --> 00:11:08,860

them had a special relationship and I

226

00:11:12,509 --> 00:11:11,740

use air quotes with that phrase with

227

00:11:15,990 --> 00:11:12,519

their harasser

228

00:11:19,949 --> 00:11:16,000

and the only way that they knew that was

229

00:11:24,139 --> 00:11:19,959

because these other women had and it had

230

00:11:27,600 --> 00:11:24,149

it had very similar experiences so they

231

00:11:30,680 --> 00:11:27,610

they filed title nine complaints the

232

00:11:36,030 --> 00:11:30,690

university found him responsible and

233

00:11:38,490 --> 00:11:36,040

they punished him with what we all

234

00:11:43,259 --> 00:11:38,500

described as a mere slap on the wrists

235

00:11:47,850 --> 00:11:43,269

the complainants decided to go to the

236

00:11:54,630 --> 00:11:47,860

press and BuzzFeed published their story

237

00:11:57,720 --> 00:11:54,640

in October 2015 and suddenly everyone in

238

00:12:03,389 --> 00:11:57,730

astronomy was talking about the sexual

239

00:12:05,100 --> 00:12:03,399

harassment problem so I decided that

240

00:12:06,660 --> 00:12:05,110

even though I wasn't one of the

241

00:12:09,480 --> 00:12:06,670

complainants I was just behind the

242

00:12:13,350 --> 00:12:09,490

scenes that I would talk to the press on

243

00:12:15,630 --> 00:12:13,360

the record and part of the reason was

244

00:12:18,240 --> 00:12:15,640

because to take the heat

245

00:12:20,520 --> 00:12:18,250

the complainants that several of them

246

00:12:22,140 --> 00:12:20,530

wanted to remain anonymous and as far as

247

00:12:25,350 --> 00:12:22,150

I know their names have never gotten out

248

00:12:27,450 --> 00:12:25,360

and one of the things that I said that

249

00:12:30,480 --> 00:12:27,460

is that we have to find a way to shift

250

00:12:33,210 --> 00:12:30,490

the the burden a way to change the

251
00:12:35,280 --> 00:12:33,220
system to take the pressure off the

252
00:12:38,430 --> 00:12:35,290
young women in the most vulnerable

253
00:12:43,470 --> 00:12:38,440
stages of their careers to shift it to

254
00:12:46,320 --> 00:12:43,480
senior men many of whom admitted to

255
00:12:52,590 --> 00:12:46,330
knowing the open secret for years if not

256
00:12:57,690 --> 00:12:52,600
decades so the cartoon the little

257
00:13:02,450 --> 00:12:57,700
picture is worth looking at for whatever

258
00:13:06,570 --> 00:13:02,460
reason several senior men in astronomy

259
00:13:09,090 --> 00:13:06,580
told me about why they never intervened

260
00:13:13,350 --> 00:13:09,100
that they knew about what was going on

261
00:13:15,980 --> 00:13:13,360
but they never stepped up and I don't

262
00:13:19,680 --> 00:13:15,990
know if it was a confession or or what

263
00:13:23,010 --> 00:13:19,690

but multiple people said to me things

264

00:13:25,710 --> 00:13:23,020

like it was none of my business

265

00:13:28,170 --> 00:13:25,720

I didn't want to interfere I didn't know

266

00:13:31,800 --> 00:13:28,180

what to do I thought I might make it

267

00:13:34,470 --> 00:13:31,810

worse it wasn't my problem

268

00:13:39,930 --> 00:13:34,480

boys will be boys and that's a

269

00:13:42,090 --> 00:13:39,940

incomplete list and rather than be mad

270

00:13:44,610 --> 00:13:42,100

at them I was sort of mad at them but

271

00:13:47,790 --> 00:13:44,620

rather to channel that anger into

272

00:13:51,000 --> 00:13:47,800

something positive what I decided to do

273

00:13:54,270 --> 00:13:51,010

is to take them seriously that they

274

00:13:58,230 --> 00:13:54,280

really didn't know what to do and how

275

00:14:02,790 --> 00:13:58,240

could I help them become better become

276

00:14:05,370 --> 00:14:02,800

aware of what they should do how could

277

00:14:07,500 --> 00:14:05,380

you take these men that were standing

278

00:14:11,070 --> 00:14:07,510

these senior men with a with lot of

279

00:14:13,710 --> 00:14:11,080

power with a lot of privilege and turn

280

00:14:17,370 --> 00:14:13,720

them from bystanders to allies and

281

00:14:21,390 --> 00:14:17,380

advocates so for those who turned a

282

00:14:24,000 --> 00:14:21,400

blind eye how do we make them aware of

283

00:14:27,630 --> 00:14:24,010

the damage that was being done by this

284

00:14:29,280 --> 00:14:27,640

very prestigious colleague for those who

285

00:14:31,680 --> 00:14:29,290

knew what was going on

286

00:14:34,770 --> 00:14:31,690

but who felt powerless to get off the

287

00:14:38,010 --> 00:14:34,780

sidelines how do we provide them with

288

00:14:41,040 --> 00:14:38,020

the means to make a difference how do we

289

00:14:43,410 --> 00:14:41,050

turn bystanders into allies and allies

290

00:14:46,020 --> 00:14:43,420

in fact into advocates and this is

291

00:14:49,470 --> 00:14:46,030

exactly the thing that Melissa realized

292

00:14:54,390 --> 00:14:49,480

which would be the perfect segue in into

293

00:14:56,930 --> 00:14:54,400

this into this session and bystander

294

00:14:59,490 --> 00:14:56,940

training has become a very hot topic

295

00:15:02,760 --> 00:14:59,500

we've certainly been talking about it at

296

00:15:07,710 --> 00:15:02,770

the American Astronomical Society in the

297

00:15:10,500 --> 00:15:07,720

wake of the Miche movement so the the

298

00:15:12,090 --> 00:15:10,510

very the thing that I wrote was

299

00:15:15,930 --> 00:15:12,100

something that I eventually called the

300

00:15:21,680 --> 00:15:15,940

advocacy axis and this is a picture of

301

00:15:25,470 --> 00:15:21,690

the of the axis so what are the

302

00:15:28,890 --> 00:15:25,480

components of this axis and these are

303

00:15:31,050 --> 00:15:28,900

the labels and in this case we're going

304

00:15:35,340 --> 00:15:31,060

to use the example of something not as

305

00:15:39,440 --> 00:15:35,350

complex as sexual harassment but as

306

00:15:43,290 --> 00:15:39,450

simple and as common as a sexist joke

307

00:15:47,040 --> 00:15:43,300

told in a professional setting so the

308

00:15:50,040 --> 00:15:47,050

idea is that the protagonist tells the

309

00:15:52,110 --> 00:15:50,050

joke the participant laughs the

310

00:15:55,950 --> 00:15:52,120

bystander does nothing

311

00:16:00,270 --> 00:15:55,960

the ally pushes back and the Advocate

312

00:16:03,150 --> 00:16:00,280

changes the culture so in the example of

313

00:16:05,750 --> 00:16:03,160

the sexist joke which I'm sure that many

314

00:16:08,130 --> 00:16:05,760

of us have been in professional

315

00:16:13,590 --> 00:16:08,140

situations where we have heard something

316

00:16:17,160 --> 00:16:13,600

like this what do you do so my take is

317

00:16:20,280 --> 00:16:17,170

that if we all took one step in the

318

00:16:22,260 --> 00:16:20,290

right direction along this advocacy axis

319

00:16:27,990 --> 00:16:22,270

we could make the world a better place

320

00:16:30,810 --> 00:16:28,000

so the protagonist that's the person who

321

00:16:33,900 --> 00:16:30,820

tells the joke don't tell the joke it's

322

00:16:36,600 --> 00:16:33,910

just it's sim it's a simple thing it's

323

00:16:40,920 --> 00:16:36,610

become it's it's like step up become a

324

00:16:42,990 --> 00:16:40,930

better person it's never appropriate to

325

00:16:48,120 --> 00:16:43,000

make insulting or condescending

326

00:16:51,000 --> 00:16:48,130

marks about women or as a group and you

327

00:16:53,520 --> 00:16:51,010

can substitute women for many many

328

00:16:57,870 --> 00:16:53,530

different phrases that are all related

329

00:17:00,630 --> 00:16:57,880

to the purpose of the session so for the

330

00:17:02,970 --> 00:17:00,640

protagonist you don't have to go all the

331

00:17:05,460 --> 00:17:02,980

way to advocate just take a step in the

332

00:17:07,980 --> 00:17:05,470

right direction do the right thing say

333

00:17:12,630 --> 00:17:07,990

I'm not going to tell that joke anymore

334

00:17:15,510 --> 00:17:12,640

or I'm not going to tell the joke so for

335

00:17:18,540 --> 00:17:15,520

the participant don't laugh

336

00:17:22,439 --> 00:17:18,550

you know if you can't help yourself walk

337

00:17:24,780 --> 00:17:22,449

away like it's really never appropriate

338

00:17:26,699 --> 00:17:24,790

a joke at someone else's expense is it

339

00:17:29,070 --> 00:17:26,709

shouldn't be funny it doesn't matter if

340

00:17:32,250 --> 00:17:29,080

it's a sexist joke or a racist joke or

341

00:17:35,820 --> 00:17:32,260

any other kind of joke it's just not

342

00:17:38,460 --> 00:17:35,830

appropriate so if you can't go all the

343

00:17:40,830 --> 00:17:38,470

way to ally or advocate at least become

344

00:17:43,590 --> 00:17:40,840

a bystander and don't do the

345

00:17:49,620 --> 00:17:43,600

inappropriate thing don't encourage the

346

00:17:51,750 --> 00:17:49,630

bad behavior so the bystanders I mean I

347

00:17:54,030 --> 00:17:51,760

you'll see in just a little bit where

348

00:17:55,830 --> 00:17:54,040

I've been a bystander and really wished

349

00:17:59,160 --> 00:17:55,840

I could have stepped out but didn't

350

00:18:03,240 --> 00:17:59,170

quite know how but the bystander is the

351
00:18:05,760 --> 00:18:03,250
one standing there thinking I wish I had

352
00:18:07,740 --> 00:18:05,770
a really quirky comeback you know I just

353
00:18:09,300 --> 00:18:07,750
don't I don't know what to say I don't

354
00:18:10,020 --> 00:18:09,310
know what to do this makes me

355
00:18:12,630 --> 00:18:10,030
uncomfortable

356
00:18:14,640 --> 00:18:12,640
I I cringe when this the kind of thing

357
00:18:16,590 --> 00:18:14,650
happens it's almost like you have to

358
00:18:18,630 --> 00:18:16,600
have a phrase in your back pocket that

359
00:18:20,790 --> 00:18:18,640
you can pull out in circumstances like

360
00:18:23,450 --> 00:18:20,800
this because she you don't have enough

361
00:18:26,190 --> 00:18:23,460
time to think of something clever and

362
00:18:29,910 --> 00:18:26,200
one of the phrases that works in a

363
00:18:32,460 --> 00:18:29,920

situation like this is I disagree it

364

00:18:33,960 --> 00:18:32,470

changes the whole dynamic it stops

365

00:18:36,510 --> 00:18:33,970

everybody in their tracks

366

00:18:40,260 --> 00:18:36,520

they they take a moment to think about

367

00:18:43,610 --> 00:18:40,270

exactly what they're doing now when you

368

00:18:47,070 --> 00:18:43,620

step off that bystander place and move

369

00:18:50,160 --> 00:18:47,080

to the the position of an ally you have

370

00:18:53,070 --> 00:18:50,170

to be prepared for feedback it could be

371

00:18:54,930 --> 00:18:53,080

negative feedback the the protagonist

372

00:18:57,359 --> 00:18:54,940

could push back against you

373

00:19:00,479 --> 00:18:57,369

you might not be part of the in-crowd if

374

00:19:03,950 --> 00:19:00,489

you're in crowd is the is the crowd that

375

00:19:09,419 --> 00:19:03,960

tells sexist jokes but on the other hand

376

00:19:11,159 --> 00:19:09,429

you could create a situation where the

377

00:19:14,940 --> 00:19:11,169

other people who didn't know what to do

378

00:19:17,369 --> 00:19:14,950

or what to say could push back and join

379

00:19:20,310 --> 00:19:17,379

with you and say yeah it's really not

380

00:19:23,219 --> 00:19:20,320

appropriate to sell to tell sexist jokes

381

00:19:25,859 --> 00:19:23,229

in a professional setting so that one

382

00:19:27,749 --> 00:19:25,869

little phrase I disagree is something

383

00:19:29,639 --> 00:19:27,759

you can pull out of your back pocket in

384

00:19:32,729 --> 00:19:29,649

a circumstances like circumstance like

385

00:19:36,359 --> 00:19:32,739

this and you don't have to imagine or

386

00:19:38,129 --> 00:19:36,369

create something clever to say for every

387

00:19:41,820 --> 00:19:38,139

situation because a lot of times we

388

00:19:44,580 --> 00:19:41,830

don't have time to do that so if you're

389

00:19:48,029 --> 00:19:44,590

already an ally you could do such you

390

00:19:50,219 --> 00:19:48,039

could step up you could join a diversity

391

00:19:52,619 --> 00:19:50,229

and inclusion committee like every

392

00:19:56,310 --> 00:19:52,629

University have has them every NASA

393

00:19:59,210 --> 00:19:56,320

Center has them every organization like

394

00:20:02,249 --> 00:19:59,220

the American assist the American and the

395

00:20:05,389 --> 00:20:02,259

American Astronomical Society or the AG

396

00:20:11,519 --> 00:20:05,399

you they all have these organizations so

397

00:20:14,669 --> 00:20:11,529

invest the time to to join and become an

398

00:20:16,259 --> 00:20:14,679

ally or to become an advocate and the

399

00:20:19,619 --> 00:20:16,269

one thing that you really need to do is

400

00:20:22,229 --> 00:20:19,629

practice so it's not like we're gonna

401
00:20:25,349 --> 00:20:22,239
immediately change the world and

402
00:20:29,129 --> 00:20:25,359
eliminate very complex problems like

403
00:20:33,450 --> 00:20:29,139
sexual harassment or workplace bullying

404
00:20:34,409 --> 00:20:33,460
or assaults but let's start with

405
00:20:37,019 --> 00:20:34,419
something simple

406
00:20:39,930 --> 00:20:37,029
here's another example something that's

407
00:20:44,669 --> 00:20:39,940
not the sexist joke you could consider

408
00:20:46,409 --> 00:20:44,679
it a microaggression so a session chair

409
00:20:48,299 --> 00:20:46,419
at a professional meeting so here we are

410
00:20:50,070 --> 00:20:48,309
we're at a professional meeting many of

411
00:20:52,769 --> 00:20:50,080
you have been session chairs or will be

412
00:20:56,909 --> 00:20:52,779
set in chairs than the next week calls

413
00:21:01,430 --> 00:20:56,919

for the last question - hands go up one

414

00:21:05,849 --> 00:21:01,440

a senior male trying to be polite says

415

00:21:08,750 --> 00:21:05,859

ladies first and defers to the other

416

00:21:17,540 --> 00:21:15,510

what do you do so ah this happened to me

417

00:21:20,900 --> 00:21:17,550

about a year ago I was in the audience

418

00:21:25,140 --> 00:21:20,910

this is a case where I was a bystander I

419

00:21:27,390 --> 00:21:25,150

cringed when he said this I didn't know

420

00:21:30,780 --> 00:21:27,400

what to do I didn't know what to say I'm

421

00:21:34,250 --> 00:21:30,790

elated thinking what should I have done

422

00:21:36,840 --> 00:21:34,260

which should I have said as a bystander

423

00:21:39,420 --> 00:21:36,850

so you can think about what would you do

424

00:21:41,490 --> 00:21:39,430

if your the session chair and the senior

425

00:21:43,230 --> 00:21:41,500

male immediately took your

426

00:21:47,400 --> 00:21:43,240

responsibility of calling for the

427

00:21:50,850 --> 00:21:47,410

question what could you do as the woman

428

00:21:54,060 --> 00:21:50,860

who was deferred to what could you do as

429

00:21:58,230 --> 00:21:54,070

a member of the audience like I was who

430

00:22:01,950 --> 00:21:58,240

and who cringed at this and and then you

431

00:22:03,870 --> 00:22:01,960

can think about also how many people in

432

00:22:06,590 --> 00:22:03,880

the audience thought that there was

433

00:22:11,820 --> 00:22:06,600

anything wrong with this statement and

434

00:22:12,540 --> 00:22:11,830

do you have to explain why it's wrong to

435

00:22:15,420 --> 00:22:12,550

do that

436

00:22:20,580 --> 00:22:15,430

why it was wrong on his part this senior

437

00:22:22,290 --> 00:22:20,590

senior man to do this we can come back

438

00:22:24,200 --> 00:22:22,300

to that if you need to so that's an

439

00:22:28,920 --> 00:22:24,210

example of a microaggression

440

00:22:31,920 --> 00:22:28,930

here's an example of a stereotype a

441

00:22:34,850 --> 00:22:31,930

woman sneaking a promotion is often

442

00:22:39,480 --> 00:22:34,860

lauded for by management for her

443

00:22:43,320 --> 00:22:39,490

understanding teamwork diplomacy and

444

00:22:45,630 --> 00:22:43,330

service well suppose she's coming up for

445

00:22:48,870 --> 00:22:45,640

tenure in a research intensive

446

00:22:51,930 --> 00:22:48,880

environment none of these things are

447

00:22:54,360 --> 00:22:51,940

going to really play to her strengths

448

00:22:57,540 --> 00:22:54,370

they're not going to be part of her

449

00:23:00,450 --> 00:22:57,550

tenure decision so what do you do in

450

00:23:02,600 --> 00:23:00,460

that case if you're her department chair

451

00:23:06,300 --> 00:23:02,610

if you're her colleague if you're her

452

00:23:09,180 --> 00:23:06,310

what do you do and what if the woman

453

00:23:12,000 --> 00:23:09,190

involved doesn't display any of these

454

00:23:14,970 --> 00:23:12,010

characteristics like they don't that a

455

00:23:18,410 --> 00:23:14,980

woman doesn't conform to the normal

456

00:23:23,130 --> 00:23:18,420

stereotype of being nurturing

457

00:23:26,720 --> 00:23:23,140

what happens then and then this is one I

458

00:23:29,250 --> 00:23:26,730

just learned about this past week a

459

00:23:32,700 --> 00:23:29,260

professor returning from maternity leave

460

00:23:36,840 --> 00:23:32,710

is asked to teach an overload to make up

461

00:23:38,910 --> 00:23:36,850

for the missed classes it's like this is

462

00:23:40,770 --> 00:23:38,920

a real discrimination case maternity

463

00:23:44,130 --> 00:23:40,780

leave doesn't mean that you do all the

464

00:23:47,070 --> 00:23:44,140

work after you get back right so if

465

00:23:48,960 --> 00:23:47,080

you're a member of this women's

466

00:23:51,570 --> 00:23:48,970

department or if you're her department

467

00:23:54,450 --> 00:23:51,580

chair or if that you're the Dean like

468

00:23:58,170 --> 00:23:54,460

what do you do how do you support a

469

00:24:01,200 --> 00:23:58,180

woman in this position that isn't should

470

00:24:06,270 --> 00:24:01,210

never be confronted with this kind of

471

00:24:08,250 --> 00:24:06,280

question all right so just in closing we

472

00:24:11,730 --> 00:24:08,260

all want to work an environment where

473

00:24:14,400 --> 00:24:11,740

everyone can do their best work so

474

00:24:17,010 --> 00:24:14,410

addressing issues like harassment and

475

00:24:21,240 --> 00:24:17,020

discrimination microaggressions

476
00:24:24,690 --> 00:24:21,250
unconscious bias stereotypes improves

477
00:24:28,140 --> 00:24:24,700
the climate for all of us so it all

478
00:24:32,480 --> 00:24:28,150
starts with you let's work together to

479
00:24:34,440 --> 00:24:33,890
[Music]

480
00:24:35,270 --> 00:24:34,450
[Applause]

481
00:24:39,050 --> 00:24:35,280
[Music]

482
00:24:44,330 --> 00:24:39,060
[Applause]

483
00:24:51,030 --> 00:24:48,870
okay so moving on from that really great

484
00:24:53,160 --> 00:24:51,040
opener kind of introducing this topic I

485
00:24:54,990 --> 00:24:53,170
would like to have each of our panelists

486
00:24:57,840 --> 00:24:55,000
talk a little bit about their own

487
00:25:00,360 --> 00:24:57,850
backgrounds on their own experiences

488
00:25:02,210 --> 00:25:00,370

with discrimination within astrobiology

489

00:25:06,810 --> 00:25:02,220

in particular in STEM in general and

490

00:25:10,170 --> 00:25:06,820

also their experiences mentoring members

491

00:25:15,020 --> 00:25:10,180

of underrepresented groups so do you

492

00:25:23,880 --> 00:25:19,650

yeah let's start with okay well start

493

00:25:26,670 --> 00:25:23,890

with does that move and to the left hi

494

00:25:29,100 --> 00:25:26,680

so like Lauren said earlier my name is

495

00:25:31,980 --> 00:25:29,110

Tessa Fisher and I'm a PhD candidate at

496

00:25:36,600 --> 00:25:31,990

ASU working on the extra planet bio

497

00:25:38,580 --> 00:25:36,610

signatures I am also so far to the best

498

00:25:41,660 --> 00:25:38,590

of my knowledge probably the world's

499

00:25:46,590 --> 00:25:41,670

only openly trans lesbian astrobiologist

500

00:25:48,120 --> 00:25:46,600

which has given me thank you a pretty

501
00:25:50,750 --> 00:25:48,130
unique perspective going through

502
00:25:52,980 --> 00:25:50,760
academia especially since I transitioned

503
00:25:56,340 --> 00:25:52,990
right at the point where I finished my

504
00:25:58,800 --> 00:25:56,350
masters and started my PhD so I kind of

505
00:26:00,660 --> 00:25:58,810
like I had enough of a career back when

506
00:26:03,180 --> 00:26:00,670
I was perceived as male to like get a

507
00:26:05,880 --> 00:26:03,190
sense of what that's like and then to be

508
00:26:10,650 --> 00:26:05,890
able to contrast that to how I'm treated

509
00:26:13,320 --> 00:26:10,660
and perceived now I have been very very

510
00:26:15,540 --> 00:26:13,330
fortunate in that the astrobiology

511
00:26:19,680 --> 00:26:15,550
community has been extraordinarily

512
00:26:22,560 --> 00:26:19,690
welcoming like literally within hours of

513
00:26:24,390 --> 00:26:22,570

me coming out and you know posting it on

514

00:26:26,100 --> 00:26:24,400

social media like my colleagues in

515

00:26:28,340 --> 00:26:26,110

astrobiology were some of the first

516

00:26:31,890 --> 00:26:28,350

people to switch names and pronouns just

517

00:26:33,720 --> 00:26:31,900

completely fluidly did not pass them or

518

00:26:35,130 --> 00:26:33,730

anything it just happened and all of a

519

00:26:36,960 --> 00:26:35,140

sudden I was getting emails addressed to

520

00:26:42,330 --> 00:26:36,970

Tessa like it was no big deal and it was

521

00:26:44,220 --> 00:26:42,340

lovely and I've also been very very

522

00:26:45,520 --> 00:26:44,230

blessed in that

523

00:26:47,960 --> 00:26:45,530

[Music]

524

00:26:49,909 --> 00:26:47,970

unlike a lot of trans people in this

525

00:26:52,730 --> 00:26:49,919

country I've been very privileged I've

526
00:26:56,090 --> 00:26:52,740
been completely accepted and supported

527
00:26:59,840 --> 00:26:56,100
by my family my my my partner and by my

528
00:27:02,750 --> 00:26:59,850
institution Arizona State is noteworthy

529
00:27:06,110 --> 00:27:02,760
in that it's graduate student health

530
00:27:07,789 --> 00:27:06,120
care is fully trans-inclusive which is

531
00:27:09,320 --> 00:27:07,799
not common everywhere and it's very

532
00:27:11,750 --> 00:27:09,330
unfortunate because being trans is

533
00:27:15,049 --> 00:27:11,760
really expensive at least from a medical

534
00:27:18,950 --> 00:27:15,059
point of view and admittedly while that

535
00:27:21,320 --> 00:27:18,960
wasn't the sole factor in me deciding

536
00:27:23,240 --> 00:27:21,330
what university I went to it definitely

537
00:27:26,210 --> 00:27:23,250
played a role knowing that for example

538
00:27:29,240 --> 00:27:26,220

that the insurance would cover surgery

539

00:27:35,060 --> 00:27:29,250

for me which it did it saved me \$20,000

540

00:27:38,240 --> 00:27:35,070

so I'm thanks for the vagina ASU but

541

00:27:39,680 --> 00:27:38,250

with all that said it hasn't always been

542

00:27:42,590 --> 00:27:39,690

easy

543

00:27:44,930 --> 00:27:42,600

well I again have been very fortunate my

544

00:27:47,120 --> 00:27:44,940

wife well then Beyonce now wife who was

545

00:27:51,010 --> 00:27:47,130

going through veterinary school at the

546

00:27:55,100 --> 00:27:51,020

time that I came out was subjected to a

547

00:27:57,830 --> 00:27:55,110

fair amount of harassment simply because

548

00:27:59,180 --> 00:27:57,840

she was still partnered with me we

549

00:28:01,220 --> 00:27:59,190

discovered that some of her colleagues

550

00:28:03,320 --> 00:28:01,230

in the Veterinary Teaching Hospital

551
00:28:05,570 --> 00:28:03,330
breakroom were having these long and

552
00:28:07,640 --> 00:28:05,580
involved discussions involving a lot of

553
00:28:10,810 --> 00:28:07,650
gross speculation both about the nature

554
00:28:13,870 --> 00:28:10,820
of my anatomy and our sex life and

555
00:28:17,149 --> 00:28:13,880
furthermore when we brought this up and

556
00:28:19,370 --> 00:28:17,159
to the University this wasn't at ASU

557
00:28:21,740 --> 00:28:19,380
this was a previous institution to the

558
00:28:24,110 --> 00:28:21,750
university's Equal Opportunity office

559
00:28:26,180 --> 00:28:24,120
they did an investigation but none of

560
00:28:27,710 --> 00:28:26,190
the bystanders or witnesses were willing

561
00:28:31,130 --> 00:28:27,720
to come forward so nothing ever came of

562
00:28:32,330 --> 00:28:31,140
it and honestly that of was one of the

563
00:28:34,279 --> 00:28:32,340

things that eventually led to her

564

00:28:36,230 --> 00:28:34,289

deciding to leave veterinary medicine I

565

00:28:40,640 --> 00:28:36,240

mean there was other stuff involved but

566

00:28:44,360 --> 00:28:40,650

that was a major factor so you know the

567

00:28:46,370 --> 00:28:44,370

discrimination LGBT people experience in

568

00:28:51,620 --> 00:28:46,380

general is still very real even in this

569

00:28:53,120 --> 00:28:51,630

day and age and even though astrobiology

570

00:28:55,430 --> 00:28:53,130

has been really good about it at least

571

00:28:57,600 --> 00:28:55,440

from my admittedly limited experience

572

00:29:01,110 --> 00:28:57,610

it's still an issue

573

00:29:02,880 --> 00:29:01,120

and even for add more subtle level just

574

00:29:04,910 --> 00:29:02,890

in terms of visibility one of the things

575

00:29:08,039 --> 00:29:04,920

I've loved about this conference is that

576
00:29:10,140 --> 00:29:08,049
they gave out the rainbow pens I've been

577
00:29:11,669 --> 00:29:10,150
in previous conferences where I had no

578
00:29:13,110 --> 00:29:11,679
idea if I was the only person there who

579
00:29:15,120 --> 00:29:13,120
wasn't both cisgender and heterosexual

580
00:29:17,310 --> 00:29:15,130
because no one ever talks about it

581
00:29:18,539 --> 00:29:17,320
whereas I get here and I'm like seeing

582
00:29:24,000 --> 00:29:18,549
the rainbow pens everywhere and I'm like

583
00:29:27,360 --> 00:29:24,010
yes we are legion but you know I it is

584
00:29:29,130 --> 00:29:27,370
gonna be really alienated to walk into a

585
00:29:33,870 --> 00:29:29,140
room and wonder if you're the only

586
00:29:35,789 --> 00:29:33,880
person there who's like you so I mean as

587
00:29:37,830 --> 00:29:35,799
progressive as astrobiology has been in

588
00:29:44,070 --> 00:29:37,840

my experience we still are getting there

589

00:29:45,659 --> 00:29:44,080

we still have a ways to go so I'm Shaun

590

00:29:47,730 --> 00:29:45,669

Donegal Goldman I'm at NASA Goddard

591

00:29:49,530 --> 00:29:47,740

Space Flight Center I have a lot of

592

00:29:51,930 --> 00:29:49,540

privilege in my life and I have not been

593

00:29:55,799 --> 00:29:51,940

discriminated against in my professional

594

00:29:58,100 --> 00:29:55,809

life I am keenly aware of a lot of

595

00:30:00,000 --> 00:29:58,110

discrimination that I'm surrounded by

596

00:30:01,890 --> 00:30:00,010

especially now that I'm coming into

597

00:30:03,480 --> 00:30:01,900

leadership roles at the mission level

598

00:30:04,890 --> 00:30:03,490

the research level we've got a research

599

00:30:07,080 --> 00:30:04,900

team that that we have made

600

00:30:09,570 --> 00:30:07,090

intentionally diverse and now I'm a

601
00:30:11,490 --> 00:30:09,580
branch chief in the management line so

602
00:30:13,380 --> 00:30:11,500
now I'm doing things for like I'm kind

603
00:30:15,780 --> 00:30:13,390
of like the department chair the

604
00:30:17,520 --> 00:30:15,790
equivalent at NASA so that means I'm

605
00:30:20,340 --> 00:30:17,530
doing performance reviews of 16 people

606
00:30:22,860 --> 00:30:20,350
I'm in hiring and firing decisions and

607
00:30:25,860 --> 00:30:22,870
I'm seeing on both the day-to-day and on

608
00:30:27,690 --> 00:30:25,870
those longer-term scales discrimination

609
00:30:30,320 --> 00:30:27,700
in the workplace and I'm I mean I'm not

610
00:30:32,909 --> 00:30:30,330
that transition in my career between

611
00:30:34,500 --> 00:30:32,919
seeing a lot of this stuff going on and

612
00:30:37,590 --> 00:30:34,510
now having the power and the

613
00:30:39,240 --> 00:30:37,600

responsibility to make that change and

614

00:30:45,060 --> 00:30:39,250

so those are the things I'll be talking

615

00:30:50,220 --> 00:30:45,070

about today hi I'm Jen glass and my

616

00:30:53,760 --> 00:30:50,230

pronouns are she her hers and as Lauren

617

00:30:56,310 --> 00:30:53,770

said I'm at Georgia Tech and I've

618

00:31:00,330 --> 00:30:56,320

learned a lot being in Atlanta I think

619

00:31:02,410 --> 00:31:00,340

previously I was definitely more on the

620

00:31:04,660 --> 00:31:02,420

white feminist side

621

00:31:06,940 --> 00:31:04,670

I did not understand how my own

622

00:31:09,400 --> 00:31:06,950

privilege at all about really how my own

623

00:31:12,340 --> 00:31:09,410

privilege is a white person and as a

624

00:31:15,010 --> 00:31:12,350

white feminist and I think being in

625

00:31:18,610 --> 00:31:15,020

Atlanta is really and being on Twitter

626
00:31:20,650 --> 00:31:18,620
and then starting to educate my myself

627
00:31:22,990 --> 00:31:20,660
and find ways of getting educated and

628
00:31:26,280 --> 00:31:23,000
not not and trying to educate myself as

629
00:31:28,480 --> 00:31:26,290
opposed to you know thinking that

630
00:31:30,580 --> 00:31:28,490
underrepresented groups had to educate

631
00:31:32,710 --> 00:31:30,590
me there's a lot of good books out there

632
00:31:38,280 --> 00:31:32,720
and a lot of Google out there so I've

633
00:31:40,990 --> 00:31:38,290
learned a lot that way I think I also

634
00:31:43,270 --> 00:31:41,000
something I've done in this community is

635
00:31:45,850 --> 00:31:43,280
I got kind of some of you may know got a

636
00:31:47,890 --> 00:31:45,860
little annoyed a few years ago when

637
00:31:51,250 --> 00:31:47,900
we're after hearing for the fifth time

638
00:31:55,630 --> 00:31:51,260

an origin of life talk that was all all

639

00:31:59,830 --> 00:31:55,640

white men I decided to make a slide that

640

00:32:02,350 --> 00:31:59,840

had every single you know woman I could

641

00:32:04,180 --> 00:32:02,360

think of an origin of life and I'm glad

642

00:32:06,160 --> 00:32:04,190

to see that that's been going around and

643

00:32:08,140 --> 00:32:06,170

I'm I need to make a version three

644

00:32:10,900 --> 00:32:08,150

because I know it's missing a lot of

645

00:32:12,670 --> 00:32:10,910

people including um set you know new

646

00:32:16,300 --> 00:32:12,680

members of the community which is so

647

00:32:19,990 --> 00:32:16,310

exciting to see and I've been outspoken

648

00:32:21,820 --> 00:32:20,000

some of you know on Twitter when you

649

00:32:24,340 --> 00:32:21,830

know members of that community are not

650

00:32:28,480 --> 00:32:24,350

invited so I've called out some pretty

651
00:32:30,700 --> 00:32:28,490
senior dudes in the field they've been

652
00:32:32,920 --> 00:32:30,710
pissed off and that's how things change

653
00:32:39,409 --> 00:32:32,930
especially now that I get now I've got

654
00:32:44,999 --> 00:32:43,499
um excuse me I'm a little sick so I'm

655
00:32:47,759 --> 00:32:45,009
probably gonna coffee every month

656
00:32:52,590 --> 00:32:47,769
swaddle Kendyl inch at lunar and

657
00:32:57,720 --> 00:32:52,600
planetary Institute and like true Teresa

658
00:32:59,279 --> 00:32:57,730
I am I often have to go to conferences

659
00:33:01,019 --> 00:32:59,289
and I don't have to wonder it cuz it's

660
00:33:02,879 --> 00:33:01,029
kind of very apparent when I'm the only

661
00:33:05,129 --> 00:33:02,889
one in the room so but I've had that

662
00:33:06,359 --> 00:33:05,139
experience of wondering when when is

663
00:33:07,710 --> 00:33:06,369

that going to change when I'm like when

664

00:33:08,159 --> 00:33:07,720

I might not going to be the only one in

665

00:33:12,139 --> 00:33:08,169

the room

666

00:33:15,450 --> 00:33:12,149

I have also been very fortunate in the

667

00:33:17,549 --> 00:33:15,460

in my time in the astrobiology community

668

00:33:21,690 --> 00:33:17,559

that when I was presented with

669

00:33:23,700 --> 00:33:21,700

challenges as a graduate student with

670

00:33:25,619 --> 00:33:23,710

respect to diversity and discrimination

671

00:33:27,479 --> 00:33:25,629

issues it was members of the

672

00:33:29,940 --> 00:33:27,489

astrobiology community that stepped up

673

00:33:32,249 --> 00:33:29,950

to be my advocates and allies to help me

674

00:33:34,139 --> 00:33:32,259

deal with the issue so I've I've dealt

675

00:33:37,229 --> 00:33:34,149

with a lot of issues over the course of

676

00:33:39,269 --> 00:33:37,239

my my time in my training and up till

677

00:33:41,129 --> 00:33:39,279

now but it was always members of the

678

00:33:44,389 --> 00:33:41,139

astrobiology community that always

679

00:33:47,009 --> 00:33:44,399

stepped up to to kind of advocate and

680

00:33:47,849 --> 00:33:47,019

help me through that so I'll be talking

681

00:33:50,430 --> 00:33:47,859

a lot about that today

682

00:33:52,470 --> 00:33:50,440

and one other small area that I wouldn't

683

00:33:55,259 --> 00:33:52,480

like to kind of address here that can be

684

00:33:58,950 --> 00:33:55,269

another issue I'm also a survivor of

685

00:34:02,009 --> 00:33:58,960

domestic violence and domestic abuse and

686

00:34:03,239 --> 00:34:02,019

I think it's something that in addition

687

00:34:05,820 --> 00:34:03,249

to sexual harassment in the workplace

688

00:34:08,909 --> 00:34:05,830

it's also something that affects a lot

689

00:34:13,369 --> 00:34:08,919

more women and men than we know and

690

00:34:15,839 --> 00:34:13,379

women and men in in educated in educated

691

00:34:17,339 --> 00:34:15,849

high-level positions like all of us are

692

00:34:19,079 --> 00:34:17,349

in it's you know there's a stigma that

693

00:34:21,750 --> 00:34:19,089

domestic violence only happens to a

694

00:34:25,020 --> 00:34:21,760

certain type of person and that's not

695

00:34:28,740 --> 00:34:25,030

true my now ex-husband was a medical

696

00:34:31,889 --> 00:34:28,750

doctor and was abusive and I had started

697

00:34:35,339 --> 00:34:31,899

to learn through the process of escaping

698

00:34:37,950 --> 00:34:35,349

that that situation and healing that you

699

00:34:40,530 --> 00:34:37,960

know the you know all of a sudden all

700

00:34:43,230 --> 00:34:40,540

the stories of women lawyers IT

701
00:34:45,930 --> 00:34:43,240
professionals other medical doctors

702
00:34:47,399 --> 00:34:45,940
other scientists that had the same

703
00:34:49,980 --> 00:34:47,409
experience so I think it's also

704
00:34:51,580 --> 00:34:49,990
something that we need to talk about and

705
00:34:54,670 --> 00:34:51,590
we need to advocate and

706
00:34:56,110 --> 00:34:54,680
I and support the members are committing

707
00:34:58,120 --> 00:34:56,120
it with because it's something that's

708
00:34:59,830 --> 00:34:58,130
even more insidious and more difficult

709
00:35:02,290 --> 00:34:59,840
to talk about because it happens behind

710
00:35:03,880 --> 00:35:02,300
closed doors at home and we really need

711
00:35:06,070 --> 00:35:03,890
to start being there for our those

712
00:35:08,740 --> 00:35:06,080
people and try to to help and support

713
00:35:10,510 --> 00:35:08,750

them when we see or suspect something is

714

00:35:19,240 --> 00:35:10,520

going on so I'll talk a little bit more

715

00:35:22,300 --> 00:35:19,250

about that today great okay so I'm going

716

00:35:25,600 --> 00:35:22,310

to start opening up to some questions

717

00:35:27,070 --> 00:35:25,610

I'm going to lead with a question just

718

00:35:29,050 --> 00:35:27,080

to kind of get the conversation going

719

00:35:31,900 --> 00:35:29,060

and then I would like to invite all of

720

00:35:35,410 --> 00:35:31,910

you to ask questions you can ask

721

00:35:38,860 --> 00:35:35,420

specific panel members or you can open

722

00:35:41,040 --> 00:35:38,870

up a question to the entire panel the

723

00:35:44,170 --> 00:35:41,050

question that I have for the panel is

724

00:35:48,280 --> 00:35:44,180

what do you think marks the difference

725

00:36:05,309 --> 00:35:48,290

between diversity and inclusivity what

726

00:36:10,599 --> 00:36:07,620

that's the winner

727

00:36:16,509 --> 00:36:10,609

musical microphones that they all look

728

00:36:20,229 --> 00:36:16,519

the same right so I am senior enough in

729

00:36:22,719 --> 00:36:20,239

the field of astronomy to remember when

730

00:36:26,529 --> 00:36:22,729

we were talking about diversity and not

731

00:36:29,589 --> 00:36:26,539

adding inclusion so I will tell you that

732

00:36:33,159 --> 00:36:29,599

I will confess open openly here that I

733

00:36:36,639 --> 00:36:33,169

had to think very seriously about what

734

00:36:39,219 --> 00:36:36,649

that meant what what was it that made us

735

00:36:41,979 --> 00:36:39,229

go from thinking about diversity to

736

00:36:47,439 --> 00:36:41,989

diversity and inclusion and diversity

737

00:36:51,339 --> 00:36:47,449

for me was say if you have a university

738

00:36:56,259 --> 00:36:51,349

department and they want to hire a

739

00:37:00,429 --> 00:36:56,269

diverse set of new assistant professors

740

00:37:03,189 --> 00:37:00,439

and if that set of assistant professors

741

00:37:05,799 --> 00:37:03,199

comes into an environment that's exactly

742

00:37:07,929 --> 00:37:05,809

the same as it had been for the past 20

743

00:37:11,459 --> 00:37:07,939

years it's going to be very difficult

744

00:37:15,489 --> 00:37:11,469

for them to thrive in that environment

745

00:37:19,659 --> 00:37:15,499

where inclusion is where the department

746

00:37:23,969 --> 00:37:19,669

itself changes and adjusts and looks at

747

00:37:27,459 --> 00:37:23,979

its own prejudices and stereotypes and

748

00:37:30,999 --> 00:37:27,469

changes as a result of the fact that

749

00:37:35,309 --> 00:37:31,009

they want to be a better environment

750

00:37:38,739 --> 00:37:35,319

that they want to welcome a more diverse

751
00:37:40,359 --> 00:37:38,749
set of new new assistant professors that

752
00:37:42,669 --> 00:37:40,369
they want to be inclusive

753
00:37:45,909 --> 00:37:42,679
so inclusion is what we do as an

754
00:37:49,949 --> 00:37:45,919
institution to change the environment

755
00:37:54,009 --> 00:37:49,959
that we've had for many many years and

756
00:37:57,429 --> 00:37:54,019
diversity is bringing people in from all

757
00:37:58,989 --> 00:37:57,439
walks of life and creating and inclusion

758
00:38:03,319 --> 00:37:58,999
is creating the environment where they

759
00:38:08,839 --> 00:38:07,279
sort of to echo what Jim said I'm very

760
00:38:14,630 --> 00:38:08,849
much of a similar opinion that diversity

761
00:38:16,970 --> 00:38:14,640
is more of a measure of demographics and

762
00:38:20,329 --> 00:38:16,980
it that's still important but inclusion

763
00:38:22,430 --> 00:38:20,339

really is talking about the actual

764

00:38:24,140 --> 00:38:22,440

culture the actual mindset of the

765

00:38:27,890 --> 00:38:24,150

institution or the environment or

766

00:38:30,799 --> 00:38:27,900

whatever it you know group of people

767

00:38:33,170 --> 00:38:30,809

that you're examining that you can have

768

00:38:35,269 --> 00:38:33,180

extremely diverse environments and

769

00:38:38,359 --> 00:38:35,279

they're not inclusive because the

770

00:38:41,299 --> 00:38:38,369

overall culture still only focuses on

771

00:38:46,210 --> 00:38:41,309

one particular class or type of person

772

00:38:49,029 --> 00:38:46,220

and kind of just speak to lesser degree

773

00:38:52,489 --> 00:38:49,039

begrudgingly tolerates everybody else

774

00:38:54,160 --> 00:38:52,499

and I think that that's why sort of the

775

00:38:56,180 --> 00:38:54,170

gradual shift we've had in attitudes

776

00:38:57,799 --> 00:38:56,190

going from just talking about diversity

777

00:39:04,160 --> 00:38:57,809

did to talking about inclusion has been

778

00:39:07,670 --> 00:39:04,170

so so important totally agree I I think

779

00:39:09,499 --> 00:39:07,680

as in a management role the thing I've

780

00:39:12,769 --> 00:39:09,509

been trying to figure out is how do you

781

00:39:15,620 --> 00:39:12,779

do both of those when without one it's

782

00:39:17,720 --> 00:39:15,630

really hard to do the other if you don't

783

00:39:19,370 --> 00:39:17,730

have the inclusivity you're not going to

784

00:39:22,400 --> 00:39:19,380

retain any diversity that you recruit to

785

00:39:24,829 --> 00:39:22,410

your department or your institution on

786

00:39:27,289 --> 00:39:24,839

the other hand more diverse environments

787

00:39:29,630 --> 00:39:27,299

tend to be more inclusive and so trying

788

00:39:31,099 --> 00:39:29,640

to work on both of those axes at the

789

00:39:32,599 --> 00:39:31,109

same time is something I've been trying

790

00:39:38,239 --> 00:39:32,609

to pay a lot of attention to and I know

791

00:39:43,220 --> 00:39:38,249

as a challenge right I'll add on also I

792

00:39:46,989 --> 00:39:43,230

think inclusivity is empowering it's

793

00:39:52,640 --> 00:39:46,999

also creating a culture that empowers

794

00:39:55,940 --> 00:39:52,650

its diverse membership to pursue you

795

00:40:00,289 --> 00:39:55,950

know positions of leadership and then

796

00:40:03,170 --> 00:40:00,299

you start to see that the the

797

00:40:05,150 --> 00:40:03,180

demographics at the you know higher up

798

00:40:08,950 --> 00:40:05,160

on the ladder are changing and so I

799

00:40:11,180 --> 00:40:08,960

think that's a good something you know

800

00:40:13,989 --> 00:40:11,190

something to really keep an eye on

801

00:40:16,730 --> 00:40:13,999

because if it's only you know I think

802

00:40:19,250 --> 00:40:16,740

students probably tend to be more diver

803

00:40:21,230 --> 00:40:19,260

right and this an institution can say oh

804

00:40:22,310 --> 00:40:21,240

look how diverse our student population

805

00:40:26,450 --> 00:40:22,320

is everything's great

806

00:40:29,690 --> 00:40:26,460

but until you have role models that look

807

00:40:31,490 --> 00:40:29,700

like those students I don't think it's

808

00:40:34,820 --> 00:40:31,500

really gonna change much it's gonna take

809

00:40:36,290 --> 00:40:34,830

an incredibly long time so I agree with

810

00:40:38,450 --> 00:40:36,300

everything that's just been said but I'd

811

00:40:41,960 --> 00:40:38,460

also like to add an element of inclusion

812

00:40:44,300 --> 00:40:41,970

also is understanding yes you can have

813

00:40:45,470 --> 00:40:44,310

lots of diversity but inclusion even

814

00:40:47,990 --> 00:40:45,480

when you have lots of diversity doesn't

815

00:40:50,180 --> 00:40:48,000

always follow give you an example in my

816

00:40:53,680 --> 00:40:50,190

workplace and in college life where I

817

00:40:55,370 --> 00:40:53,690

was lucky to be in very diverse you know

818

00:40:57,589 --> 00:40:55,380

environments where there was actually a

819

00:40:59,270 --> 00:40:57,599

lot of black professionals so there were

820

00:41:01,490 --> 00:40:59,280

you know we had a very diverse work and

821

00:41:03,560 --> 00:41:01,500

school environment but when activities

822

00:41:05,210 --> 00:41:03,570

happen the black professionals did their

823

00:41:07,010 --> 00:41:05,220

activities and the white professional

824

00:41:09,410 --> 00:41:07,020

said their activities and there was no

825

00:41:10,730 --> 00:41:09,420

inclusivity across line and a lot of it

826

00:41:12,980 --> 00:41:10,740

that I discovered is that the black

827

00:41:14,870 --> 00:41:12,990

professionals felt that the white

828

00:41:16,790 --> 00:41:14,880

professionals didn't understand them

829

00:41:19,040 --> 00:41:16,800

enough so they couldn't be themselves

830

00:41:20,270 --> 00:41:19,050

outside of professional time because

831

00:41:21,829 --> 00:41:20,280

they were worried about the inherent

832

00:41:24,079 --> 00:41:21,839

biases that would come up if they could

833

00:41:28,160 --> 00:41:24,089

actually let their hair down and be

834

00:41:29,390 --> 00:41:28,170

themselves so for me inclusivity is kind

835

00:41:32,510 --> 00:41:29,400

of breaking that line and having that

836

00:41:35,300 --> 00:41:32,520

dialogue of understanding you know what

837

00:41:36,589 --> 00:41:35,310

what their what their comfort zone is

838

00:41:39,620 --> 00:41:36,599

and how they like to be when they are

839

00:41:41,089 --> 00:41:39,630

not working and when they're kind of in

840

00:41:42,380 --> 00:41:41,099

their space like understanding their

841

00:41:44,839 --> 00:41:42,390

space understand they're in our comfort

842

00:41:47,359 --> 00:41:44,849

zone and being able to step into their

843

00:41:49,040 --> 00:41:47,369

world and be comfortable in it and then

844

00:41:51,290 --> 00:41:49,050

you know then you can really have

845

00:41:53,240 --> 00:41:51,300

inclusiveness and so in the context of

846

00:41:55,040 --> 00:41:53,250

grad school it's basically making sure

847

00:41:56,930 --> 00:41:55,050

that you understand your diverse

848

00:41:58,490 --> 00:41:56,940

students making sure you understand what

849

00:42:00,650 --> 00:41:58,500

their perspective and their experience

850

00:42:02,120 --> 00:42:00,660

in their background is and making sure

851
00:42:03,620 --> 00:42:02,130
that when you create activities for your

852
00:42:05,420 --> 00:42:03,630
students or your lab or your group that

853
00:42:07,010 --> 00:42:05,430
you have that in mind you create that

854
00:42:09,950 --> 00:42:07,020
activity so you do something that is

855
00:42:16,760 --> 00:42:09,960
inclusive for their experience so that's

856
00:42:18,680 --> 00:42:16,770
something that I think is important like

857
00:42:22,140 --> 00:42:18,690
all those answers

858
00:42:24,480 --> 00:42:22,150
okay so I'd like to open things up to

859
00:42:27,210 --> 00:42:24,490
the audience so there's a microphone up

860
00:42:30,000 --> 00:42:27,220
here if you have a question come on up

861
00:42:32,310 --> 00:42:30,010
we can form a line I guess behind the

862
00:42:40,890 --> 00:42:32,320
microphone so see it's the race to the

863
00:42:41,820 --> 00:42:40,900

microphone I think that I come from a

864

00:42:44,550 --> 00:42:41,830

very diverse

865

00:42:47,340 --> 00:42:44,560

oh I'm dawn Sumner and in Earth and

866

00:42:50,780 --> 00:42:47,350

Planetary Science UC Davis I got from

867

00:42:52,500 --> 00:42:50,790

the most diverse earth science research

868

00:42:56,370 --> 00:42:52,510

department in the country

869

00:42:58,380 --> 00:42:56,380

and a lot of the reason it is diverse is

870

00:43:01,800 --> 00:42:58,390

because there were people dedicated to

871

00:43:05,190 --> 00:43:01,810

inclusivity before the diversity emerged

872

00:43:08,670 --> 00:43:05,200

right and so I would like to challenge

873

00:43:11,210 --> 00:43:08,680

all of us who are in roles of leadership

874

00:43:14,670 --> 00:43:11,220

that we can start those conversations

875

00:43:17,730 --> 00:43:14,680

about inclusivity even when we lack the

876

00:43:19,370 --> 00:43:17,740

diversity and one of the reasons that my

877

00:43:22,650 --> 00:43:19,380

department has been able to maintain

878

00:43:26,340 --> 00:43:22,660

diversity is because we place that

879

00:43:28,020 --> 00:43:26,350

inclusivity at a high level and right

880

00:43:29,820 --> 00:43:28,030

now we're my departments under a little

881

00:43:31,560 --> 00:43:29,830

bit of threat due to various

882

00:43:34,770 --> 00:43:31,570

circumstances and the number of faculty

883

00:43:36,270 --> 00:43:34,780

are going way down and one of the one of

884

00:43:38,820 --> 00:43:36,280

the things that we're working on is how

885

00:43:41,550 --> 00:43:38,830

do we actually convince our university

886

00:43:44,400 --> 00:43:41,560

administration that we should actually

887

00:43:47,430 --> 00:43:44,410

be invested in because we can meet those

888

00:43:50,360 --> 00:43:47,440

goals we know we have the environment to

889

00:43:54,120 --> 00:43:50,370

meet those goals for an inclusive

890

00:43:56,700 --> 00:43:54,130

department and that leads that leads to

891

00:43:58,200 --> 00:43:56,710

the diversity so I really like that

892

00:44:00,990 --> 00:43:58,210

question you started with with the

893

00:44:04,140 --> 00:44:01,000

inclusivity because that's that's what

894

00:44:07,230 --> 00:44:04,150

allows people to thrive even white men

895

00:44:09,030 --> 00:44:07,240

thrive better in an inclusive way

896

00:44:11,580 --> 00:44:09,040

straight men right it's better for

897

00:44:15,550 --> 00:44:11,590

everyone except a few people who get

898

00:44:18,840 --> 00:44:15,780

[Music]

899

00:44:22,599 --> 00:44:18,850

[Applause]

900

00:44:24,330 --> 00:44:22,609

um my name is mache Aaron I'm a second

901
00:44:28,420 --> 00:44:24,340
year PhD student at Johns Hopkins

902
00:44:30,960 --> 00:44:28,430
studying Planetary Science um something

903
00:44:36,520 --> 00:44:30,970
that I've noticed throughout my years of

904
00:44:39,400 --> 00:44:36,530
being in what I do um I'm always by

905
00:44:41,770 --> 00:44:39,410
myself like I'm the only black girl in a

906
00:44:44,580 --> 00:44:41,780
group and there will be other minorities

907
00:44:48,010 --> 00:44:44,590
but they wouldn't be underrepresented

908
00:44:50,590 --> 00:44:48,020
minorities and one of the things that I

909
00:44:54,430 --> 00:44:50,600
noticed also is like so I I'm from the

910
00:44:57,190 --> 00:44:54,440
south from Texas so I have an accent and

911
00:45:00,790 --> 00:44:57,200
I've actually had white colleagues get

912
00:45:04,180 --> 00:45:00,800
on me on how I say um the names of

913
00:45:08,140 --> 00:45:04,190

certain instruments or certain chemicals

914

00:45:10,630 --> 00:45:08,150

or minerals and I can't help but that's

915

00:45:13,030 --> 00:45:10,640

just how I talk so I was just wondering

916

00:45:14,260 --> 00:45:13,040

how do y'all handle situations like that

917

00:45:18,099 --> 00:45:14,270

where you're by yourself

918

00:45:19,750 --> 00:45:18,109

and you encounter someone that basically

919

00:45:30,640 --> 00:45:19,760

just makes fun of how you say your

920

00:45:35,710 --> 00:45:30,650

science mmm a great question I I don't

921

00:45:37,690 --> 00:45:35,720

know I mean as far as as as far as like

922

00:45:40,090 --> 00:45:37,700

how I speak its I've kind of had the

923

00:45:45,580 --> 00:45:40,100

opposite where I've been told I talk to

924

00:45:47,470 --> 00:45:45,590

white so I basically kind of I tend to

925

00:45:49,660 --> 00:45:47,480

use humor to deal with those things so I

926

00:45:52,210 --> 00:45:49,670

kind of turn it on them and and use

927

00:45:54,130 --> 00:45:52,220

humor in some way shape or form as far

928

00:45:56,560 --> 00:45:54,140

as being the only chocolate drop in the

929

00:46:00,430 --> 00:45:56,570

room yes that's a real problem and I've

930

00:46:05,050 --> 00:46:00,440

experienced it all through but through

931

00:46:07,780 --> 00:46:05,060

most of my my graduate school time what

932

00:46:08,800 --> 00:46:07,790

I can tell you is is that some of the

933

00:46:11,770 --> 00:46:08,810

things that we're doing to deal with

934

00:46:14,109 --> 00:46:11,780

that is that we are developing a network

935

00:46:15,760 --> 00:46:14,119

to communicate with each other to to

936

00:46:19,840 --> 00:46:15,770

connect all of our minority especially

937

00:46:21,849 --> 00:46:19,850

our scientists of color and trying to

938

00:46:23,410 --> 00:46:21,859

encourage them all to try to share and

939

00:46:25,720 --> 00:46:23,420

find each other at meetings so that we

940

00:46:26,270 --> 00:46:25,730

can start to increase the diversity in

941

00:46:28,190 --> 00:46:26,280

these

942

00:46:30,350 --> 00:46:28,200

like I've seen a lot more diversity at

943

00:46:31,970 --> 00:46:30,360

this meeting and it's been great it's it

944

00:46:34,610 --> 00:46:31,980

didn't like probably the last two or

945

00:46:36,440 --> 00:46:34,620

three apps icons have been where I have

946

00:46:41,840 --> 00:46:36,450

not been the only one and it's been

947

00:46:43,190 --> 00:46:41,850

really exciting so as far as as far as

948

00:46:48,080 --> 00:46:43,200

how you handle it when you are the only

949

00:46:53,900 --> 00:46:48,090

one you

950

00:46:59,840 --> 00:46:53,910

I pretty much and how I handle it was I

951

00:47:04,460 --> 00:46:59,850

I pretty much just you know said I just

952

00:47:07,310 --> 00:47:04,470

decided it was an opportunity to to make

953

00:47:08,840 --> 00:47:07,320

a difference and change it so I think

954

00:47:11,090 --> 00:47:08,850

that's pretty much kind of how I handle

955

00:47:13,580 --> 00:47:11,100

it it was frustrating and I would

956

00:47:15,170 --> 00:47:13,590

usually make comments to to the meeting

957

00:47:17,030 --> 00:47:15,180

organizers or to this you know the

958

00:47:19,250 --> 00:47:17,040

session of the workshop organizers and

959

00:47:21,080 --> 00:47:19,260

I'd go and try to find out like well

960

00:47:22,130 --> 00:47:21,090

where are our diverse you know students

961

00:47:24,770 --> 00:47:22,140

and what's going on what are the

962

00:47:26,690 --> 00:47:24,780

demographics so basically I use it as an

963

00:47:32,210 --> 00:47:26,700

opportunity to get in and participate in

964

00:47:33,890 --> 00:47:32,220

and make an encourage change and by the

965

00:47:35,720 --> 00:47:33,900

way that's the thing we all should be

966

00:47:37,850 --> 00:47:35,730

doing right like that shouldn't be on

967

00:47:39,890 --> 00:47:37,860

you right like that that's that and

968

00:47:42,010 --> 00:47:39,900

that's what being a an advocate and

969

00:47:44,210 --> 00:47:42,020

moving into that space is all about so

970

00:47:45,290 --> 00:47:44,220

ideally like for all the other senior

971

00:47:47,840 --> 00:47:45,300

folks in the room like you should be

972

00:47:48,980 --> 00:47:47,850

making it more comfortable so that you

973

00:47:51,560 --> 00:47:48,990

know people don't have to think about

974

00:47:53,000 --> 00:47:51,570

code switching or whatnot and and can

975

00:47:56,900 --> 00:47:53,010

choose what they want to do in that

976

00:47:58,790 --> 00:47:56,910

space and as far as somebody making fun

977

00:47:59,960 --> 00:47:58,800

of how you talk I would just flat-out

978

00:48:02,960 --> 00:47:59,970

say that's not appropriate

979

00:48:04,190 --> 00:48:02,970

I mean don't don't hold any punches it's

980

00:48:07,370 --> 00:48:04,200

not appropriate and I don't appreciate

981

00:48:08,720 --> 00:48:07,380

it and and if they can't handle it what

982

00:48:11,450 --> 00:48:08,730

you have to remember it's their problem

983

00:48:13,640 --> 00:48:11,460

not yours that's the important thing

984

00:48:14,690 --> 00:48:13,650

but they need to be told it's not

985

00:48:15,860 --> 00:48:14,700

appropriate and that you don't

986

00:48:17,210 --> 00:48:15,870

appreciate it and it's about it's

987

00:48:19,220 --> 00:48:17,220

crossing a boundary and they need to

988

00:48:19,970 --> 00:48:19,230

understand where the boundary is so you

989

00:48:21,010 --> 00:48:19,980

don't hold back

990

00:48:31,660 --> 00:48:21,020

you tell them that's not appropriate

991

00:48:34,460 --> 00:48:31,670

okay so I I just want to acknowledge

992

00:48:36,890 --> 00:48:34,470

what you said in terms of it's

993

00:48:39,190 --> 00:48:36,900

incredibly difficult to be the first

994

00:48:40,569 --> 00:48:39,200

person in a group

995

00:48:42,789 --> 00:48:40,579

and underrepresented and an

996

00:48:46,539 --> 00:48:42,799

underrepresented group or the only

997

00:48:49,870 --> 00:48:46,549

person in the room and that it

998

00:48:52,960 --> 00:48:49,880

definitely is harder to do all of that

999

00:48:55,599 --> 00:48:52,970

to think that is the burden really on my

1000

00:48:59,530 --> 00:48:55,609

shoulders to change this entire

1001
00:49:02,289 --> 00:48:59,540
organization so that I can fit in and I

1002
00:49:05,980 --> 00:49:02,299
think that groups like this that are

1003
00:49:08,549 --> 00:49:05,990
really looking at allies and advocates

1004
00:49:11,799 --> 00:49:08,559
or how to become allies and advocates is

1005
00:49:14,710 --> 00:49:11,809
this is the responsibility of everybody

1006
00:49:17,200 --> 00:49:14,720
that this is exactly the kind of thing

1007
00:49:20,980 --> 00:49:17,210
that you're trying to help with if

1008
00:49:22,750 --> 00:49:20,990
you're in a position of privilege this

1009
00:49:24,549 --> 00:49:22,760
is what you should and you want to be an

1010
00:49:28,920 --> 00:49:24,559
ally this is what you should be

1011
00:49:32,980 --> 00:49:28,930
addressing so I always try to think of

1012
00:49:35,349 --> 00:49:32,990
yes I remember many many times where I

1013
00:49:37,930 --> 00:49:35,359

was the first woman in a department or

1014

00:49:43,480 --> 00:49:37,940

the first the only woman in a conference

1015

00:49:48,569 --> 00:49:43,490

or the only woman ad at the table and I

1016

00:49:52,260 --> 00:49:48,579

can talk about my experiences my

1017

00:49:56,620 --> 00:49:52,270

first-hand experiences as a woman and

1018

00:50:00,880 --> 00:49:56,630

and and ask for allies and advocates for

1019

00:50:04,420 --> 00:50:00,890

women but I also want to be an ally or

1020

00:50:06,370 --> 00:50:04,430

an advocate to say women of color and I

1021

00:50:09,849 --> 00:50:06,380

don't obviously since I'm white I don't

1022

00:50:15,400 --> 00:50:09,859

have that first-hand experience I need

1023

00:50:18,430 --> 00:50:15,410

to be listening to to try to not charge

1024

00:50:24,069 --> 00:50:18,440

on charge in on my high horse saying I

1025

00:50:27,789 --> 00:50:24,079

know what I can do for you rather I need

1026

00:50:29,940 --> 00:50:27,799

to listen to what you're telling me of

1027

00:50:33,880 --> 00:50:29,950

how ways that I can help

1028

00:50:36,520 --> 00:50:33,890

so allies and advocates are really

1029

00:50:38,500 --> 00:50:36,530

important it's the people of privilege

1030

00:50:41,799 --> 00:50:38,510

whatever privilege we have and we all

1031

00:50:46,510 --> 00:50:41,809

have some trying to help everyone and

1032

00:50:49,930 --> 00:50:46,520

and and trying to get out of our comfort

1033

00:50:54,240 --> 00:50:49,940

zones move away from our stereotypes to

1034

00:51:01,780 --> 00:50:59,530

thank you hi Scott Gowdy Ohio State

1035

00:51:03,700 --> 00:51:01,790

University first I just want to say

1036

00:51:06,460 --> 00:51:03,710

thank you I think it's amazing we're

1037

00:51:09,670 --> 00:51:06,470

having this panel here I want to

1038

00:51:10,900 --> 00:51:09,680

actually I want to ask the moderator if

1039

00:51:12,730 --> 00:51:10,910

it's okay that I make a small

1040

00:51:15,400 --> 00:51:12,740

advertisement it's relevant I promise

1041

00:51:16,690 --> 00:51:15,410

not leaves I don't know if this was said

1042

00:51:19,330 --> 00:51:16,700

already but there is the second

1043

00:51:22,420 --> 00:51:19,340

inclusive astronomy conference is coming

1044

00:51:24,670 --> 00:51:22,430

up it is October let me see if I get

1045

00:51:26,350 --> 00:51:24,680

this right 14th and 15th at Space

1046

00:51:29,110 --> 00:51:26,360

Telescope Science Institute I'm on the

1047

00:51:32,770 --> 00:51:29,120

SLC which is why I'm advertising this Lu

1048

00:51:35,770 --> 00:51:32,780

stroller at SDS CI is the SOC chair so I

1049

00:51:37,420 --> 00:51:35,780

encourage you to think about trying to

1050

00:51:38,980 --> 00:51:37,430

attend that conference if you can I

1051
00:51:41,790 --> 00:51:38,990
mention this because I'm an astronomer

1052
00:51:45,460 --> 00:51:41,800
not an astrobiologist despite what Sean

1053
00:51:46,900 --> 00:51:45,470
I do have a question though and and I

1054
00:51:50,860 --> 00:51:46,910
also want to thank you for bringing up

1055
00:51:55,180 --> 00:51:50,870
the the the issue about about domestic

1056
00:51:58,390 --> 00:51:55,190
abuse I myself was a victim of domestic

1057
00:52:01,240 --> 00:51:58,400
abuse and I think it's something that we

1058
00:52:03,040 --> 00:52:01,250
feel like as strong as scientists that

1059
00:52:05,710 --> 00:52:03,050
we cannot bring these kinds of things

1060
00:52:07,720 --> 00:52:05,720
into into our professional lives we

1061
00:52:10,000 --> 00:52:07,730
should hide them when in fact they do

1062
00:52:12,820 --> 00:52:10,010
affect our ability to accomplish our

1063
00:52:14,890 --> 00:52:12,830

jobs and it affected mine so I really

1064

00:52:16,930 --> 00:52:14,900

appreciate you bringing that up my

1065

00:52:18,460 --> 00:52:16,940

question is about the something that I

1066

00:52:20,140 --> 00:52:18,470

just learned very recently and I'm

1067

00:52:23,080 --> 00:52:20,150

ashamed to say that it just recently

1068

00:52:25,390 --> 00:52:23,090

learned about it neuro diversity and I

1069

00:52:26,980 --> 00:52:25,400

myself have a mild case of Asperger's

1070

00:52:30,040 --> 00:52:26,990

syndrome and so I have a tendency did

1071

00:52:31,330 --> 00:52:30,050

not notice nonverbal cues as a result I

1072

00:52:33,190 --> 00:52:31,340

tend to talk over people not

1073

00:52:36,010 --> 00:52:33,200

intentionally but just because I don't

1074

00:52:38,380 --> 00:52:36,020

realize they're done speaking and I have

1075

00:52:40,630 --> 00:52:38,390

this has been interpreted by some subset

1076
00:52:44,110 --> 00:52:40,640
of people as being hostile to certain

1077
00:52:46,750 --> 00:52:44,120
underrepresented or groups because of

1078
00:52:50,950 --> 00:52:46,760
the fact that I am I talk over people

1079
00:52:52,630 --> 00:52:50,960
even though I try fully forgot so so

1080
00:52:56,290 --> 00:52:52,640
this is a question where two different

1081
00:52:59,440 --> 00:52:56,300
kinds of diversity right and we want to

1082
00:53:01,920 --> 00:52:59,450
include both but it's not but sometimes

1083
00:53:04,349 --> 00:53:01,930
one can be misinterpreted as being

1084
00:53:07,019 --> 00:53:04,359
bigoted or hostile or whatever

1085
00:53:08,910 --> 00:53:07,029
or prejudice when that's not when it's

1086
00:53:12,569 --> 00:53:08,920
really just someone manifesting their

1087
00:53:13,950 --> 00:53:12,579
neurodiversity and similarly the you

1088
00:53:16,739 --> 00:53:13,960

couldn't misinterpret it from the other

1089

00:53:18,779 --> 00:53:16,749

side as well so how do we how do we deal

1090

00:53:20,549 --> 00:53:18,789

with these these as we start dealing

1091

00:53:22,319 --> 00:53:20,559

with more and more kinds of diversity

1092

00:53:29,309 --> 00:53:22,329

how do we deal with these kinds of

1093

00:53:32,609 --> 00:53:29,319

conflict it's a great question so as it

1094

00:53:34,349 --> 00:53:32,619

turns out my husband has Asperger's so I

1095

00:53:36,989 --> 00:53:34,359

deal with this on a daily basis as well

1096

00:53:38,430 --> 00:53:36,999

and I think I think how we deal with

1097

00:53:43,589 --> 00:53:38,440

that especially like neural diversity is

1098

00:53:46,739 --> 00:53:43,599

I just think that we for those of us who

1099

00:53:48,599 --> 00:53:46,749

maybe you know for those of us that have

1100

00:53:49,799 --> 00:53:48,609

some privilege or don't have to deal

1101
00:53:51,720 --> 00:53:49,809
with those things I think we have to

1102
00:53:54,150 --> 00:53:51,730
learn to be comfortable in understanding

1103
00:53:56,370 --> 00:53:54,160
that that diversity exists so that we

1104
00:53:59,489 --> 00:53:56,380
create a safe space for those of us who

1105
00:54:02,099 --> 00:53:59,499
have these diversities LGBTQ narrow

1106
00:54:04,799 --> 00:54:02,109
diversity can communicate that diversity

1107
00:54:06,599 --> 00:54:04,809
so that we can create understanding so

1108
00:54:08,940 --> 00:54:06,609
that we can create you know a safe space

1109
00:54:11,099 --> 00:54:08,950
of understanding one of the things I

1110
00:54:12,150 --> 00:54:11,109
encourage my husband to do is to

1111
00:54:13,859 --> 00:54:12,160
communicate to people he doesn't

1112
00:54:17,069 --> 00:54:13,869
necessarily say hey I have Asperger's he

1113
00:54:19,650 --> 00:54:17,079

can just say you know I don't always get

1114

00:54:21,150 --> 00:54:19,660

social cues can you I sometimes will

1115

00:54:22,589 --> 00:54:21,160

over talk and I won't get a social cues

1116

00:54:26,599 --> 00:54:22,599

so can you be a little bit more direct

1117

00:54:28,799 --> 00:54:26,609

with me in his workplace so I think that

1118

00:54:31,229 --> 00:54:28,809

there are those strategies that we can

1119

00:54:33,089 --> 00:54:31,239

do to kind of help communicate and help

1120

00:54:35,069 --> 00:54:33,099

and foster understanding but that takes

1121

00:54:36,509 --> 00:54:35,079

the other side being receptive and

1122

00:54:38,579 --> 00:54:36,519

that's where we really have to work on

1123

00:54:40,680 --> 00:54:38,589

people being receptive and open to

1124

00:54:51,820 --> 00:54:40,690

differences and I think that's the big

1125

00:55:02,600 --> 00:54:55,220

don't die on a scandal I need you for

1126
00:55:06,110 --> 00:55:02,610
another like 20 minutes so so I have a

1127
00:55:09,020 --> 00:55:06,120
secret it was a secret for the first 55

1128
00:55:11,810 --> 00:55:09,030
years of my life and no one knew about

1129
00:55:17,210 --> 00:55:11,820
it except my closest friends and that

1130
00:55:19,640 --> 00:55:17,220
was that I am dyslexic and around a

1131
00:55:24,650 --> 00:55:19,650
number of years ago I started telling

1132
00:55:31,850 --> 00:55:24,660
people in my in my peer group in my on

1133
00:55:34,970 --> 00:55:31,860
my teams in my leadership coalition that

1134
00:55:39,740 --> 00:55:34,980
I had this disability and it was

1135
00:55:47,150 --> 00:55:39,750
extremely difficult for me to do certain

1136
00:55:50,780 --> 00:55:47,160
aspects of my job and I was amazed at

1137
00:55:56,470 --> 00:55:50,790
how supportive people were when I

1138
00:55:59,090 --> 00:55:56,480

finally let people know about this so I

1139

00:56:01,790 --> 00:55:59,100

for the past year I've been doing

1140

00:56:06,050 --> 00:56:01,800

science and public outreach I am

1141

00:56:08,690 --> 00:56:06,060

responsible for things like editing a

1142

00:56:10,310 --> 00:56:08,700

newsletter writing press releases all

1143

00:56:12,980 --> 00:56:10,320

sorts of things that involve writing

1144

00:56:15,560 --> 00:56:12,990

that are I'm a I'm a pretty good writer

1145

00:56:21,020 --> 00:56:15,570

but I'm a terrible I am the world's

1146

00:56:26,030 --> 00:56:21,030

worst copy editor so I asked my team

1147

00:56:28,610 --> 00:56:26,040

members to step up and because I said my

1148

00:56:32,650 --> 00:56:28,620

eyes can never be the last set that see

1149

00:56:35,330 --> 00:56:32,660

this document and it was amazing how

1150

00:56:38,270 --> 00:56:35,340

supportive they were and receptive they

1151
00:56:39,830 --> 00:56:38,280
were they didn't put me in a box where I

1152
00:56:41,990 --> 00:56:39,840
had always thought of this as a weakness

1153
00:56:44,870 --> 00:56:42,000
and it turned out that it strengthened

1154
00:56:48,020 --> 00:56:44,880
our team for them to know about this and

1155
00:56:51,020 --> 00:56:48,030
for for them to be able to do components

1156
00:56:59,000 --> 00:56:51,030
of the job that I could not not myself

1157
00:57:04,300 --> 00:56:59,010
do so telling a group of people that you

1158
00:57:08,650 --> 00:57:04,310
have this particular ask for

1159
00:57:11,600 --> 00:57:08,660
dyslexia whatever it might be it is

1160
00:57:14,480 --> 00:57:11,610
surprising to me and amazing how

1161
00:57:17,960 --> 00:57:14,490
supportive people can be in that sort of

1162
00:57:20,690 --> 00:57:17,970
circumstance I just wanted to say real

1163
00:57:22,970 --> 00:57:20,700

quick that as someone who has ADHD I

1164

00:57:24,080 --> 00:57:22,980

totally feel you on the missing social

1165

00:57:26,630 --> 00:57:24,090

cues talking to more people without

1166

00:57:28,880 --> 00:57:26,640

realizing a thing what's worked for me

1167

00:57:31,490 --> 00:57:28,890

and honestly I think this can be applied

1168

00:57:33,770 --> 00:57:31,500

to a lot of topics we're talking about

1169

00:57:36,380 --> 00:57:33,780

when things are being brought up is to

1170

00:57:39,170 --> 00:57:36,390

as hard as it is avoid the temptation to

1171

00:57:41,930 --> 00:57:39,180

go on the defensive you know and I think

1172

00:57:44,540 --> 00:57:41,940

as long as you're making you know a good

1173

00:57:47,870 --> 00:57:44,550

faith effort and you're not going to be

1174

00:57:56,120 --> 00:57:47,880

perfect no one here is I think that can

1175

00:57:58,760 --> 00:57:56,130

really get you pretty far hello everyone

1176

00:58:01,010 --> 00:57:58,770

my name is joy I'm at the Carnegie

1177

00:58:02,360 --> 00:58:01,020

Institute for science in Washington DC I

1178

00:58:04,070 --> 00:58:02,370

want to thank you all for sharing your

1179

00:58:07,820 --> 00:58:04,080

stories it's very important to hear from

1180

00:58:09,800 --> 00:58:07,830

diverse perspectives and in the spirit

1181

00:58:11,420 --> 00:58:09,810

of Pride Month and Lauren you shared

1182

00:58:13,850 --> 00:58:11,430

you're bisexual I've never come out

1183

00:58:17,690 --> 00:58:13,860

professionally before but I too am a

1184

00:58:21,560 --> 00:58:17,700

bisexual you don't have to copy me it's

1185

00:58:24,700 --> 00:58:21,570

not a big deal but I do have a question

1186

00:58:26,780 --> 00:58:24,710

so Joan you shared your story of your

1187

00:58:28,400 --> 00:58:26,790

sexual harasser only receiving

1188

00:58:30,860 --> 00:58:28,410

administrative Lee a slap on the wrist

1189

00:58:33,590 --> 00:58:30,870

so maybe it falls on us too

1190

00:58:37,580 --> 00:58:33,600

professionally and academically punish

1191

00:58:39,740 --> 00:58:37,590

them maybe so my question is should we

1192

00:58:41,390 --> 00:58:39,750

do that should we stop sending our

1193

00:58:43,190 --> 00:58:41,400

students to those perpetrators Labs

1194

00:58:45,530 --> 00:58:43,200

should we stop citing their work what if

1195

00:58:47,720 --> 00:58:45,540

it's really important work should we

1196

00:58:50,450 --> 00:58:47,730

divorce the product that they produce

1197

00:58:54,140 --> 00:58:50,460

from the person I'd love to hear your

1198

00:58:58,910 --> 00:58:54,150

perspectives great question so many good

1199

00:59:02,140 --> 00:58:58,920

questions so I I should clarify the the

1200

00:59:05,180 --> 00:59:02,150

the any of the the people in the recent

1201
00:59:07,870 --> 00:59:05,190
press have were not my sexual harassers

1202
00:59:12,130 --> 00:59:07,880
so I was definitely working

1203
00:59:14,140 --> 00:59:12,140
the scenes and as part of that work

1204
00:59:16,089 --> 00:59:14,150
trying to figure out what to do before

1205
00:59:18,999 --> 00:59:16,099
you know any of the title nine

1206
00:59:21,970 --> 00:59:19,009
complaints were filed was you know what

1207
00:59:25,450 --> 00:59:21,980
do you do as a professional who knows

1208
00:59:29,349 --> 00:59:25,460
about this and but everybody's like

1209
00:59:31,569 --> 00:59:29,359
pretending they don't know and one of

1210
00:59:33,880 --> 00:59:31,579
the I saw I was a blogger at the time I

1211
00:59:37,180 --> 00:59:33,890
blogged for a long time for for women in

1212
00:59:40,779 --> 00:59:37,190
astronomy and one of the things I wrote

1213
00:59:44,200 --> 00:59:40,789

about was a call to shun question mark

1214

00:59:45,910 --> 00:59:44,210

that you know we all just so this person

1215

00:59:47,759 --> 00:59:45,920

shows up at our meetings do we all just

1216

00:59:52,329 --> 00:59:47,769

turn away from him so that was a

1217

00:59:54,519 --> 00:59:52,339

possibility that people had raised at at

1218

00:59:56,620 --> 00:59:54,529

the same time I was working at the

1219

01:00:00,519 --> 00:59:56,630

National Science Foundation as a rotator

1220

01:00:02,769 --> 01:00:00,529

and I asked all of my colleagues who

1221

01:00:06,640 --> 01:00:02,779

knew about this particular individual

1222

01:00:09,190 --> 01:00:06,650

say what do you do what do we do if this

1223

01:00:11,620 --> 01:00:09,200

person submits a proposal some of the

1224

01:00:14,920 --> 01:00:11,630

people on the review panel know about

1225

01:00:17,650 --> 01:00:14,930

the the history some of them don't how

1226

01:00:21,670 --> 01:00:17,660

do we deal with it if that if this issue

1227

01:00:24,430 --> 01:00:21,680

comes up do we and at the time they said

1228

01:00:27,009 --> 01:00:24,440

you just have to stop this is not part

1229

01:00:30,370 --> 01:00:27,019

of the proposal this can't be addressed

1230

01:00:31,269 --> 01:00:30,380

which was very very discouraging and

1231

01:00:35,620 --> 01:00:31,279

unsatisfying

1232

01:00:37,480 --> 01:00:35,630

but now the NSF has a new policy so it's

1233

01:00:40,839 --> 01:00:37,490

a you know it's like I'd like to think

1234

01:00:42,910 --> 01:00:40,849

it's stemmed from from from that I don't

1235

01:00:44,529 --> 01:00:42,920

know if it did but it certainly was true

1236

01:00:46,599 --> 01:00:44,539

that I would talk to anyone in the

1237

01:00:50,799 --> 01:00:46,609

building who would listen to me about

1238

01:00:52,660 --> 01:00:50,809

this kind of issue so I I think if it's

1239

01:00:54,279 --> 01:00:52,670

it's also the other thing that's not

1240

01:00:55,660 --> 01:00:54,289

part of this little talk that we gave

1241

01:00:58,089 --> 01:00:55,670

today but it's part of my bigger

1242

01:01:00,789 --> 01:00:58,099

sexual-harassment talk I finally had to

1243

01:01:03,519 --> 01:01:00,799

add a slide on why women especially

1244

01:01:06,249 --> 01:01:03,529

women don't report and it's like there's

1245

01:01:08,529 --> 01:01:06,259

so many incredibly good reasons because

1246

01:01:09,880 --> 01:01:08,539

people that have never been there don't

1247

01:01:10,930 --> 01:01:09,890

really have a feel why don't you just

1248

01:01:12,490 --> 01:01:10,940

report it'll just be out in the open

1249

01:01:14,259 --> 01:01:12,500

everybody will know about it and then we

1250

01:01:15,999 --> 01:01:14,269

can do something about it and there's so

1251

01:01:18,700 --> 01:01:16,009

many good reasons and I think that

1252

01:01:20,620 --> 01:01:18,710

there's even more reasons now so if

1253

01:01:23,110 --> 01:01:20,630

anyone comes to me for advice my

1254

01:01:25,990 --> 01:01:23,120

first the first thing I say is that is

1255

01:01:36,850 --> 01:01:26,000

not going report it's like we need to

1256

01:01:38,740 --> 01:01:36,860

understand the situation first I just

1257

01:01:41,250 --> 01:01:38,750

want to echo what was just said I mean

1258

01:01:45,970 --> 01:01:41,260

even this week in the media you see why

1259

01:01:50,290 --> 01:01:45,980

women don't report right with the latest

1260

01:01:52,330 --> 01:01:50,300

rape accusations against Trump and just

1261

01:01:56,080 --> 01:01:52,340

they're completely getting kind of

1262

01:01:58,390 --> 01:01:56,090

dismissed by large and she's asking

1263

01:01:59,860 --> 01:01:58,400

should I have even bothered gosh I'm

1264

01:02:03,790 --> 01:01:59,870

getting harassed in this interview

1265

01:02:06,040 --> 01:02:03,800

should I have even bothered what what

1266

01:02:08,650 --> 01:02:06,050

has seemed to be the most successful

1267

01:02:11,320 --> 01:02:08,660

lately is telling BuzzFeed anonymously

1268

01:02:13,720 --> 01:02:11,330

or telling someone who knows the editor

1269

01:02:15,880 --> 01:02:13,730

at BuzzFeed and will pass along to

1270

01:02:19,420 --> 01:02:15,890

BuzzFeed that's how a prominent member

1271

01:02:22,390 --> 01:02:19,430

of the community who gave a keynote at

1272

01:02:26,080 --> 01:02:22,400

this conference two years ago was taken

1273

01:02:28,090 --> 01:02:26,090

away by enlarge okay was BuzzFeed so

1274

01:02:30,460 --> 01:02:28,100

that's all I'm gonna say

1275

01:02:34,120 --> 01:02:30,470

but then there were some but the way it

1276

01:02:36,490 --> 01:02:34,130

was done right was very brave people in

1277

01:02:39,220 --> 01:02:36,500

the community were willing to women were

1278

01:02:41,680 --> 01:02:39,230

willing to speak up publicly in that

1279

01:02:44,020 --> 01:02:41,690

article right and I don't know if I

1280

01:02:44,650 --> 01:02:44,030

would have had the courage so that's a

1281

01:02:53,200 --> 01:02:44,660

tough one

1282

01:02:56,380 --> 01:02:53,210

yeah so I know a reporter who happens to

1283

01:02:58,750 --> 01:02:56,390

work for BuzzFeed she is someone that I

1284

01:03:02,350 --> 01:02:58,760

would trust with anything including my

1285

01:03:04,630 --> 01:03:02,360

deepest darkest secrets so she's that

1286

01:03:07,420 --> 01:03:04,640

she's the one that broke the case that

1287

01:03:09,460 --> 01:03:07,430

that I spoke about there were four

1288

01:03:11,800 --> 01:03:09,470

original complainants she talked to all

1289

01:03:13,780 --> 01:03:11,810

of them two of them wanted to remain

1290

01:03:16,990 --> 01:03:13,790

anonymous as far as I know those names

1291

01:03:20,530 --> 01:03:17,000

have never gotten out so she was the and

1292

01:03:23,320 --> 01:03:20,540

she's continued on this for on this

1293

01:03:24,790 --> 01:03:23,330

issue for quite some time but she is one

1294

01:03:30,510 --> 01:03:24,800

of those reporters that I would trust

1295

01:03:35,830 --> 01:03:33,610

I'll just say I know I'm moderating and

1296

01:03:38,260 --> 01:03:35,840

not on the panel but I think that a lot

1297

01:03:38,920 --> 01:03:38,270

of this comes down to your own personal

1298

01:03:42,640 --> 01:03:38,930

comfort

1299

01:03:44,560 --> 01:03:42,650

if it were me and I knew that someone in

1300

01:03:46,690 --> 01:03:44,570

a department was an abuser and that

1301

01:03:48,250 --> 01:03:46,700

those higher up in the chain were not

1302

01:03:50,830 --> 01:03:48,260

doing anything about it

1303

01:03:53,170 --> 01:03:50,840

then I would avoid working with them at

1304

01:03:55,330 --> 01:03:53,180

all costs I would not send a student to

1305

01:03:58,990 --> 01:03:55,340

them to work with them

1306

01:04:01,330 --> 01:03:59,000

I think that a lot of it does have to

1307

01:04:02,950 --> 01:04:01,340

come down to you know personal choices

1308

01:04:05,440 --> 01:04:02,960

and personal responsibility and you have

1309

01:04:09,420 --> 01:04:05,450

to decide at what level you're you're

1310

01:04:12,750 --> 01:04:09,430

willing to do something or commit to

1311

01:04:18,600 --> 01:04:12,760

taking this person out of action if not

1312

01:04:20,680 --> 01:04:18,610

through higher-ups then just socially I

1313

01:04:22,240 --> 01:04:20,690

was just going to add one more point

1314

01:04:24,490 --> 01:04:22,250

because it reminded me when you said

1315

01:04:27,120 --> 01:04:24,500

that that we used to have something we

1316

01:04:31,780 --> 01:04:27,130

still call it the whisper Network that

1317

01:04:33,700 --> 01:04:31,790

the that word about particular sexual

1318

01:04:37,270 --> 01:04:33,710

harasser of serial harassers would get

1319

01:04:41,010 --> 01:04:37,280

around via whispers in the back room and

1320

01:04:44,770 --> 01:04:41,020

I had never heard the whisper network

1321

01:04:46,690 --> 01:04:44,780

phrase expressed outside of the whisper

1322

01:04:49,000 --> 01:04:46,700

network and recently I've heard it more

1323

01:04:51,370 --> 01:04:49,010

and more so it's like the whisper

1324

01:04:54,250 --> 01:04:51,380

network is becoming more of a thing that

1325

01:04:56,260 --> 01:04:54,260

people know about so that's at least the

1326

01:05:01,330 --> 01:04:56,270

one way that Department members used to

1327

01:05:05,920 --> 01:05:01,340

try and steer away potential targets for

1328

01:05:08,560 --> 01:05:05,930

the harasser on the other side when I'm

1329

01:05:10,390 --> 01:05:08,570

mentoring a student that's looking at

1330

01:05:12,940 --> 01:05:10,400

going places where I know of somebody

1331

01:05:16,510 --> 01:05:12,950

that has at least had a rumor to be a

1332

01:05:18,640 --> 01:05:16,520

problem that's not public I I won't tell

1333

01:05:21,430 --> 01:05:18,650

the student don't go there I will tell

1334

01:05:22,450 --> 01:05:21,440

the student this is what is out there

1335

01:05:24,940 --> 01:05:22,460

and this was what this is what I've

1336

01:05:26,860 --> 01:05:24,950

heard and this is what I believe to be

1337

01:05:28,150 --> 01:05:26,870

true so that way the student knows

1338

01:05:31,180 --> 01:05:28,160

because otherwise you set up the

1339

01:05:32,650 --> 01:05:31,190

potential for like I actually steal the

1340

01:05:34,870 --> 01:05:32,660

guys away from the same people but you

1341

01:05:36,570 --> 01:05:34,880

if you if you if you just tell the women

1342

01:05:39,130 --> 01:05:36,580

don't go work with this famous person

1343

01:05:40,900 --> 01:05:39,140

you you set up a potential where you

1344

01:05:43,120 --> 01:05:40,910

know the guys get to go work with him

1345

01:05:45,430 --> 01:05:43,130

and the women don't and that

1346

01:05:46,960 --> 01:05:45,440

also can have an impact so what I tend

1347

01:05:48,490 --> 01:05:46,970

to do is if I feel like there's that

1348

01:05:49,900 --> 01:05:48,500

someone could be at risk

1349

01:05:51,130 --> 01:05:49,910

I make sure they know so at least

1350

01:05:52,780 --> 01:05:51,140

they're going in eyes might open like

1351

01:05:55,120 --> 01:05:52,790

that that that's an issue there I'm

1352

01:06:03,550 --> 01:05:55,130

gonna let them then make that decision

1353

01:06:06,100 --> 01:06:03,560

for themselves if they feel safe in

1354

01:06:09,010 --> 01:06:06,110

addition to that I also as I've had this

1355

01:06:10,900 --> 01:06:09,020

experience on the other in other areas

1356

01:06:14,140 --> 01:06:10,910

not assertive sexual but like racial

1357

01:06:15,940 --> 01:06:14,150

discrimination I also in addition to not

1358

01:06:18,160 --> 01:06:15,950

telling that person don't go there but

1359

01:06:20,890 --> 01:06:18,170

in giving them eyes wide open also I

1360

01:06:23,020 --> 01:06:20,900

point them towards resources if you do

1361

01:06:26,260 --> 01:06:23,030

this you choose to do this and you have

1362

01:06:28,720 --> 01:06:26,270

a problem here's a B C that can be your

1363

01:06:30,490 --> 01:06:28,730

advocate here is another resource I try

1364

01:06:33,000 --> 01:06:30,500

to point them in resources so that they

1365

01:06:35,560 --> 01:06:33,010

are not only eyes wide open but armed to

1366

01:06:38,790 --> 01:06:35,570

help themselves to protect themselves if

1367

01:06:41,050 --> 01:06:38,800

something happens very good point yeah

1368

01:06:42,280 --> 01:06:41,060

there's another a word that I thought

1369

01:06:44,350 --> 01:06:42,290

about when I was putting together this

1370

01:06:48,460 --> 01:06:44,360

panel no not that one

1371

01:06:51,640 --> 01:06:48,470

I'm thinking that one too like and

1372

01:06:52,780 --> 01:06:51,650

that's accomplice how I was I kind of

1373

01:06:53,770 --> 01:06:52,790

shrunk away from that cuz I was like I

1374

01:06:56,290 --> 01:06:53,780

don't want people to get the wrong idea

1375

01:06:57,580 --> 01:06:56,300

but yeah you in addition to being an

1376

01:06:59,620 --> 01:06:57,590

ally in addition to being an advocate

1377

01:07:02,620 --> 01:06:59,630

you have to be someone's someone's

1378

01:07:08,740 --> 01:07:02,630

partner now I'm in this and and on their

1379

01:07:11,590 --> 01:07:08,750

side thank you everybody for doing this

1380

01:07:13,180 --> 01:07:11,600

I really appreciate this is happening

1381

01:07:21,690 --> 01:07:13,190

I'm Hilary Hartnett and I'm at Arizona

1382

01:07:25,859 --> 01:07:23,849

I'm finding as I get further along in my

1383

01:07:27,569 --> 01:07:25,869

career that I am beginning to be

1384

01:07:29,700 --> 01:07:27,579

obsessed about institutions and

1385

01:07:31,460 --> 01:07:29,710

institutional issues and I think it's

1386

01:07:34,620 --> 01:07:31,470

really important as we talk about

1387

01:07:36,510 --> 01:07:34,630

inclusivity to recognize that there are

1388

01:07:38,099 --> 01:07:36,520

fundamental equity problems in many

1389

01:07:39,780 --> 01:07:38,109

institutions that prevent us from

1390

01:07:41,549 --> 01:07:39,790

maintaining an inclusive environment

1391

01:07:44,069 --> 01:07:41,559

that are beyond some of our controls

1392

01:07:46,230 --> 01:07:44,079

right and so I guess my question is to

1393

01:07:50,819 --> 01:07:46,240

the more senior people on the panel

1394

01:07:52,500 --> 01:07:50,829

which is how do we really enact the

1395

01:07:54,780 --> 01:07:52,510

institutional change and I'll I'll

1396

01:07:57,329 --> 01:07:54,790

choose a sort of classical example that

1397

01:07:59,280 --> 01:07:57,339

women and minorities are underpaid at

1398

01:08:00,630 --> 01:07:59,290

least say within the Academy relative to

1399

01:08:03,510 --> 01:08:00,640

their male colleagues right it's sort of

1400

01:08:06,359 --> 01:08:03,520

a classic example but it is probably one

1401

01:08:08,430 --> 01:08:06,369

of the deepest barriers to an inclusive

1402

01:08:11,190 --> 01:08:08,440

community and say the faculty level that

1403

01:08:19,320 --> 01:08:11,200

we have and that is something that we

1404

01:08:21,720 --> 01:08:19,330

don't talk about very well well one

1405

01:08:23,820 --> 01:08:21,730

thing that jumps to mind right away in

1406

01:08:28,860 --> 01:08:23,830

terms of another aspect on the Pei Pei

1407

01:08:31,260 --> 01:08:28,870

scheme is is reimbursements for students

1408

01:08:34,349 --> 01:08:31,270

and it can we start fronting the money

1409

01:08:36,590 --> 01:08:34,359

for the travel instead of reinforcing

1410

01:08:39,780 --> 01:08:36,600

[Music]

1411

01:08:48,059 --> 01:08:39,790

and getting rid of the jerries so those

1412

01:08:49,530 --> 01:08:48,069

are do you think that you can I think in

1413

01:08:51,030 --> 01:08:49,540

in terms of setting inclusive

1414

01:08:53,610 --> 01:08:51,040

environments and places where they

1415

01:08:55,470 --> 01:08:53,620

aren't it all-inclusive like like the

1416

01:08:57,240 --> 01:08:55,480

branch that I'm managing right now or at

1417

01:08:58,910 --> 01:08:57,250

least aren't diverse and are working and

1418

01:09:01,110 --> 01:08:58,920

making it more inclusive is is

1419

01:09:02,550 --> 01:09:01,120

encouraging the individuals that you

1420

01:09:04,829 --> 01:09:02,560

think can be leaders within that

1421

01:09:08,550 --> 01:09:04,839

institution to get the training they

1422

01:09:12,329 --> 01:09:08,560

need to help lead other people so that

1423

01:09:14,640 --> 01:09:12,339

way they can the the people that if you

1424

01:09:15,959 --> 01:09:14,650

if you train them to be better they'll

1425

01:09:19,130 --> 01:09:15,969

have a larger effect than just one

1426

01:09:25,590 --> 01:09:24,210

also for different universities and I

1427

01:09:28,349 --> 01:09:25,600

know that this you know there's probably

1428

01:09:30,000 --> 01:09:28,359

only so much you can do here but for

1429

01:09:31,890 --> 01:09:30,010

supporting those diverse programs the

1430

01:09:34,610 --> 01:09:31,900

women and the women programs in the

1431

01:09:38,340 --> 01:09:34,620

minority programs advocating for

1432

01:09:40,770 --> 01:09:38,350

high-level people of power to be put in

1433

01:09:43,290 --> 01:09:40,780

those positions for example most

1434

01:09:45,390 --> 01:09:43,300

diversity programs they have like I was

1435

01:09:46,410 --> 01:09:45,400

an engineer minority engineering

1436

01:09:48,180 --> 01:09:46,420

programs they have a director of

1437

01:09:50,960 --> 01:09:48,190

engineering programs at my alma mater

1438

01:09:53,910 --> 01:09:50,970

that director of that program was a Dean

1439

01:09:55,470 --> 01:09:53,920

and that Dean had power and so we had a

1440

01:09:57,980 --> 01:09:55,480

very successful program because he had

1441

01:10:00,750 --> 01:09:57,990

power to make things happen and so

1442

01:10:02,880 --> 01:10:00,760

advocating for people of power to be in

1443

01:10:04,410 --> 01:10:02,890

that position you know to be to be

1444

01:10:13,800 --> 01:10:04,420

having those programs to make sure that

1445

01:10:15,660 --> 01:10:13,810

they are successful would really help so

1446

01:10:17,220 --> 01:10:15,670

it's going back to the pay scale thing

1447

01:10:19,950 --> 01:10:17,230

there's some a couple of different

1448

01:10:23,250 --> 01:10:19,960

things that come to mind the the first

1449

01:10:27,500 --> 01:10:23,260

one is that the more transparent we are

1450

01:10:31,110 --> 01:10:27,510

the more equal the pay scales are so

1451

01:10:35,670 --> 01:10:31,120

state universities have almost an easier

1452

01:10:37,230 --> 01:10:35,680

time of having a an equal pay scale than

1453

01:10:40,350 --> 01:10:37,240

private universities because we never

1454

01:10:45,600 --> 01:10:40,360

know what it is but the other thing is

1455

01:10:52,880 --> 01:10:45,610

the entry-level aspect when people come

1456

01:10:56,970 --> 01:10:52,890

in to a position and negotiate bargain

1457

01:11:03,630 --> 01:10:56,980

advocate for their own salary and

1458

01:11:06,780 --> 01:11:03,640

benefits and this is definitely one of

1459

01:11:12,330 --> 01:11:06,790

the aspects that that keeps the the

1460

01:11:15,510 --> 01:11:12,340

gender pay scale unequal because men

1461

01:11:21,620 --> 01:11:15,520

seems to bargain as a natural part of

1462

01:11:25,530 --> 01:11:21,630

their job application and women don't

1463

01:11:29,340 --> 01:11:25,540

it's so a number of years ago I had to

1464

01:11:30,980 --> 01:11:29,350

learn how to bargain as a senior woman

1465

01:11:33,380 --> 01:11:30,990

in astronomy

1466

01:11:35,930 --> 01:11:33,390

and boy was it ever intimidating because

1467

01:11:39,050 --> 01:11:35,940

when you push back on your original

1468

01:11:41,210 --> 01:11:39,060

offer you're you're thinking well how

1469

01:11:45,440 --> 01:11:41,220

much should I push how much will how

1470

01:11:47,810 --> 01:11:45,450

aggressive will I be and women are

1471

01:11:49,970 --> 01:11:47,820

thought of as aggressive and men are

1472

01:11:52,690 --> 01:11:49,980

thought of as assertive and there's the

1473

01:11:56,330 --> 01:11:52,700

stereotypical doubles double standard

1474

01:12:01,460 --> 01:11:56,340

so women that doesn't conform to women's

1475

01:12:03,440 --> 01:12:01,470

stereotype but it is for men so if men

1476

01:12:05,450 --> 01:12:03,450

come in to say an assistant professor

1477

01:12:07,270 --> 01:12:05,460

position they're starting out at a

1478

01:12:09,560 --> 01:12:07,280

higher salary because they bargained and

1479

01:12:10,910 --> 01:12:09,570

women are like oh yeah that sounds like

1480

01:12:12,860 --> 01:12:10,920

good that sounds like a good salary to

1481

01:12:16,630 --> 01:12:12,870

me and they're immediately from the very

1482

01:12:19,820 --> 01:12:16,640

from the very entry levels of academia

1483

01:12:24,200 --> 01:12:19,830

already working on working at lower pay

1484

01:12:26,780 --> 01:12:24,210

and somehow either we have to all be

1485

01:12:29,150 --> 01:12:26,790

able to bargain equally which kind of

1486

01:12:31,340 --> 01:12:29,160

defeats the purpose or we have to like

1487

01:12:34,280 --> 01:12:31,350

eliminate our ganang from from this and

1488

01:12:38,540 --> 01:12:34,290

it's it just it's like so this whole

1489

01:12:40,610 --> 01:12:38,550

thing about arguing creates this unequal

1490

01:12:42,710 --> 01:12:40,620

pay scale because men and women look at

1491

01:12:44,720 --> 01:12:42,720

it differently and the most important

1492

01:12:49,940 --> 01:12:44,730

thing is they're perceived differently

1493

01:12:51,530 --> 01:12:49,950

when they do it before we take the next

1494

01:12:54,950 --> 01:12:51,540

question I just want to let everyone

1495

01:12:57,380 --> 01:12:54,960

know that on the schedule this panel

1496

01:13:00,020 --> 01:12:57,390

officially ends at 6:30 and that is to

1497

01:13:02,270 --> 01:13:00,030

allow people time to get to the public

1498

01:13:03,590 --> 01:13:02,280

lecture if they want to go however if

1499

01:13:05,930 --> 01:13:03,600

you don't plan to go to the public

1500

01:13:08,240 --> 01:13:05,940

lecture I am happy to keep taking

1501

01:13:10,010 --> 01:13:08,250

questions as long as the panelists happy

1502

01:13:11,900 --> 01:13:10,020

to do so because there have been so many

1503

01:13:14,210 --> 01:13:11,910

good questions and this discussion is so

1504

01:13:15,209 --> 01:13:14,220

good so just letting people know if you

1505

01:13:16,890 --> 01:13:15,219

go to the pub

1506

01:13:22,589 --> 01:13:16,900

lecture and you need time to get there

1507

01:13:24,509 --> 01:13:22,599

now the time Sanjoy come on Darryl good

1508

01:13:27,180 --> 01:13:24,519

evening my name is Sanjay some research

1509

01:13:30,390 --> 01:13:27,190

scientists at Blue Marble space so I'm a

1510

01:13:33,419 --> 01:13:30,400

mixed-race baby the race I expressed

1511

01:13:39,390 --> 01:13:33,429

genetically is a principal component of

1512

01:13:42,959 --> 01:13:39,400

my racial identity and so I the person's

1513

01:13:46,649 --> 01:13:42,969

race is not identified on a CV or

1514

01:13:50,279 --> 01:13:46,659

picture you need to know somebody and

1515

01:13:53,129 --> 01:13:50,289

not just see somebody to really get a

1516

01:13:55,069 --> 01:13:53,139

sense of who they are so those of you

1517

01:13:58,319 --> 01:13:55,079

who make diversity and inclusion

1518

01:14:04,339 --> 01:13:58,329

decisions based on CVS and pictures only

1519

01:14:09,169 --> 01:14:04,349

I urge caution humans are complicated

1520

01:14:14,489 --> 01:14:12,540

hello my name is Colby osburgh I'm a

1521

01:14:20,100 --> 01:14:14,499

first year PhD student at UC Riverside

1522

01:14:22,879 --> 01:14:20,110

and clearly I'm quite pasty but I have

1523

01:14:25,830 --> 01:14:22,889

grown up around color my entire life and

1524

01:14:29,100 --> 01:14:25,840

I find it super enlightening to around

1525

01:14:32,009 --> 01:14:29,110

be around a variety of cultures but ever

1526

01:14:35,969 --> 01:14:32,019

since I have stepped into the stem field

1527

01:14:39,810 --> 01:14:35,979

I have noticed a very distinct lack of

1528

01:14:40,950 --> 01:14:39,820

diversity of color I was in the physics

1529

01:14:43,200 --> 01:14:40,960

department at San Francisco State

1530

01:14:45,209 --> 01:14:43,210

University a generally diverse City but

1531

01:14:48,899 --> 01:14:45,219

yet there was only one black woman in

1532

01:14:50,609 --> 01:14:48,909

the physics department and as a white

1533

01:14:52,919 --> 01:14:50,619

man you know I have never had a problem

1534

01:14:54,540 --> 01:14:52,929

with not being included but I can only

1535

01:14:57,180 --> 01:14:54,550

imagine you know what it's like for

1536

01:15:00,540 --> 01:14:57,190

someone like her and I think the most

1537

01:15:03,810 --> 01:15:00,550

striking experience I had was at LPS C

1538

01:15:05,669 --> 01:15:03,820

in Houston was very recently they have a

1539

01:15:07,560 --> 01:15:05,679

huge post room in there because it's a

1540

01:15:13,859 --> 01:15:07,570

very big conference and it's just a big

1541

01:15:16,379 --> 01:15:13,869

sea of white old men and for me it is

1542

01:15:18,299 --> 01:15:16,389

also uncomfortable just you know being

1543

01:15:20,310 --> 01:15:18,309

surrounded by no color and I think the

1544

01:15:21,870 --> 01:15:20,320

part that hurt me the most was it's a

1545

01:15:23,370 --> 01:15:21,880

bunch of white men talking about science

1546

01:15:24,010 --> 01:15:23,380

and then all the people working at the

1547

01:15:27,610 --> 01:15:24,020

hotel

1548

01:15:29,590 --> 01:15:27,620

I mean the Mexican and seeing that a

1549

01:15:33,070 --> 01:15:29,600

difference really bothered me and hurt

1550

01:15:34,570 --> 01:15:33,080

me and so I was just wondering what you

1551

01:15:37,120 --> 01:15:34,580

guys I mean obviously I know your

1552

01:15:39,820 --> 01:15:37,130

opinion on it but more so like what you

1553

01:15:42,100 --> 01:15:39,830

think the problem is because it's not a

1554

01:15:44,050 --> 01:15:42,110

problem in you know difference in

1555

01:15:46,180 --> 01:15:44,060

intelligence the problem with something

1556

01:15:48,310 --> 01:15:46,190

that has to do like with early education

1557

01:15:49,270 --> 01:15:48,320

and not getting excited about science or

1558

01:15:50,740 --> 01:15:49,280

something like that so I was wondering

1559

01:15:58,450 --> 01:15:50,750

what you guys think the problem is and

1560

01:15:59,680 --> 01:15:58,460

what the solution would be so you're

1561

01:16:01,120 --> 01:15:59,690

right it's not about it's not about

1562

01:16:02,950 --> 01:16:01,130

intelligence it's not about an interest

1563

01:16:06,700 --> 01:16:02,960

in science it's about what we talked

1564

01:16:08,830 --> 01:16:06,710

about earlier that inclusivity and that

1565

01:16:10,959 --> 01:16:08,840

acceptance and understanding that other

1566

01:16:12,700 --> 01:16:10,969

person's world so what a lot of how what

1567

01:16:14,110 --> 01:16:12,710

happens to a lot of minority men and

1568

01:16:16,660 --> 01:16:14,120

women when we get into the upper echelon

1569

01:16:19,900 --> 01:16:16,670

of education where we start to become

1570

01:16:23,860 --> 01:16:19,910

the only one or fewer and fewer is that

1571

01:16:25,600 --> 01:16:23,870

because the groups that were in don't

1572

01:16:27,040 --> 01:16:25,610

always make create inclusive

1573

01:16:28,180 --> 01:16:27,050

environments in the departments that

1574

01:16:29,350 --> 01:16:28,190

were in don't always create inclusive

1575

01:16:31,270 --> 01:16:29,360

environments and some of the

1576

01:16:33,220 --> 01:16:31,280

universities don't always create

1577

01:16:36,160 --> 01:16:33,230

inclusive environments we start to feel

1578

01:16:39,550 --> 01:16:36,170

isolated and isolation in academia is a

1579

01:16:43,270 --> 01:16:39,560

death sentence for your career and it's

1580

01:16:46,110 --> 01:16:43,280

it's a that is probably one of the

1581

01:16:48,370 --> 01:16:46,120

biggest problems why you have a lot of

1582

01:16:51,430 --> 01:16:48,380

inspectors and especially women of color

1583

01:16:52,479 --> 01:16:51,440

exit academia because if I'm gonna feel

1584

01:16:54,580 --> 01:16:52,489

like this I might as well go out in the

1585

01:16:55,630 --> 01:16:54,590

industry make a lot of money you know if

1586

01:16:59,800 --> 01:16:55,640

I'm gonna have to put up with this kind

1587

01:17:02,560 --> 01:16:59,810

of isolation so I think that is the crux

1588

01:17:04,390 --> 01:17:02,570

of the problem is that we need to create

1589

01:17:07,810 --> 01:17:04,400

that inclusive environment and it can

1590

01:17:09,459 --> 01:17:07,820

start with you going up and including

1591

01:17:10,900 --> 01:17:09,469

that black student and talking to her

1592

01:17:12,880 --> 01:17:10,910

and creating a space where she feels

1593

01:17:13,810 --> 01:17:12,890

included and welcome and comfortable now

1594

01:17:14,950 --> 01:17:13,820

you're not going to understand their

1595

01:17:16,120 --> 01:17:14,960

experience you're not going to talk to

1596

01:17:18,700 --> 01:17:16,130

be able to talk to her about being a

1597

01:17:20,320 --> 01:17:18,710

black girl in physics and you know her

1598

01:17:21,670 --> 01:17:20,330

issues trying to find like a hairdresser

1599

01:17:22,750 --> 01:17:21,680

in this new town and all that

1600

01:17:26,620 --> 01:17:22,760

Constantinus not gonna be able to do

1601
01:17:28,600 --> 01:17:26,630
that but you can let her know and feel

1602
01:17:30,430 --> 01:17:28,610
that she is welcome and that she is

1603
01:17:31,810 --> 01:17:30,440
valued for who she is and what she

1604
01:17:34,000 --> 01:17:31,820
brings in her intelligence and what

1605
01:17:35,709 --> 01:17:34,010
she's going to contribute as a member of

1606
01:17:45,339 --> 01:17:35,719
your group your department

1607
01:17:47,739 --> 01:17:45,349
versity liz miller university of

1608
01:17:52,750 --> 01:17:47,749
washington i'm wondering if you could

1609
01:17:54,790 --> 01:17:52,760
speak to even if what you might do in a

1610
01:17:56,950 --> 01:17:54,800
situation where you either witness are

1611
01:17:59,020 --> 01:17:56,960
the victim of harassment or a

1612
01:18:00,969 --> 01:17:59,030
microaggression if you're someone who

1613
01:18:02,399 --> 01:18:00,979

really doesn't have a lot of power for

1614

01:18:04,930 --> 01:18:02,409

example if you're a grad student and

1615

01:18:06,910 --> 01:18:04,940

especially if the person is someone

1616

01:18:08,770 --> 01:18:06,920

whose work you really respect someone

1617

01:18:11,529 --> 01:18:08,780

you feel like you want to make a good

1618

01:18:13,359 --> 01:18:11,539

impression on and you know because you

1619

01:18:15,729 --> 01:18:13,369

want to be able to stand up no matter

1620

01:18:17,169 --> 01:18:15,739

what but sometimes you know you really

1621

01:18:18,520 --> 01:18:17,179

care about the science and this is

1622

01:18:21,399 --> 01:18:18,530

someone who's really important in your

1623

01:18:22,629 --> 01:18:21,409

field and and if you just don't have a

1624

01:18:37,600 --> 01:18:22,639

lot of power kind of how you deal with

1625

01:18:44,510 --> 01:18:42,260

so I'll I'll start and say that one of

1626

01:18:49,040 --> 01:18:44,520

the one of the one of the ways you can

1627

01:18:51,770 --> 01:18:49,050

do it is to reach out to an ally or an

1628

01:18:55,310 --> 01:18:51,780

advocate who has more power if you feel

1629

01:18:58,700 --> 01:18:55,320

powerless get somebody else to use their

1630

01:19:01,310 --> 01:18:58,710

privilege to help you so that's one way

1631

01:19:05,750 --> 01:19:01,320

to do it so I think there's lots of

1632

01:19:08,300 --> 01:19:05,760

other answers but how do you wanna go

1633

01:19:10,520 --> 01:19:08,310

first I was gonna say the exact same

1634

01:19:12,590 --> 01:19:10,530

thing yeah you find you find somebody

1635

01:19:14,810 --> 01:19:12,600

who has privilege of power especially if

1636

01:19:17,600 --> 01:19:14,820

there was witnesses to it and you have

1637

01:19:19,490 --> 01:19:17,610

them address it with that person and and

1638

01:19:22,010 --> 01:19:19,500

take them on and that's that is

1639

01:19:24,680 --> 01:19:22,020

definitely a path to get things resolved

1640

01:19:28,670 --> 01:19:24,690

and I've I've done that multiple times

1641

01:19:30,710 --> 01:19:28,680

throughout my education and it is it is

1642

01:19:35,180 --> 01:19:30,720

pretty much the main way to get those

1643

01:19:38,120 --> 01:19:35,190

kind of problems resolved I having been

1644

01:19:40,100 --> 01:19:38,130

in a number of situations where I it has

1645

01:19:42,130 --> 01:19:40,110

been clear to me and not clear to a

1646

01:19:44,180 --> 01:19:42,140

person at the table that they were

1647

01:19:45,970 --> 01:19:44,190

making what I thought a major

1648

01:19:48,110 --> 01:19:45,980

microaggression on someone else

1649

01:19:49,970 --> 01:19:48,120

checking in with the person that you

1650

01:19:52,100 --> 01:19:49,980

felt the micro aggression was against

1651

01:19:54,950 --> 01:19:52,110

after the fact can make a big difference

1652

01:19:56,720 --> 01:19:54,960

because you know having them see that

1653

01:20:00,260 --> 01:19:56,730

someone else saw what they saw in that

1654

01:20:02,600 --> 01:20:00,270

room can be really validating and

1655

01:20:04,580 --> 01:20:02,610

helpful to them after the fact and and

1656

01:20:06,110 --> 01:20:04,590

in the meantime do what you can with in

1657

01:20:09,230 --> 01:20:06,120

what you feel safe and comfortable doing

1658

01:20:11,420 --> 01:20:09,240

in that in that environment because if

1659

01:20:12,170 --> 01:20:11,430

there's a power dynamic worried you

1660

01:20:13,730 --> 01:20:12,180

don't have the power

1661

01:20:18,370 --> 01:20:13,740

you know don't put yourself at too much

1662

01:20:20,420 --> 01:20:18,380

risk either as a fellow grad student I

1663

01:20:22,010 --> 01:20:20,430

fortunately haven't had to deal with

1664

01:20:25,370 --> 01:20:22,020

this particular problem at least in a

1665

01:20:28,010 --> 01:20:25,380

major way but the philosophy I've been

1666

01:20:31,190 --> 01:20:28,020

kind of adhering to you is that no one

1667

01:20:35,589 --> 01:20:31,200

in any field is so important that it's

1668

01:20:42,259 --> 01:20:40,160

nobody's that smart and I'll say a lot

1669

01:20:44,569 --> 01:20:42,269

of times we don't have the right

1670

01:20:47,120 --> 01:20:44,579

response on the in the spur of the

1671

01:20:49,939 --> 01:20:47,130

moment sometimes we just really need to

1672

01:20:53,390 --> 01:20:49,949

go back take our time work behind the

1673

01:20:55,040 --> 01:20:53,400

scenes recruit allies and figure out

1674

01:20:56,930 --> 01:20:55,050

what we're gonna how we're gonna you

1675

01:21:01,279 --> 01:20:56,940

know fight the next fight how we're

1676

01:21:03,830 --> 01:21:01,289

gonna use our allies this this network

1677

01:21:06,589 --> 01:21:03,840

that we're trying to form talk to our

1678

01:21:08,660 --> 01:21:06,599

best advantage in the next situation so

1679

01:21:14,299 --> 01:21:08,670

sometimes it's just like retreat so we

1680

01:21:16,430 --> 01:21:14,309

can advance further hello everybody so I

1681

01:21:19,819 --> 01:21:16,440

wanted to bring up something that makes

1682

01:21:21,830 --> 01:21:19,829

me very sad we had intended to release a

1683

01:21:24,080 --> 01:21:21,840

survey this week we were supposed to

1684

01:21:28,310 --> 01:21:24,090

launch it on Sunday I was gonna ask you

1685

01:21:32,390 --> 01:21:28,320

about how so alongside so thank you to

1686

01:21:35,750 --> 01:21:32,400

our sev where's our self our selves i

1687

01:21:37,009 --> 01:21:35,760

dinna Lou who is our astrobiology social

1688

01:21:39,620 --> 01:21:37,019

scientists who does all the cool things

1689

01:21:42,740 --> 01:21:39,630

and gives us numbers he's created a

1690

01:21:45,259 --> 01:21:42,750

fabulous survey which we piloted thank

1691

01:21:46,609 --> 01:21:45,269

you - Mary Wojtek who's been supportive

1692

01:21:48,799 --> 01:21:46,619

of all of this so that we can actually

1693

01:21:51,140 --> 01:21:48,809

get some baseline demographics on our

1694

01:21:53,299 --> 01:21:51,150

community and so that we can find out

1695

01:21:55,399 --> 01:21:53,309

what barriers are out there or you know

1696

01:21:57,740 --> 01:21:55,409

who is you know we can find out what the

1697

01:21:58,250 --> 01:21:57,750

issues are for people in their in their

1698

01:22:00,049 --> 01:21:58,260

careers

1699

01:22:03,290 --> 01:22:00,059

however bureaucracy has gotten in the

1700

01:22:06,290 --> 01:22:03,300

way but in the next six to nine months

1701

01:22:08,060 --> 01:22:06,300

we hope to get this survey out we we

1702

01:22:10,580 --> 01:22:08,070

thought we'd gotten through everything

1703

01:22:12,620 --> 01:22:10,590

but there was one more to get through so

1704

01:22:14,120 --> 01:22:12,630

I'm really hoping when we release it

1705

01:22:16,939 --> 01:22:14,130

we'll try and blast it out if anybody

1706

01:22:18,770 --> 01:22:16,949

has any ideas of places to blast it and

1707

01:22:20,779 --> 01:22:18,780

then when you do get it please make sure

1708

01:22:22,640 --> 01:22:20,789

that all of your colleagues those who

1709

01:22:25,220 --> 01:22:22,650

have continued in the field and those

1710

01:22:28,250 --> 01:22:25,230

who left please make sure that they get

1711

01:22:30,020 --> 01:22:28,260

their hands on this so that we can hear

1712

01:22:31,399 --> 01:22:30,030

you know the the good things and the bad

1713

01:22:33,049 --> 01:22:31,409

things and we know there's going to be a

1714

01:22:34,520 --> 01:22:33,059

lot of votes but we we have to start

1715

01:22:36,979 --> 01:22:34,530

somewhere and we don't have the numbers

1716

01:22:38,359 --> 01:22:36,989

to start out with this will be you know

1717

01:22:39,229 --> 01:22:38,369

this will be T I think really helpful

1718

01:22:41,120 --> 01:22:39,239

going forward

1719

01:22:44,330 --> 01:22:41,130

can I bring up one question one quick

1720

01:22:45,490 --> 01:22:44,340

question and it's for Sean as as a

1721

01:22:46,680 --> 01:22:45,500

really good father

1722

01:22:49,410 --> 01:22:46,690

who

1723

01:22:51,750 --> 01:22:49,420

has turned down going to conferences if

1724

01:22:53,520 --> 01:22:51,760

you you know if your wife wasn't

1725

01:22:56,250 --> 01:22:53,530

available to take you know you both

1726

01:23:01,740 --> 01:22:56,260

share your both parents has this

1727

01:23:04,709 --> 01:23:01,750

impacted your career I I don't know to

1728

01:23:06,120 --> 01:23:04,719

be honest I mean I there are definitely

1729

01:23:09,570 --> 01:23:06,130

times I've turned down opportunities

1730

01:23:11,459 --> 01:23:09,580

because my wife has to travel and and I

1731

01:23:12,930 --> 01:23:11,469

this I don't I'm not saying this because

1732

01:23:14,760 --> 01:23:12,940

I'm up in this room in this particular

1733

01:23:18,570 --> 01:23:14,770

space like I say this privately like I

1734

01:23:19,650 --> 01:23:18,580

have a more fun job but it's very clear

1735

01:23:21,600 --> 01:23:19,660

to me that my wife has the most

1736

01:23:23,250 --> 01:23:21,610

important job of the two of us so you

1737

01:23:26,040 --> 01:23:23,260

know if she's traveling or aren't

1738

01:23:27,000 --> 01:23:26,050

traveling like I will always make space

1739

01:23:28,500 --> 01:23:27,010

for her because I think what she's doing

1740

01:23:31,229 --> 01:23:28,510

is way more when she's working on

1741

01:23:35,490 --> 01:23:31,239

getting better voter turnout in college

1742

01:23:39,390 --> 01:23:35,500

campuses across the country so in some

1743

01:23:41,430 --> 01:23:39,400

sense I don't care because even if it is

1744

01:23:43,500 --> 01:23:41,440

impacting my career a I've got a lot of

1745

01:23:44,939 --> 01:23:43,510

other privilege I can lean on right and

1746

01:23:47,580 --> 01:23:44,949

this is this is the other thing that

1747

01:23:49,950 --> 01:23:47,590

those you with privilege can do is use

1748

01:23:52,920 --> 01:23:49,960

it not just in the workplace but at home

1749

01:23:55,920 --> 01:23:52,930

okay right like if I can use my

1750

01:23:58,950 --> 01:23:55,930

privilege in the workplace to get by not

1751

01:24:00,270 --> 01:23:58,960

making that trip and and it lets my wife

1752

01:24:04,080 --> 01:24:00,280

make the trip that she might need to

1753

01:24:07,140 --> 01:24:04,090

make I'm gonna do that so I don't know

1754

01:24:09,000 --> 01:24:07,150

but I don't care if it did I would just

1755

01:24:11,310 --> 01:24:09,010

like to point out that you know Sean is

1756

01:24:12,840 --> 01:24:11,320

very comfortable in his masculinity

1757

01:24:15,990 --> 01:24:12,850

because he agreed to join the red

1758

01:24:20,790 --> 01:24:16,000

lipstick panel which we have here so

1759

01:24:23,880 --> 01:24:20,800

props to you for that and I would be

1760

01:24:26,610 --> 01:24:23,890

remiss not to thank my own husband who's

1761

01:24:28,200 --> 01:24:26,620

here with our baby I would not be

1762

01:24:30,780 --> 01:24:28,210

standing here right now if he had not

1763

01:24:34,080 --> 01:24:30,790

agreed to make this trip with me and

1764

01:24:36,410 --> 01:24:34,090

help me watch Eleanor this week so thank

1765

01:24:40,189 --> 01:24:36,420

you so much Keith I love you so much

1766

01:24:44,360 --> 01:24:40,199

[Applause]

1767

01:24:47,970 --> 01:24:44,370

come on forward ask your question hi

1768

01:24:50,670 --> 01:24:47,980

Elyse Patricia I did my PhD in Lyon

1769

01:24:54,510 --> 01:24:50,680

Falls and I'm currently a postdoc at RPI

1770

01:24:57,689 --> 01:24:54,520

in Troy New York first thank you very

1771

01:25:00,189 --> 01:24:57,699

much for doing that that's something I

1772

01:25:02,919 --> 01:25:00,199

had a glimpse of that when I was a girl

1773

01:25:05,439 --> 01:25:02,929

meet last year where there was a plenary

1774

01:25:07,779 --> 01:25:05,449

talk about inclusivity and gender

1775

01:25:09,189 --> 01:25:07,789

equality and all of the sudden I

1776

01:25:10,959 --> 01:25:09,199

realized that the room changed

1777

01:25:16,810 --> 01:25:10,969

completely in terms of demographics and

1778

01:25:18,910 --> 01:25:16,820

it struck me at that point so I guess

1779

01:25:21,759 --> 01:25:18,920

some of my questions were already

1780

01:25:24,279 --> 01:25:21,769

answered before and the actual point I

1781

01:25:25,899 --> 01:25:24,289

wanted to talk about was the fact that

1782

01:25:29,680 --> 01:25:25,909

when you're a grad student you're very

1783

01:25:32,199 --> 01:25:29,690

weak in your position and when you know

1784

01:25:34,989 --> 01:25:32,209

and so becoming an ally or an advocate

1785

01:25:40,060 --> 01:25:34,999

when you know that someone is behaving a

1786

01:25:42,430 --> 01:25:40,070

certain way it is very confusing first

1787

01:25:45,959 --> 01:25:42,440

because you notice a lot of harassment

1788

01:25:48,339 --> 01:25:45,969

and abuse not only sexual harassment or

1789

01:25:51,129 --> 01:25:48,349

gender inequalities in general but also

1790

01:25:54,669 --> 01:25:51,139

just in the way that there's a hurricane

1791

01:25:57,189 --> 01:25:54,679

research that is not talked about we

1792

01:25:59,649 --> 01:25:57,199

tend to think of our relationships with

1793

01:26:02,140 --> 01:25:59,659

our supervisors are as being very

1794

01:26:04,410 --> 01:26:02,150

horizontal but they are not and you

1795

01:26:07,719 --> 01:26:04,420

realize that generally when is too light

1796

01:26:10,899 --> 01:26:07,729

so yes

1797

01:26:12,969 --> 01:26:10,909

I think my question goes with what was

1798

01:26:15,339 --> 01:26:12,979

asked before is when you notice this

1799

01:26:17,109 --> 01:26:15,349

kind of abusive behaviors what do you do

1800

01:26:20,709 --> 01:26:17,119

when you are in this very weak position

1801

01:26:23,649 --> 01:26:20,719

of being a graduate student at that

1802

01:26:26,709 --> 01:26:23,659

point and should we how how can we start

1803

01:26:29,589 --> 01:26:26,719

the conversation in the community to

1804

01:26:31,629 --> 01:26:29,599

change the actual values we have in the

1805

01:26:35,439 --> 01:26:31,639

characteristic with values for people of

1806

01:26:39,100 --> 01:26:35,449

not being as ready to bargain about

1807

01:26:42,129 --> 01:26:39,110

positions and not being ready to talk

1808

01:26:44,560 --> 01:26:42,139

very loudly about thoughts that we have

1809

01:26:46,239 --> 01:26:44,570

an attack students of other people

1810

01:26:48,189 --> 01:26:46,249

during conferences because we do not

1811

01:26:50,379 --> 01:26:48,199

agree with their supervisors etcetera

1812

01:26:52,350 --> 01:26:50,389

etcetera so how do we change all of that

1813

01:26:56,080 --> 01:26:52,360

so that we be more inclusive to everyone

1814

01:26:58,180 --> 01:26:56,090

and we stop having these high risks of

1815

01:27:00,399 --> 01:26:58,190

mental health issues for graduate

1816

01:27:03,620 --> 01:27:00,409

students that are really more prevalent

1817

01:27:12,439 --> 01:27:03,630

that in other groups of the same ages

1818

01:27:14,060 --> 01:27:12,449

mmm-hmm a big question thank you yeah

1819

01:27:16,040 --> 01:27:14,070

that's a great question and I think that

1820

01:27:18,560 --> 01:27:16,050

goes along with creating this more

1821

01:27:21,410 --> 01:27:18,570

inclusive environment and for all of us

1822

01:27:25,610 --> 01:27:21,420

to now go out and to and especially

1823

01:27:29,840 --> 01:27:25,620

those of us with more you know you know

1824

01:27:33,110 --> 01:27:29,850

privilege er power whatever to really

1825

01:27:35,419 --> 01:27:33,120

take responsibility you know it is it is

1826

01:27:37,490 --> 01:27:35,429

really on our shoulders so I feel it you

1827

01:27:40,250 --> 01:27:37,500

know I need to feel it on my shoulders

1828

01:27:44,990 --> 01:27:40,260

now especially that I need to be really

1829

01:27:48,350 --> 01:27:45,000

keeping an eye out and I think we could

1830

01:27:50,360 --> 01:27:48,360

do a better job encouraging each other

1831

01:27:52,850 --> 01:27:50,370

as faculty and really remembering we're

1832

01:27:55,209 --> 01:27:52,860

not you know once we're tenured we have

1833

01:27:58,970 --> 01:27:55,219

to do an even better job now from now on

1834

01:28:01,820 --> 01:27:58,980

and so that then when the students have

1835

01:28:05,030 --> 01:28:01,830

an issue it's also very important that

1836

01:28:07,640 --> 01:28:05,040

they know who the kind of aspiring

1837

01:28:09,169 --> 01:28:07,650

allies and advocates who have really

1838

01:28:10,729 --> 01:28:09,179

been trying to educate like the people

1839

01:28:13,459 --> 01:28:10,739

in this room who are really you know

1840

01:28:16,729 --> 01:28:13,469

trying to educate themselves and each

1841

01:28:18,890 --> 01:28:16,739

other are because it can be very

1842

01:28:20,990 --> 01:28:18,900

isolating as many of you know in those

1843

01:28:22,700 --> 01:28:21,000

communities where you don't know like

1844

01:28:25,160 --> 01:28:22,710

can I tell this person or is it gonna

1845

01:28:27,260 --> 01:28:25,170

backfire they're just gonna go tell you

1846

01:28:31,160 --> 01:28:27,270

know my supervisor right away or you

1847

01:28:33,770 --> 01:28:31,170

know and so creating those safe kind of

1848

01:28:35,840 --> 01:28:33,780

network spaces so that we we know who a

1849

01:28:38,899 --> 01:28:35,850

safe person to tell who is not just

1850

01:28:41,629 --> 01:28:38,909

gonna go blab you know and get us in

1851

01:28:43,520 --> 01:28:41,639

bigger trouble and so I think it's

1852

01:28:46,820 --> 01:28:43,530

really nice that that's happening right

1853

01:28:48,649 --> 01:28:46,830

here so that you look around and you

1854

01:28:51,110 --> 01:28:48,659

know these are the people that you can

1855

01:28:58,520 --> 01:28:51,120

start to kind of rely on to protect each

1856

01:28:59,689 --> 01:28:58,530

other well I I was just um I was just

1857

01:29:02,209 --> 01:28:59,699

thinking back on some of the challenges

1858

01:29:03,649 --> 01:29:02,219

I have and I guess I took some big risk

1859

01:29:06,620 --> 01:29:03,659

because I was pretty tenacious I just

1860

01:29:17,030 --> 01:29:06,630

threaten lawyers and things got fixed

1861

01:29:19,970 --> 01:29:17,040

I'm not kidding so long long ago I was

1862

01:29:23,810 --> 01:29:19,980

an undergraduate at RPI and at that time

1863

01:29:26,180 --> 01:29:23,820

they did not as far as I know have any

1864

01:29:30,140 --> 01:29:26,190

sort of student or postdoc Committee on

1865

01:29:32,740 --> 01:29:30,150

diversity and inclusion and they as far

1866

01:29:37,480 --> 01:29:32,750

as I they have never invited me back to

1867

01:29:41,210 --> 01:29:37,490

to give a talk but other engineering

1868

01:29:43,280 --> 01:29:41,220

universities have like Caltech so I've

1869

01:29:46,160 --> 01:29:43,290

been to Caltech three times to talk

1870

01:29:49,910 --> 01:29:46,170

about diversity inclusion to bigger and

1871

01:29:51,830 --> 01:29:49,920

bigger bit bigger audiences and one

1872

01:29:56,180 --> 01:29:51,840

thing I found out in my last visit is

1873

01:29:58,730 --> 01:29:56,190

they have a very active graduate student

1874

01:30:01,910 --> 01:29:58,740

and post postdoc group on diversity

1875

01:30:05,210 --> 01:30:01,920

inclusion at Cal Tech and they were

1876

01:30:08,600 --> 01:30:05,220

interested in how to acquire more power

1877

01:30:12,680 --> 01:30:08,610

and one of the ideas that I had is that

1878

01:30:15,280 --> 01:30:12,690

each of them pick a professor from

1879

01:30:17,750 --> 01:30:15,290

somewhere across campus so usually

1880

01:30:20,480 --> 01:30:17,760

someone with 10 years someone who could

1881

01:30:23,390 --> 01:30:20,490

be senior has a lot of privilege because

1882

01:30:25,250 --> 01:30:23,400

there are professors somewhere you can't

1883

01:30:27,770 --> 01:30:25,260

always identify them right away but if

1884

01:30:30,500 --> 01:30:27,780

you're there for long enough you can who

1885

01:30:34,310 --> 01:30:30,510

are interested in becoming allies and

1886

01:30:37,640 --> 01:30:34,320

advocates and bring those people into

1887

01:30:41,900 --> 01:30:37,650

the group and show them or teach them

1888

01:30:43,670 --> 01:30:41,910

what they need to do to help and they

1889

01:30:47,000 --> 01:30:43,680

have privilege they don't necessarily

1890

01:30:50,240 --> 01:30:47,010

know what to do with it or how to help

1891

01:30:53,500 --> 01:30:50,250

but the the graduate students know

1892

01:30:55,730 --> 01:30:53,510

exactly what they need to do to help so

1893

01:30:59,510 --> 01:30:55,740

combining or getting these people

1894

01:31:02,420 --> 01:30:59,520

together the the senior full professors

1895

01:31:05,690 --> 01:31:02,430

you know with tenure who have privilege

1896

01:31:07,790 --> 01:31:05,700

but want to do better and the graduate

1897

01:31:09,590 --> 01:31:07,800

students who know how to make them

1898

01:31:11,120 --> 01:31:09,600

better getting those two groups of

1899

01:31:14,390 --> 01:31:11,130

people together seem to be a really

1900

01:31:17,060 --> 01:31:14,400

powerful combination so try doing that

1901

01:31:22,939 --> 01:31:19,100

okay let's make these the last three

1902

01:31:24,439 --> 01:31:22,949

questions for the evening hi i'm

1903

01:31:26,689 --> 01:31:24,449

annaliese i'm from the university of

1904

01:31:28,280 --> 01:31:26,699

victoria and this is kind of an inquest

1905

01:31:31,270 --> 01:31:28,290

another question on the inclusivity

1906

01:31:35,000 --> 01:31:31,280

front so mental health issues

1907

01:31:39,709 --> 01:31:35,010

disproportionately affect lgbtq+ and

1908

01:31:41,359 --> 01:31:39,719

minority groups and their general the

1909

01:31:44,290 --> 01:31:41,369

mental health resources on university

1910

01:31:46,910 --> 01:31:44,300

campuses for both students and staff are

1911

01:31:50,240 --> 01:31:46,920

generally considered to be fairly

1912

01:31:51,709 --> 01:31:50,250

useless what do you think the best way

1913

01:31:54,589 --> 01:31:51,719

we can leverage our positions as

1914

01:32:01,450 --> 01:31:54,599

students are as faculty to increase

1915

01:32:07,339 --> 01:32:05,419

okay first off um and this is more of a

1916

01:32:08,780 --> 01:32:07,349

general thing and eventually could turn

1917

01:32:10,970 --> 01:32:08,790

into a tangent about unionization

1918

01:32:12,319 --> 01:32:10,980

everything but I know something that

1919

01:32:14,180 --> 01:32:12,329

would help me a lot because I have

1920

01:32:17,109 --> 01:32:14,190

similar issues that I basically had to

1921

01:32:19,910 --> 01:32:17,119

go off-campus for mental healthcare for

1922

01:32:21,740 --> 01:32:19,920

counseling and it's not covered by mine

1923

01:32:28,459 --> 01:32:21,750

the graduate student insurance as a

1924

01:32:30,950 --> 01:32:28,469

result is increasing what is covered by

1925

01:32:35,330 --> 01:32:30,960

the university health plan whatever form

1926

01:32:37,729 --> 01:32:35,340

that is to actually encompass oh the

1927

01:32:39,859 --> 01:32:37,739

much wider swath of the mental health

1928

01:32:41,600 --> 01:32:39,869

professional community then you know

1929

01:32:49,300 --> 01:32:41,610

whatever a little bit you can get on

1930

01:32:52,069 --> 01:32:49,310

campus well for a faculty we can just

1931

01:32:53,899 --> 01:32:52,079

either attend our Faculty Senate

1932

01:32:56,030 --> 01:32:53,909

meetings and make a fuss which all of us

1933

01:32:58,399 --> 01:32:56,040

have the ability to do or just write our

1934

01:33:01,100 --> 01:32:58,409

president lots of emails which is what I

1935

01:33:03,290 --> 01:33:01,110

did and it actually it's amazing how

1936

01:33:06,709 --> 01:33:03,300

quickly they can just change things

1937

01:33:10,189 --> 01:33:06,719

overnight we had a limit on the number

1938

01:33:12,560 --> 01:33:10,199

of mental health visits per I think it

1939

01:33:14,450 --> 01:33:12,570

was per their entire graduate program

1940

01:33:19,669 --> 01:33:14,460

and they just did away with that we had

1941

01:33:21,379 --> 01:33:19,679

a horrible event tragedy happen and you

1942

01:33:25,580 --> 01:33:21,389

know enough emails to the president and

1943

01:33:27,680 --> 01:33:25,590

bam it's changed and so um we can all

1944

01:33:28,850 --> 01:33:27,690

speak out like that especially those of

1945

01:33:31,910 --> 01:33:28,860

us with you know

1946

01:33:33,650 --> 01:33:31,920

the faculty and I would agree with that

1947

01:33:35,270 --> 01:33:33,660

and I would also say like and just to

1948

01:33:38,270 --> 01:33:35,280

model Georgia Tech which I think has

1949

01:33:40,940 --> 01:33:38,280

done some great things also looking at

1950

01:33:42,410 --> 01:33:40,950

you know really extending things like

1951
01:33:44,180 --> 01:33:42,420
employees assistant programs that are

1952
01:33:46,520 --> 01:33:44,190
access to the faculty extending that to

1953
01:33:47,810 --> 01:33:46,530
your postdocs like pushing to extend

1954
01:33:50,750 --> 01:33:47,820
that to your postdocs and to your

1955
01:33:53,030 --> 01:33:50,760
graduate students and maybe even some

1956
01:33:54,770 --> 01:33:53,040
limited access for undergrads to so they

1957
01:33:56,720 --> 01:33:54,780
have that resource to go out and find a

1958
01:33:58,610 --> 01:33:56,730
counselor not necessarily the on-campus

1959
01:34:00,710 --> 01:33:58,620
counselors which yes usually tend to be

1960
01:34:02,570 --> 01:34:00,720
useless but they can go out and use

1961
01:34:05,240 --> 01:34:02,580
their medical benefits to go on find a

1962
01:34:07,280 --> 01:34:05,250
counselor and get a few free sessions to

1963
01:34:08,570 --> 01:34:07,290

help with the crisis and then kind of

1964

01:34:10,670 --> 01:34:08,580

choose their care for them on there so I

1965

01:34:12,260 --> 01:34:10,680

that that's been a great benefit at

1966

01:34:14,060 --> 01:34:12,270

Georgia Tech was that it was extended to

1967

01:34:15,920 --> 01:34:14,070

this to the postdocs and the grad

1968

01:34:19,460 --> 01:34:15,930

students and I think that's a good model

1969

01:34:22,160 --> 01:34:19,470

that other universities could follow and

1970

01:34:23,720 --> 01:34:22,170

the the thing on the more local and

1971

01:34:26,810 --> 01:34:23,730

immediate level as a mentor or as a

1972

01:34:28,670 --> 01:34:26,820

manager is we need to stop stigmatizing

1973

01:34:30,470 --> 01:34:28,680

mental health and and start appreciating

1974

01:34:33,650 --> 01:34:30,480

it as something that is real that is

1975

01:34:36,170 --> 01:34:33,660

especially a big problem in our field

1976

01:34:37,910 --> 01:34:36,180

and that it's not-it's no different from

1977

01:34:40,220 --> 01:34:37,920

being sick and you need to make space

1978

01:34:42,890 --> 01:34:40,230

for it in your departments in your

1979

01:34:44,480 --> 01:34:42,900

research groups you just you need and we

1980

01:34:45,920 --> 01:34:44,490

need to reduce the mental the overall

1981

01:34:47,630 --> 01:34:45,930

stress that's leading to that in the

1982

01:34:50,480 --> 01:34:47,640

first place as well where we can like

1983

01:34:53,270 --> 01:34:50,490

slack is a great tool but it also leads

1984

01:34:56,060 --> 01:34:53,280

to a lot of after hours and we can work

1985

01:34:57,410 --> 01:34:56,070

and it can cause additional stress as

1986

01:35:00,650 --> 01:34:57,420

well so that we just need to be mindful

1987

01:35:02,600 --> 01:35:00,660

at this stuff I'll say of someone who's

1988

01:35:06,650 --> 01:35:02,610

now been sober for almost three years

1989

01:35:09,560 --> 01:35:06,660

that that alcohol is a big problem here

1990

01:35:13,430 --> 01:35:09,570

too and don't and and so if we can

1991

01:35:15,800 --> 01:35:13,440

promote kind of alternatives to alcohol

1992

01:35:17,660 --> 01:35:15,810

those of us that previously or now are

1993

01:35:21,320 --> 01:35:17,670

struggling with that can it's a lot

1994

01:35:27,890 --> 01:35:21,330

easier so those of us who are on anxiety

1995

01:35:30,380 --> 01:35:27,900

meds and can't drink okay next question

1996

01:35:31,310 --> 01:35:30,390

hi I'm thanks for the spend it would be

1997

01:35:33,590 --> 01:35:31,320

really great

1998

01:35:35,690 --> 01:35:33,600

I'm Matilda Newton from University of

1999

01:35:37,660 --> 01:35:35,700

Colorado and I wondered if you could

2000

01:35:39,430 --> 01:35:37,670

address the

2001

01:35:41,440 --> 01:35:39,440

that most of our professional and

2002

01:35:43,930 --> 01:35:41,450

scientific environments are designed for

2003

01:35:48,010 --> 01:35:43,940

men I'm freezing

2004

01:35:49,780 --> 01:35:48,020

I've been freezing alright and every day

2005

01:35:53,440 --> 01:35:49,790

for the four summers that I have lived

2006

01:35:56,700 --> 01:35:53,450

in this country my lab coats are boxy

2007

01:35:59,560 --> 01:35:56,710

and the arms are too long my pipette

2008

01:36:02,620 --> 01:35:59,570

plunges are too high for my tiny lady

2009

01:36:04,390 --> 01:36:02,630

hands and might because of a too large

2010

01:36:06,940 --> 01:36:04,400

for me to hold with one hand where my

2011

01:36:10,090 --> 01:36:06,950

male colleagues can do so easily and

2012

01:36:13,120 --> 01:36:10,100

there's so many things that we consider

2013

01:36:15,100 --> 01:36:13,130

the default in these settings and

2014

01:36:16,750 --> 01:36:15,110

actually there they're not they

2015

01:36:19,720 --> 01:36:16,760

shouldn't be default and then not

2016

01:36:21,910 --> 01:36:19,730

they're not suited for everyone equally

2017

01:36:24,820 --> 01:36:21,920

can you talk to it yeah I think the

2018

01:36:26,320 --> 01:36:24,830

safety is also a huge issue related to

2019

01:36:28,180 --> 01:36:26,330

that and a study just came out about

2020

01:36:30,910 --> 01:36:28,190

that and safety in the workplace for

2021

01:36:33,970 --> 01:36:30,920

women and and how women are not included

2022

01:36:37,300 --> 01:36:33,980

in these studies for safety so I have a

2023

01:36:40,420 --> 01:36:37,310

lot of feelings about this topic because

2024

01:36:43,000 --> 01:36:40,430

you know while some of it hasn't changed

2025

01:36:45,040 --> 01:36:43,010

turns out completely overall overhauling

2026

01:36:47,290 --> 01:36:45,050

your own hormonal makeup causes a lot of

2027

01:36:49,240 --> 01:36:47,300

stuff to be different than it used to be

2028

01:36:50,830 --> 01:36:49,250

and yeah all of a sudden why is the room

2029

01:36:51,490 --> 01:36:50,840

so much colder than it used to be it's

2030

01:36:53,650 --> 01:36:51,500

like oh okay

2031

01:36:59,560 --> 01:36:53,660

well my skin is literally thinner now so

2032

01:37:01,510 --> 01:36:59,570

now I lose heat more easily and I think

2033

01:37:03,670 --> 01:37:01,520

a lot of it is just one of those things

2034

01:37:06,820 --> 01:37:03,680

where you really have to hammer it on

2035

01:37:08,500 --> 01:37:06,830

the powers-that-be repeatedly until it

2036

01:37:11,890 --> 01:37:08,510

gets into their head that it's a real

2037

01:37:14,620 --> 01:37:11,900

thing because since they literally can't

2038

01:37:18,550 --> 01:37:14,630

physically experience it it's out of

2039

01:37:35,050 --> 01:37:18,560

sight out of mind so that has been my

2040

01:37:41,130 --> 01:37:35,060

approach so far anyways it's still

2041

01:37:45,520 --> 01:37:43,720

there's actually a study that just came

2042

01:37:46,840 --> 01:37:45,530

out recently about productivity and room

2043

01:37:48,550 --> 01:37:46,850

temperature between men and women and

2044

01:37:50,140 --> 01:37:48,560

it's kind of funny because when the room

2045

01:37:51,520 --> 01:37:50,150

is colder men are more productive when

2046

01:37:53,980 --> 01:37:51,530

norm is warmer women are more productive

2047

01:37:56,770 --> 01:37:53,990

so there's this dichotomy that we have

2048

01:37:59,350 --> 01:37:56,780

to manage I just wanted more than work

2049

01:38:01,330 --> 01:37:59,360

in separate rooms I want to give a quick

2050

01:38:03,070 --> 01:38:01,340

shout out to Giada Arnie who when she

2051

01:38:06,010 --> 01:38:03,080

got the email from the hotel saying we

2052

01:38:29,710 --> 01:38:06,020

have a cold hotel emailed that study to

2053

01:38:31,840 --> 01:38:29,720

the hotel still I salute you yeah it's

2054

01:38:33,780 --> 01:38:31,850

it's a it's not a coincidence that I'm

2055

01:38:39,100 --> 01:38:33,790

wearing a long-sleeve leather jacket

2056

01:38:41,620 --> 01:38:39,110

conference right so so part of it is

2057

01:38:43,960 --> 01:38:41,630

like why is this type thing you know why

2058

01:38:47,140 --> 01:38:43,970

do we have beakers you can't hold and it

2059

01:38:50,440 --> 01:38:47,150

actually stems from you know academia

2060

01:38:56,470 --> 01:38:50,450

comes from the the monks in the you know

2061

01:38:57,970 --> 01:38:56,480

the the monasteries and you know all the

2062

01:39:03,460 --> 01:38:57,980

things that we think of like from

2063

01:39:07,740 --> 01:39:03,470

beakers that we can hold to schedules

2064

01:39:11,140 --> 01:39:07,750

that new human being contemplating a

2065

01:39:13,900 --> 01:39:11,150

work/life balance would ever keep I'll

2066

01:39:15,790 --> 01:39:13,910

step back to the monks in the monastery

2067

01:39:18,190 --> 01:39:15,800

it's like we're trying to change

2068

01:39:20,020 --> 01:39:18,200

hundreds of years of culture because

2069

01:39:22,750 --> 01:39:20,030

that's what that that's what academia

2070

01:39:24,940 --> 01:39:22,760

grew from and it's even worse than that

2071

01:39:26,530 --> 01:39:24,950

because all of this everything that

2072

01:39:31,120 --> 01:39:26,540

we're talking about all these double

2073

01:39:39,400 --> 01:39:31,130

standards are a result of that we all of

2074

01:39:42,670 --> 01:39:39,410

us have sorry all of us are have been

2075

01:39:45,310 --> 01:39:42,680

living in a system of patriarchy for not

2076

01:39:48,280 --> 01:39:45,320

only our entire lives but for over

2077

01:39:50,230 --> 01:39:48,290

10,000 years like almost everyone you've

2078

01:39:54,370 --> 01:39:50,240

ever known or could ever name

2079

01:39:56,500 --> 01:39:54,380

in history lived under patriarchy and we

2080

01:39:58,840 --> 01:39:56,510

think about why is this the normal and

2081

01:40:00,790 --> 01:39:58,850

it's like it's not always been the

2082

01:40:03,790 --> 01:40:00,800

normal it's just better than normal

2083

01:40:06,310 --> 01:40:03,800

thank you it's just been the normal for

2084

01:40:07,990 --> 01:40:06,320

the past ten thousand years and so we're

2085

01:40:10,360 --> 01:40:08,000

trying to change hundreds of years since

2086

01:40:12,430 --> 01:40:10,370

the monasteries and ten and ten thousand

2087

01:40:16,270 --> 01:40:12,440

years since the patriarchy and no wonder

2088

01:40:19,900 --> 01:40:16,280

it's not easy but I I would say just to

2089

01:40:23,200 --> 01:40:19,910

end on a note of optimism I have been in

2090

01:40:25,270 --> 01:40:23,210

science in astronomy for not hundreds of

2091

01:40:28,000 --> 01:40:25,280

years and not ten thousand years but for

2092

01:40:30,490 --> 01:40:28,010

for multiple decades and all I can say

2093

01:40:32,680 --> 01:40:30,500

is it's getting better it's it's so

2094

01:40:35,320 --> 01:40:32,690

significantly better we have so much

2095

01:40:36,490 --> 01:40:35,330

work still to do but it does improve and

2096

01:40:44,050 --> 01:40:36,500

that's the kind of thing that keeps me

2097

01:40:45,940 --> 01:40:44,060

going we got this hi my name is Georgia

2098

01:40:49,630 --> 01:40:45,950

I'm from the University of New South

2099

01:40:52,570 --> 01:40:49,640

Wales in Australia and so the GSA the

2100

01:40:54,790 --> 01:40:52,580

Geological Society of Australia has been

2101
01:40:57,430 --> 01:40:54,800
given students at universities for the

2102
01:40:59,740 --> 01:40:57,440
past few years money and support to run

2103
01:41:02,470 --> 01:40:59,750
a student on Geoscience or a science

2104
01:41:04,480 --> 01:41:02,480
conference and I'm part of the

2105
01:41:06,760 --> 01:41:04,490
comedian's so it's body back there and

2106
01:41:08,380 --> 01:41:06,770
what we really wanted to do this year

2107
01:41:12,460 --> 01:41:08,390
with this conference was try to make it

2108
01:41:14,500 --> 01:41:12,470
as inclusive as we could and so back at

2109
01:41:17,260 --> 01:41:14,510
uni we've gone through all the IDI

2110
01:41:19,270 --> 01:41:17,270
people on campus to talk to them about

2111
01:41:21,400 --> 01:41:19,280
it but since we're here at the

2112
01:41:24,220 --> 01:41:21,410
conference we thought we'd ask the panel

2113
01:41:26,200 --> 01:41:24,230

what your experience have you what your

2114

01:41:28,150 --> 01:41:26,210

experience is with inclusivity our

2115

01:41:30,160 --> 01:41:28,160

conference has been like what's made it

2116

01:41:32,800 --> 01:41:30,170

a good experience what's made it a bad

2117

01:41:35,110 --> 01:41:32,810

experience and also students everyone

2118

01:41:37,000 --> 01:41:35,120

who's a student here specifically like

2119

01:41:38,680 --> 01:41:37,010

what's made it easier for you to go to

2120

01:41:40,150 --> 01:41:38,690

conferences and what's made it harder

2121

01:41:46,359 --> 01:41:40,160

for you because it is a student

2122

01:41:54,609 --> 01:41:52,629

I just want to give a kind of a shout

2123

01:41:57,370 --> 01:41:54,619

out to a resource for this which is the

2124

01:42:00,310 --> 01:41:57,380

500 women scientist guide to inclusive

2125

01:42:03,100 --> 01:42:00,320

conferences and that has just like tons

2126

01:42:06,729 --> 01:42:03,110

of resources about there's so many

2127

01:42:09,189 --> 01:42:06,739

things right that we can do and so check

2128

01:42:11,950 --> 01:42:09,199

that out if just Google 500 women's

2129

01:42:14,080 --> 01:42:11,960

science inclusive conference and and

2130

01:42:15,970 --> 01:42:14,090

then also in there they have leaked but

2131

01:42:19,540 --> 01:42:15,980

a bunch of more resources about like

2132

01:42:21,250 --> 01:42:19,550

accessibility and and the pronouns and

2133

01:42:23,439 --> 01:42:21,260

all these different things you can you

2134

01:42:28,959 --> 01:42:23,449

can do and things that I never thought

2135

01:42:30,220 --> 01:42:28,969

of that yeah I would just say like you

2136

01:42:31,750 --> 01:42:30,230

know you have an opportunity since

2137

01:42:33,850 --> 01:42:31,760

you're running student conscience to set

2138

01:42:35,560 --> 01:42:33,860

the standard and expectation and set

2139

01:42:37,689 --> 01:42:35,570

your policies for what is acceptable and

2140

01:42:39,070 --> 01:42:37,699

what it's not to create a safe space for

2141

01:42:40,870 --> 01:42:39,080

people to feel comfortable coming to the

2142

01:42:42,820 --> 01:42:40,880

meeting and be upfront and be direct

2143

01:42:44,770 --> 01:42:42,830

right on the website right as people

2144

01:42:47,379 --> 01:42:44,780

register that this is our policy and

2145

01:42:49,120 --> 01:42:47,389

those that cannot follow that or use it

2146

01:42:52,930 --> 01:42:49,130

will be asked to leave you know just to

2147

01:42:56,140 --> 01:42:52,940

set your standards now and one more

2148

01:42:59,859 --> 01:42:56,150

thing is it's easy to kind of say have a

2149

01:43:01,750 --> 01:42:59,869

code of conduct right and then you see

2150

01:43:05,620 --> 01:43:01,760

something say something but like to whom

2151
01:43:08,589 --> 01:43:05,630
and will those people be trustworthy and

2152
01:43:10,600 --> 01:43:08,599
what evidence is there what trainings

2153
01:43:11,919 --> 01:43:10,610
have they had like you know you know

2154
01:43:13,600 --> 01:43:11,929
you're not gonna want to go tell

2155
01:43:15,490 --> 01:43:13,610
somebody who you don't trust and so you

2156
01:43:18,250 --> 01:43:15,500
really need to establish as part of the

2157
01:43:19,479 --> 01:43:18,260
inclusivity you know make sure if you're

2158
01:43:22,359 --> 01:43:19,489
gonna have a code of conduct which

2159
01:43:24,520 --> 01:43:22,369
hopefully do then you also need to put

2160
01:43:26,229 --> 01:43:24,530
the time in to find those people and

2161
01:43:28,510 --> 01:43:26,239
have them wear some kind of button or

2162
01:43:30,760 --> 01:43:28,520
something and have them be trained and

2163
01:43:32,379 --> 01:43:30,770

trustworthy and then have their like

2164

01:43:34,930 --> 01:43:32,389

what are you gonna do if there is an

2165

01:43:36,580 --> 01:43:34,940

incident than those you know so it's a

2166

01:43:39,640 --> 01:43:36,590

lot organizing is an inclusive

2167

01:43:53,370 --> 01:43:39,650

conferences a lot more at work right but

2168

01:43:59,590 --> 01:43:57,310

so one of the things that's made that I

2169

01:44:03,010 --> 01:43:59,600

found has made going to conferences

2170

01:44:05,830 --> 01:44:03,020

easier for me is that we don't have all

2171

01:44:10,030 --> 01:44:05,840

male panels especially when they're

2172

01:44:12,540 --> 01:44:10,040

talking about women's issues Jones our

2173

01:44:15,129 --> 01:44:12,550

token male today

2174

01:44:17,669 --> 01:44:15,139

the Committee on the status of women in

2175

01:44:21,430 --> 01:44:17,679

astronomy a number of not that long ago

2176

01:44:23,260 --> 01:44:21,440

decided that they would publish a list

2177

01:44:25,870 --> 01:44:23,270

of conferences astronomy conferences

2178

01:44:30,490 --> 01:44:25,880

from across the world and we would

2179

01:44:33,310 --> 01:44:30,500

identify what number of plenary speakers

2180

01:44:34,899 --> 01:44:33,320

were men and women so it snowed we

2181

01:44:37,810 --> 01:44:34,909

weren't pointing fingers we were just

2182

01:44:40,870 --> 01:44:37,820

publishing their numbers and it was

2183

01:44:44,109 --> 01:44:40,880

amazing how much attention that list got

2184

01:44:46,030 --> 01:44:44,119

when a panel or a conference came up

2185

01:44:48,910 --> 01:44:46,040

where that all of the the plenary

2186

01:44:51,450 --> 01:44:48,920

speakers were men and just drawing

2187

01:44:53,950 --> 01:44:51,460

attention to just something like that

2188

01:44:56,109 --> 01:44:53,960

seem to make a big difference and it's

2189

01:44:58,149 --> 01:44:56,119

like we're not blaming you

2190

01:45:01,060 --> 01:44:58,159

I mean you invited the speakers we're

2191

01:45:04,180 --> 01:45:01,070

just publishing a list type thing and

2192

01:45:06,970 --> 01:45:04,190

someone mentioned earlier that a lot of

2193

01:45:10,840 --> 01:45:06,980

our most of our diverse our most diverse

2194

01:45:12,520 --> 01:45:10,850

population in science is the youngest so

2195

01:45:15,609 --> 01:45:12,530

a lot of our students are much more

2196

01:45:18,459 --> 01:45:15,619

diverse than our senior faculty so

2197

01:45:20,560 --> 01:45:18,469

another thing that we did is we in this

2198

01:45:22,720 --> 01:45:20,570

was specifically an astronomy we went

2199

01:45:25,330 --> 01:45:22,730

through every astronomy PhD granting

2200

01:45:27,879 --> 01:45:25,340

department in the country and we looked

2201

01:45:29,830 --> 01:45:27,889

at what what was the number of women

2202

01:45:32,290 --> 01:45:29,840

that have tenure and was the number of

2203

01:45:35,229 --> 01:45:32,300

men that had tenure and we just

2204

01:45:38,770 --> 01:45:35,239

published a list and there was nobody

2205

01:45:41,620 --> 01:45:38,780

who was mad at us except the department

2206

01:45:43,899 --> 01:45:41,630

that had zero tenured women and all of

2207

01:45:47,439 --> 01:45:43,909

their their tenured faculty were were

2208

01:45:49,540 --> 01:45:47,449

men and but it is said it's not our

2209

01:45:51,729 --> 01:45:49,550

fault you haven't hired anyone and you

2210

01:45:54,189 --> 01:45:51,739

know who's tenured who's a woman we're

2211

01:45:56,020 --> 01:45:54,199

just publishing a list and somehow being

2212

01:45:57,760 --> 01:45:56,030

confronted with their own numbers and

2213

01:45:59,800 --> 01:45:57,770

everyone else you know all the other

2214

01:46:01,479 --> 01:45:59,810

departments that we're not doing great

2215

01:46:01,910 --> 01:46:01,489

but we're at least doing better than

2216

01:46:05,210 --> 01:46:01,920

they

2217

01:46:08,520 --> 01:46:05,220

made them sit up and take notice so

2218

01:46:11,010 --> 01:46:08,530

sometimes things as I said earlier

2219

01:46:14,910 --> 01:46:11,020

things do get better but it takes way

2220

01:46:17,580 --> 01:46:14,920

too much time and I think that's a good

2221

01:46:21,000 --> 01:46:17,590

segue to remind everyone of the QR code

2222

01:46:23,280 --> 01:46:21,010

so and feel free to steal that idea of

2223

01:46:24,840 --> 01:46:23,290

sexually rose Jones who's not able to be

2224

01:46:26,100 --> 01:46:24,850

here said why don't you put up a QR code

2225

01:46:27,360 --> 01:46:26,110

or the survey and you can ask people

2226

01:46:29,550 --> 01:46:27,370

what they want to do with this workshop

2227

01:46:33,090 --> 01:46:29,560

it looks like that's a very good idea so

2228

01:46:35,610 --> 01:46:33,100

you know ask your community what what do

2229

01:46:38,370 --> 01:46:35,620

you need at a conference what have you

2230

01:46:39,960 --> 01:46:38,380

not gotten at a conference that you

2231

01:46:41,370 --> 01:46:39,970

would like to see and I think that

2232

01:46:46,970 --> 01:46:41,380

that's a very powerful tools you just

2233

01:46:50,990 --> 01:46:46,980

listen and you know ask questions so oh

2234

01:46:55,260 --> 01:46:51,000

yes of course you can say something

2235

01:46:57,210 --> 01:46:55,270

you're married I just want to thank you

2236

01:47:00,030 --> 01:46:57,220

for having Sean

2237

01:47:01,440 --> 01:47:00,040

even with his lipstick on the panel it's

2238

01:47:04,620 --> 01:47:01,450

divine

2239

01:47:06,660 --> 01:47:04,630

having been involved and on panels since

2240

01:47:10,890 --> 01:47:06,670

you know for the past 30 years to talk

2241

01:47:12,480 --> 01:47:10,900

about diversity and inclusiveness I

2242

01:47:15,330 --> 01:47:12,490

actually get very irritated when it's

2243

01:47:17,550 --> 01:47:15,340

all women and I think having a panel of

2244

01:47:18,540 --> 01:47:17,560

all women with only women in the

2245

01:47:20,790 --> 01:47:18,550

audience

2246

01:47:22,830 --> 01:47:20,800

it doesn't isn't inclusive in fact it

2247

01:47:24,570 --> 01:47:22,840

actually sets you apart in a way that I

2248

01:47:26,520 --> 01:47:24,580

doesn't I think

2249

01:47:29,420 --> 01:47:26,530

doesn't help the the issue and so I want

2250

01:47:31,430 --> 01:47:29,430

to thank all the men yeah it showed up

2251

01:47:33,490 --> 01:47:31,440

thank you white men

2252

01:47:35,710 --> 01:47:33,500

[Applause]

2253

01:47:37,420 --> 01:47:35,720

I have done this several times with a GU

2254

01:47:41,050 --> 01:47:37,430

and there have been two men in the

2255

01:47:43,150 --> 01:47:41,060

audience and so well I'm out of all of

2256

01:47:45,070 --> 01:47:43,160

you this meeting is so amazing and then

2257

01:47:47,740 --> 01:47:45,080

there's more women presenting and

2258

01:47:52,860 --> 01:47:47,750

actually more men listening it's really

2259

01:47:58,570 --> 01:47:56,710

well this has been an amazing discussion

2260

01:48:00,730 --> 01:47:58,580

and again I want to thank all of you for

2261

01:48:03,100 --> 01:48:00,740

sticking it out to the end and asking so

2262

01:48:05,010 --> 01:48:03,110

many amazing questions and getting this

2263

01:48:08,410 --> 01:48:05,020

dialogue going I want to thank our

2264

01:48:11,470 --> 01:48:08,420

panelists one more time you guys are so

2265

01:48:12,850 --> 01:48:11,480

good especially Sean and Joan because

2266

01:48:15,220 --> 01:48:12,860

neither of them had ever met me in

2267

01:48:17,830 --> 01:48:15,230

person and for all they knew I was a

2268

01:48:21,580 --> 01:48:17,840

complete psychopath which could be true

2269

01:48:23,470 --> 01:48:21,590

but thank you thank all of you for for

2270

01:48:27,340 --> 01:48:23,480

being here and for participating in this

2271

01:48:29,680 --> 01:48:27,350

discussion and one more time there's the

2272

01:48:33,880 --> 01:48:29,690

code so please you know give us your

2273

01:48:35,950 --> 01:48:33,890

thoughts and I want to thank Melissa and

2274

01:48:38,320 --> 01:48:35,960

Mary for being so supportive of this

2275

01:48:39,790 --> 01:48:38,330

event and you know for taking this idea

2276

01:48:41,820 --> 01:48:39,800

and letting me run with it