

# **Reflections after 10+ years working on diversity, equity, and inclusion in astronomy**

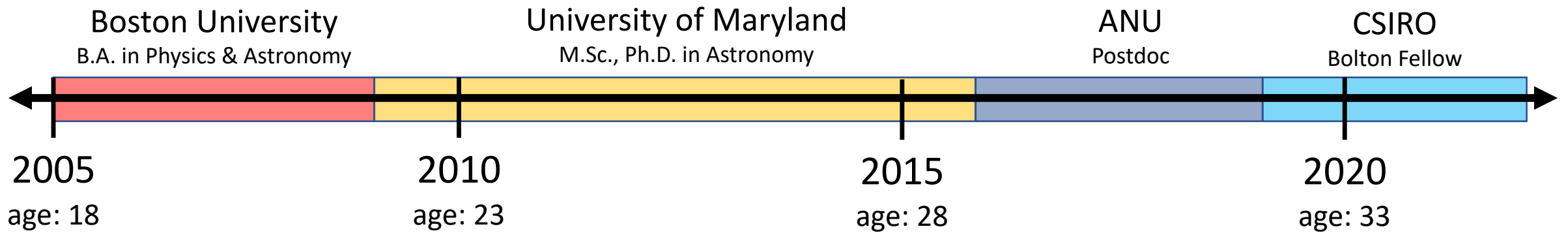
**Dr. Katie Jameson**

pronouns: she/her

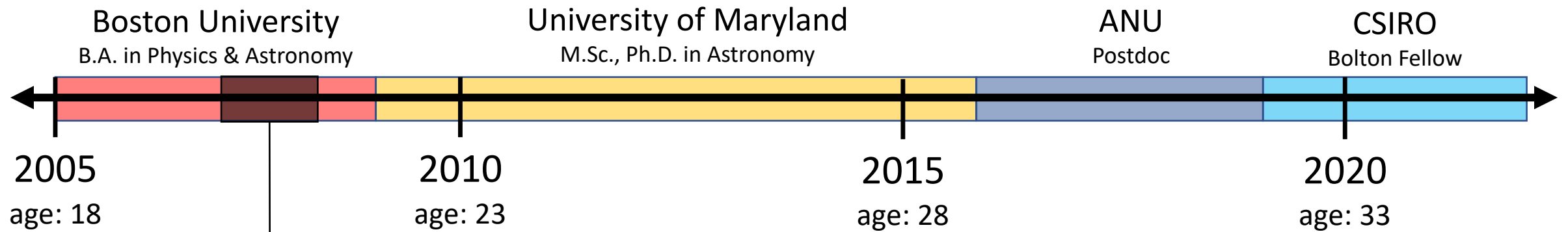
CSIRO Space & Astronomy (Boorloo)

Bolton Fellow | S&A D&I Action Plan Manager | ASA IDEA Chapter Chair

# My DEI Timeline



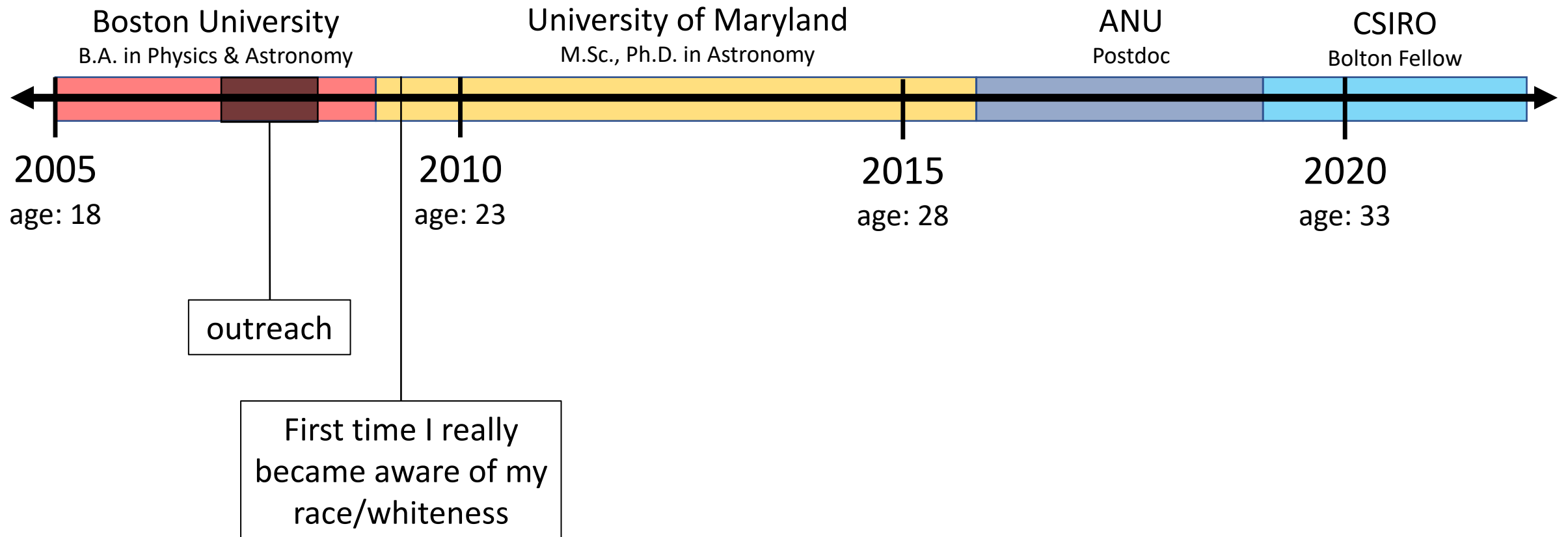
# My DEI Timeline



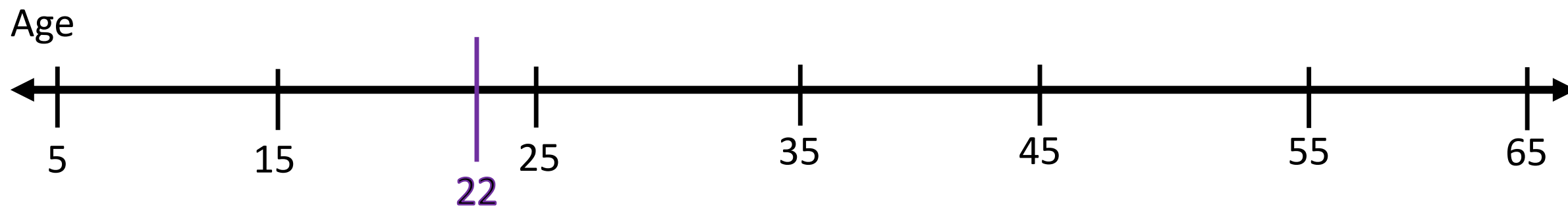
## Helped develop outreach programs:

- Middle school solar physics unit
- Upward Bound astronomy

# My DEI Timeline

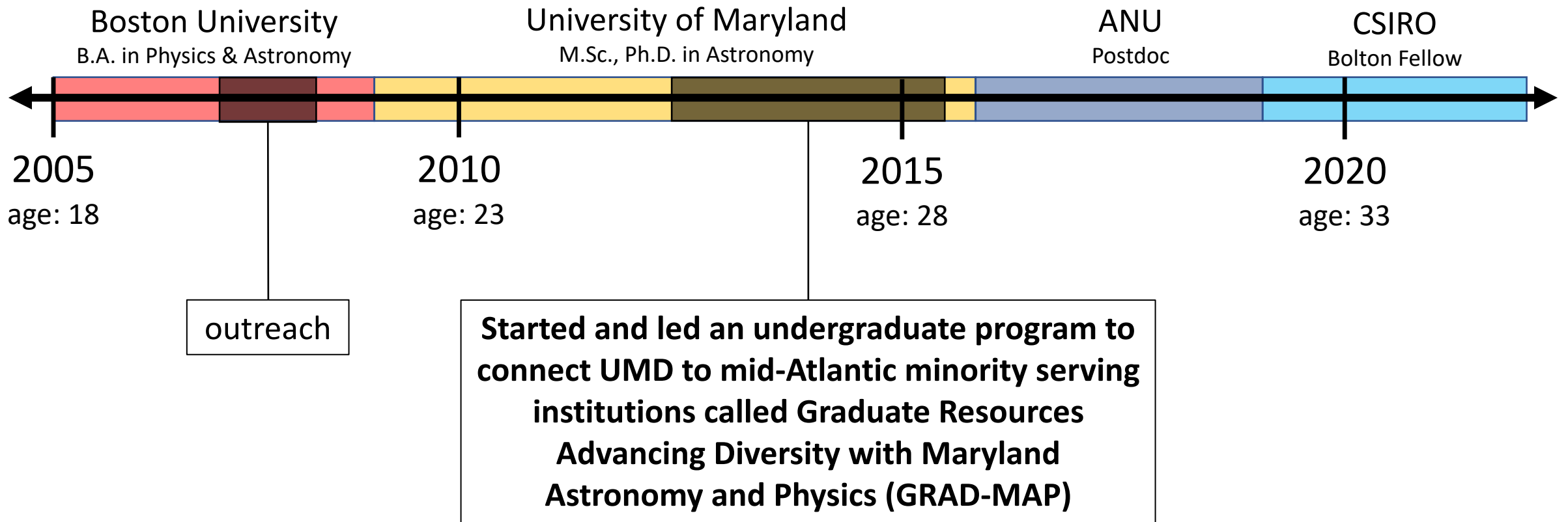


# Why did you first become aware of race?



Unsure

# My DEI Timeline



# GRAD MAP

[www.umdgradmap.org](http://www.umdgradmap.org)  
@GRADMAP

**Collaborative Seminar Series**  
Sept. – Nov.



**Winter Workshop**  
2 weeks in Jan.



**Spring Symposium**  
April



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**Collaborative Seminar Series**  
Sept. – Nov.



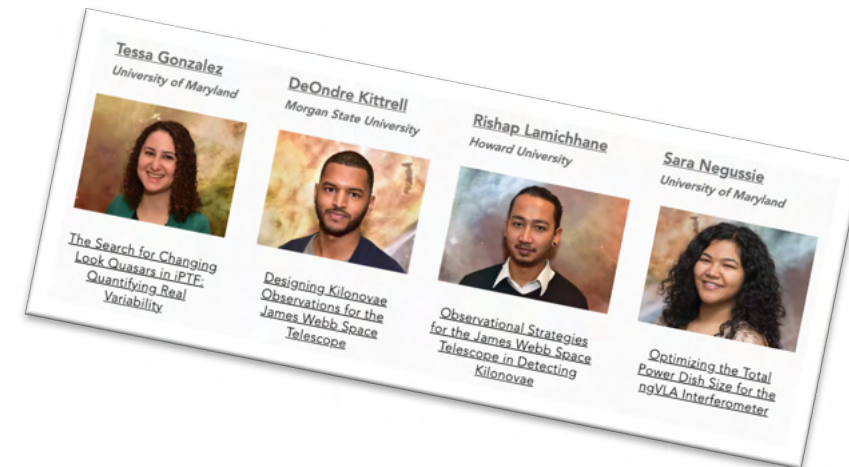
**Winter Workshop**  
2 weeks in Jan.



**Spring Symposium**  
April



**Summer Scholars Program**  
(added 2016)  
June – Aug.





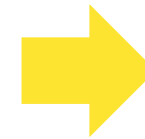
# GRAD MAP

[www.umdgradmap.org](http://www.umdgradmap.org)  
@GRADMAP

**Fall Open House**  
(started 2018)  
Nov.

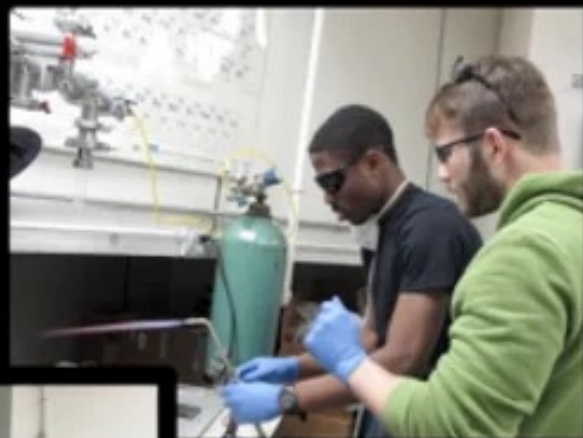


**Winter Workshop**  
2 weeks in Jan.



**Summer Scholars Program**  
(added 2016)  
June – Aug.





GRAD MAP

2014

WINTER  
WORKSHOP



GRAD MAP

2015  
WINTER  
WORKSHOP





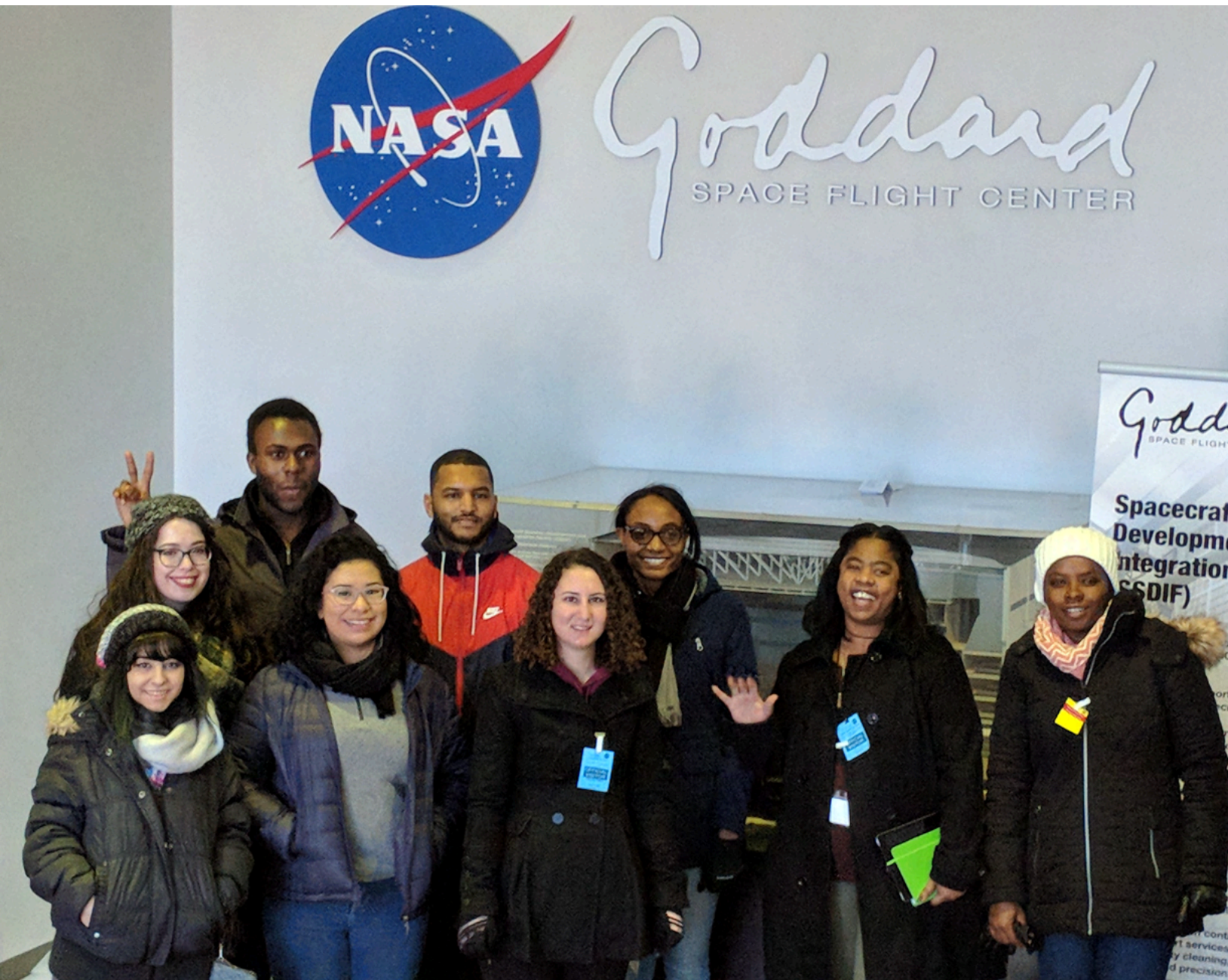
# GRAD MAP

# 2016

# WINTER

# WORKSHOP

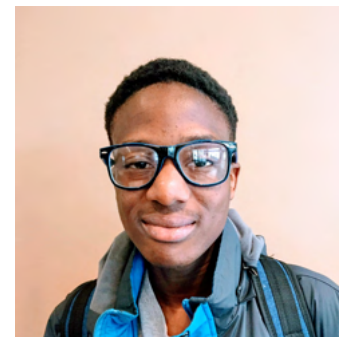
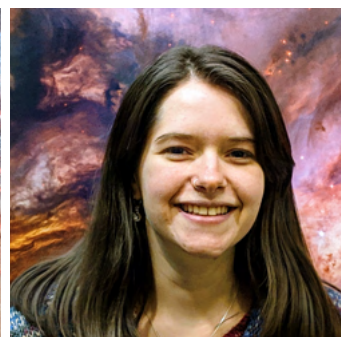




GRAD MAP

2018  
WINTER  
WORKSHOP





GRAD MAP

2019  
WINTER  
WORKSHOP





GRAD MAP

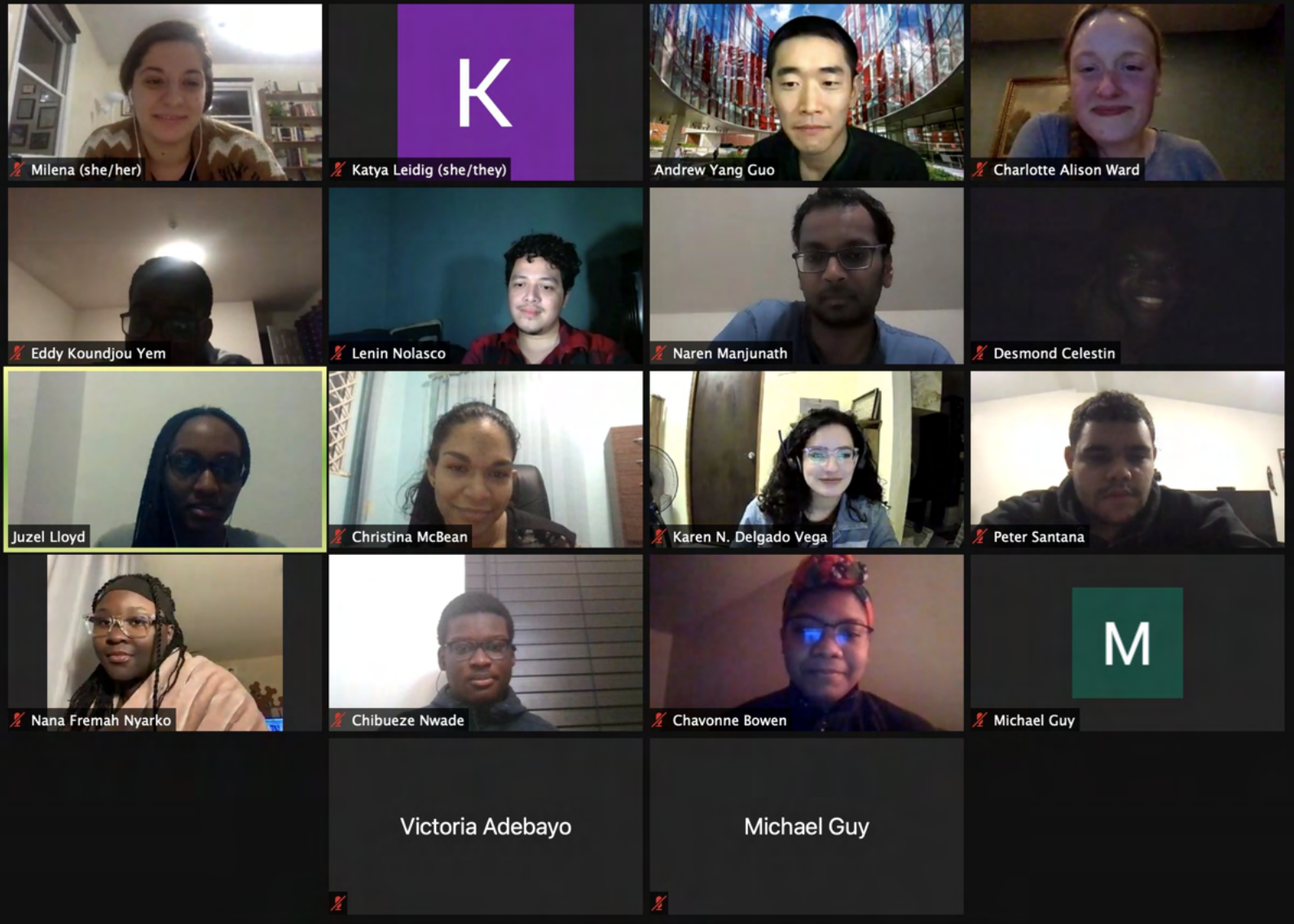
2020  
WINTER  
WORKSHOP



GRAD MAP

# 2022 WINTER WORKSHOP





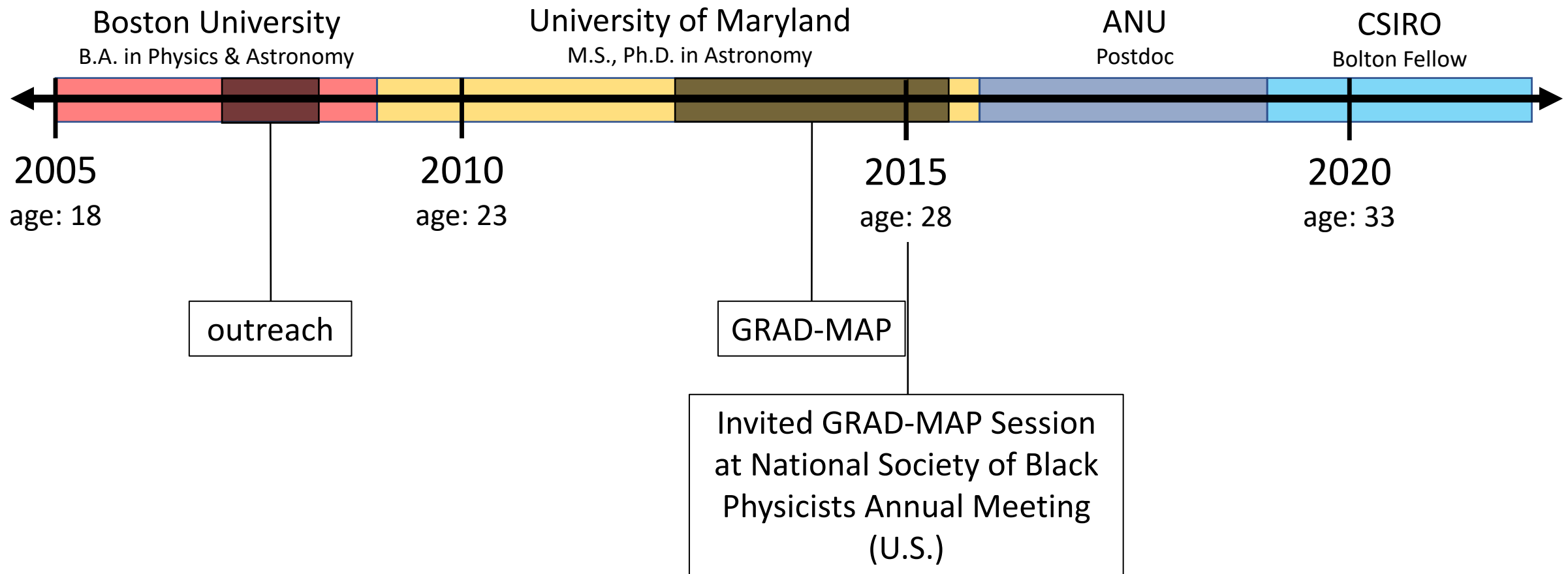
GRAD MAP

2022  
WINTER  
WORKSHOP

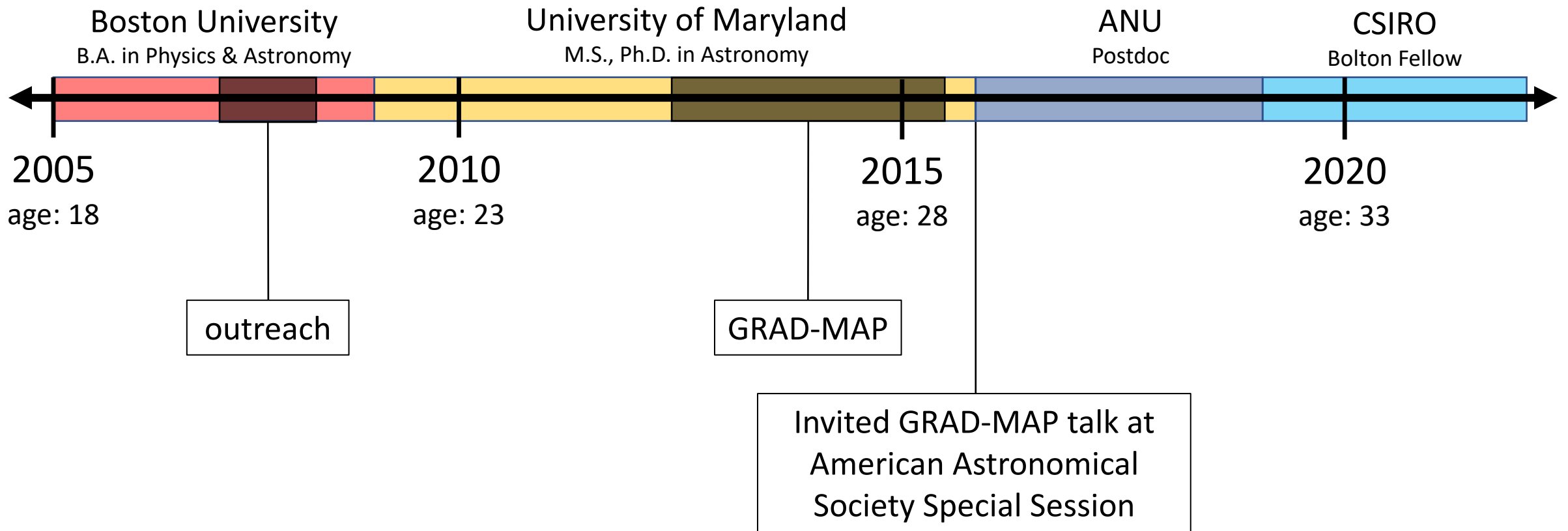
# How could I feel guilty about GRAD-MAP?



# My DEI Timeline

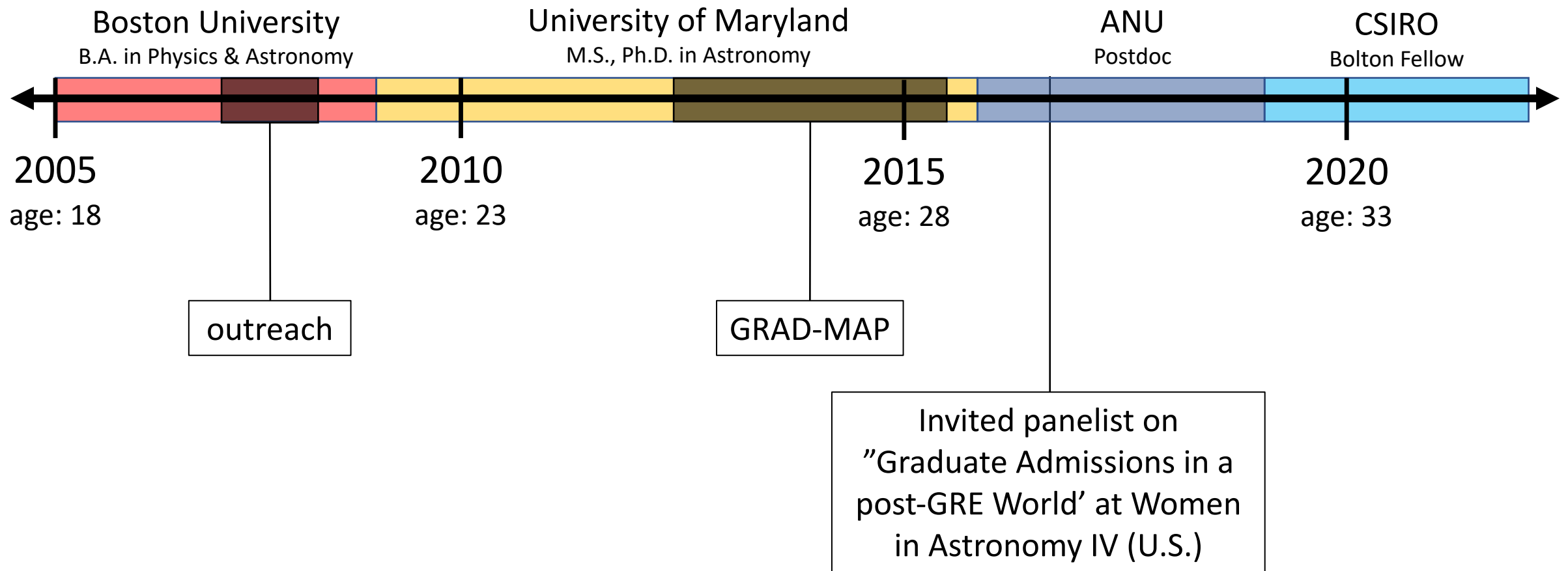


# My DEI Timeline

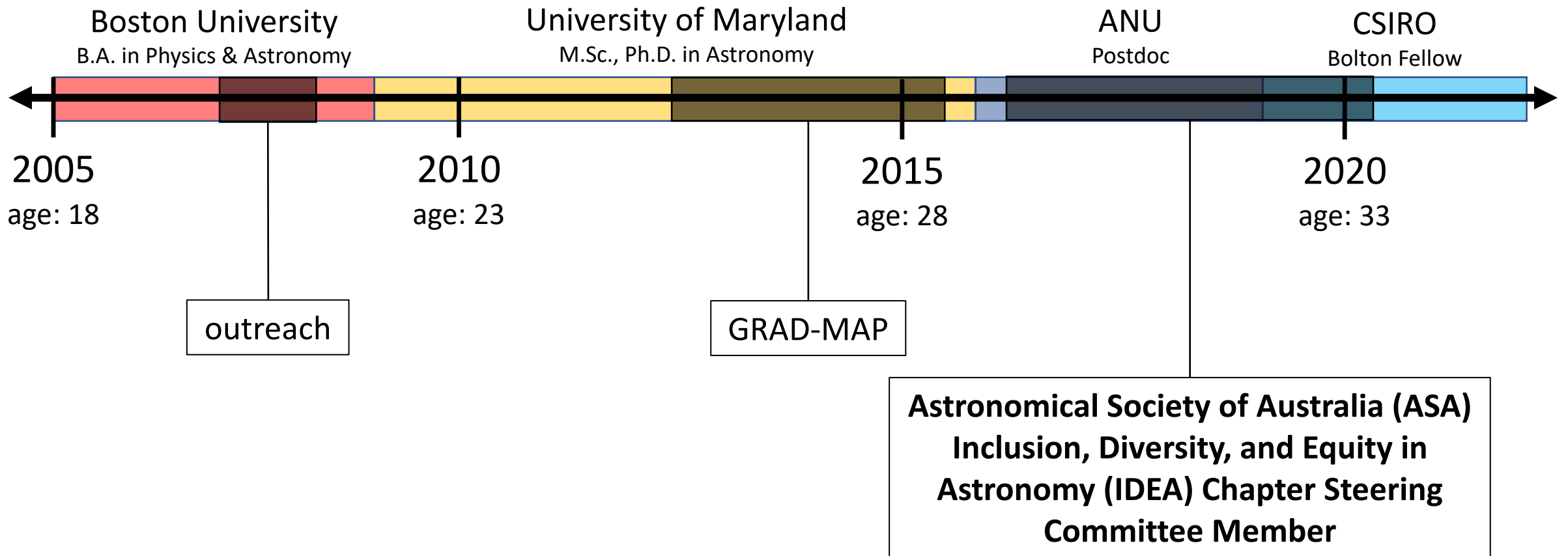




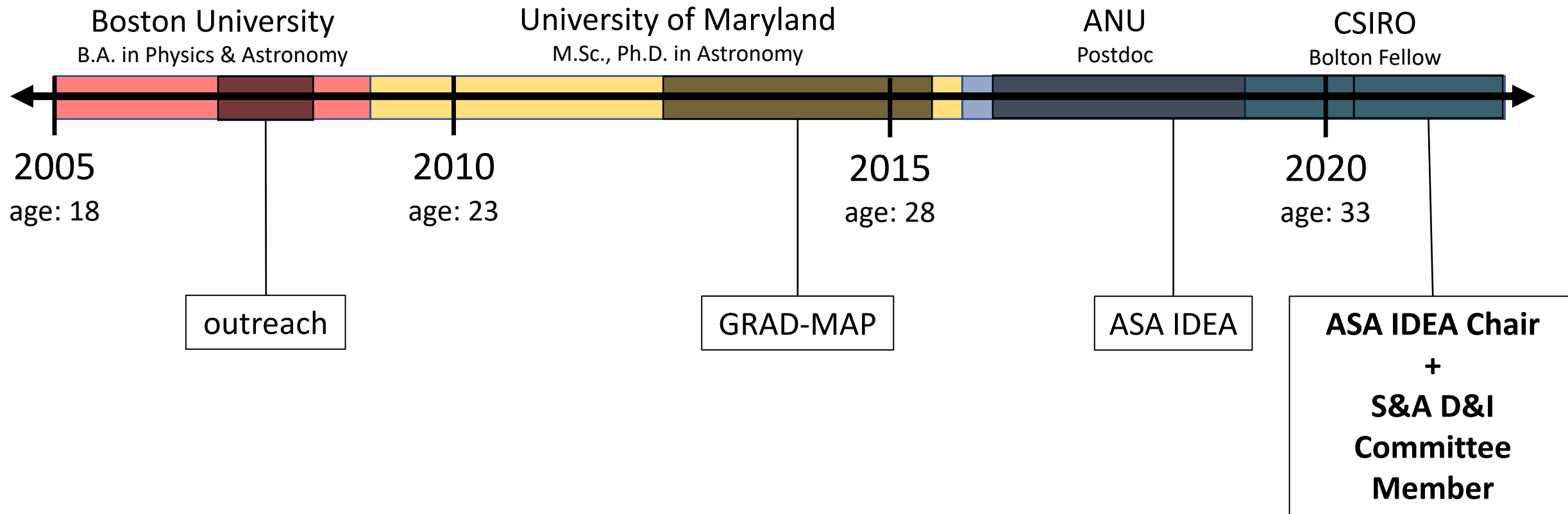
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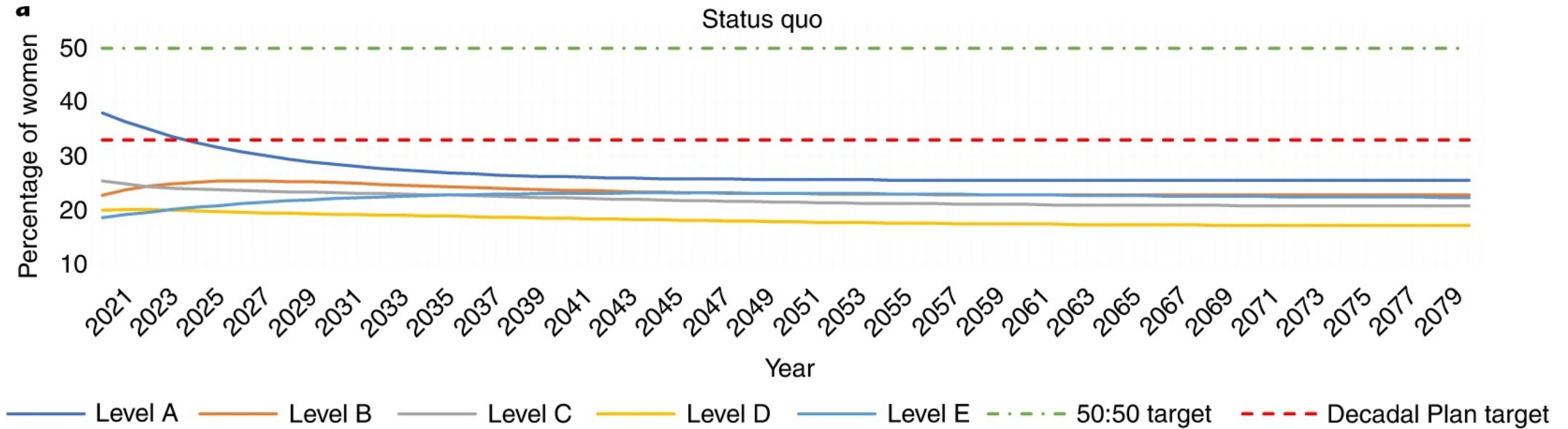
# My DEI Timeline



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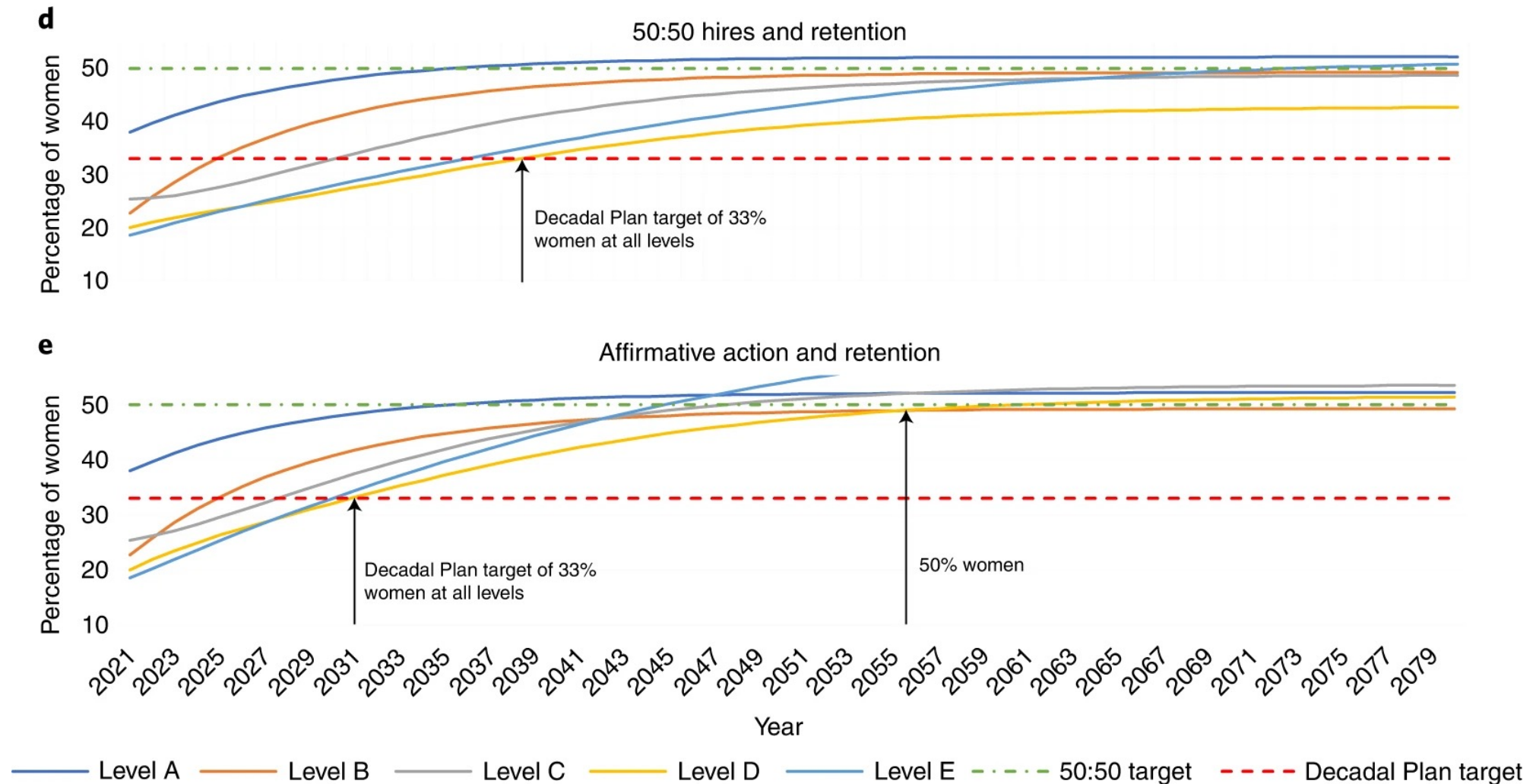


# We need to take stronger action.





# We need to change the system.





# This is the DBIE way.



# Recommended Actions (1/2)

- Read
  - All About Love by bell hooks
  - How to Be An AntiRacist by Ibram X. Kendi
  - The Body is Not an Apology by Sonya Renee Taylor
  - Decolonising Methodologies by Linda Tuhiwai Smith
- Podcasts
  - Diversity Gap
- Continually expand your social media network to follow diverse creators (Indigenous, Black, and PoC, LGBTQIA+, gender diverse, disabled, neurodivergent)
  - LinkedIn: Bree Gorman, Farzin Farzad, Gloria Tabi, Lisa Hurley M.A.

# Recommended Actions (2/2)

- **DEI is a huge part personal work**, reflect on personal emotional responses
  - ladder of liberation
  - get used to getting called out, making mistakes, and being wrong
- **Pay people for their labour** and redistribute wealth
  - Patreon: Bethaney Wilkinson, Sonya Renee Taylor
  - Social media creators from marginalised groups will generally have ways to donate to them (e.g., paypal)
- **DEI work shouldn't be volunteer**; consult and/or hire experts
  - **If you are white (particularly at the intersection of multiple axes of privilege), you will likely do the wrong thing and cause harm at some point.** You should worry about this, but don't let it stop you from taking any action. Acknowledge and repair the harm, and make sure you don't repeat it.