

# Who belongs here?....

A discussion on diversity in STEM  
during times of change



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# No, I Am Not Lost

A Black Woman's experience in the Stanford Computer Science Major

# YouTube: The Wise Oracle

- [What Does My Headscarf Mean to You?](#)  
by Yassmin Abdel-Magied
- [The Future of STEM Depends on Diversity](#)  
by Nicole Cabrera Salazar
- [Inclusive Astronomy](#) plenary talks!!  
by *your friends and colleagues*  
YouTube channel: **IA2015**

# Intersectionality & Privilege

- Intersectionality recognizes that people can be privileged in some ways and definitely not privileged in others.
- There are many different types of privilege, not just skin color privilege, that impact the way people can move through the world or are discriminated against.
- These are all things you are born into, not things you earned, that afford you opportunities others may not have.

# Examples of Privilege

- **Citizenship** – Being born in a wealthy nation affords you certain privileges non-citizens will never access.
- **Class** – Being born into a financially stable family can help guarantee your health, happiness, safety, education, intelligence, and future opportunities.
- **Sexual Orientation** – Being born straight affords you privileges that non-straight folks often have to fight for.
- **Sex** – By being born male, you can assume that you can walk through a parking garage without worrying you'll be raped and that a defense attorney will then blame it on what you were wearing.
- **Ability** – By being born able bodied, you probably don't have to plan your life around handicap access, braille, or other special needs.
- **Gender** – By being born cisgendered, you aren't worried that the restroom or locker room you use will invoke public outrage.

# Three Justifications for Supporting Discrimination

- ***Ego justification***: individuals whose self-esteem is threatened are more likely to use stereotypes and act in ways that disadvantage other groups
- ***Group justification***: people who seek to distinguish their own group—their *ingroup*—from other groups—*outgroups*
- ***System justification***: ideological motivation to justify the status quo and bolster the legitimacy of the existing social order



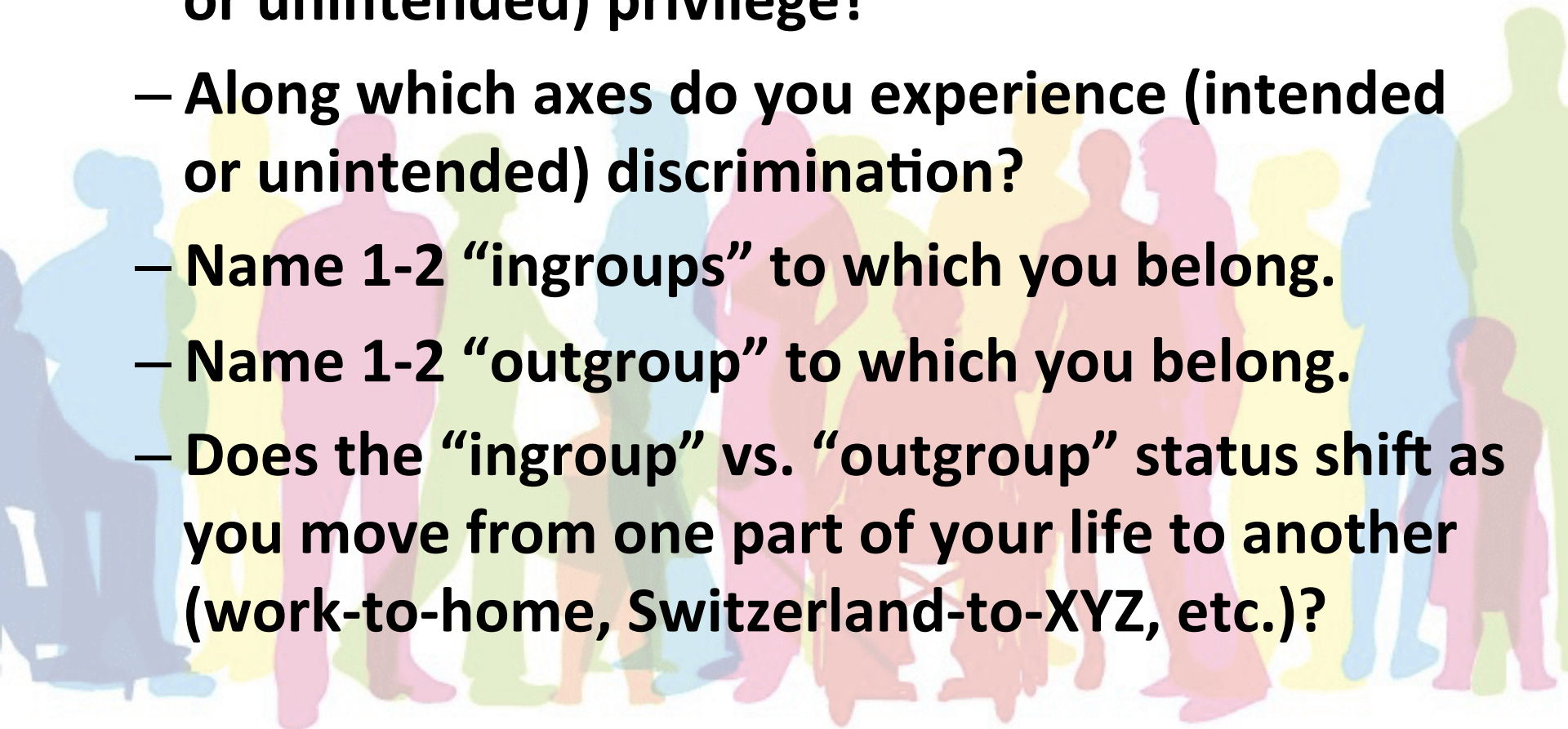
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# So... who are you?

Take a few minutes to answer these questions:

- **Along which axes do you experience (intended or unintended) privilege?**
- **Along which axes do you experience (intended or unintended) discrimination?**
- **Name 1-2 “ingroups” to which you belong.**
- **Name 1-2 “outgroup” to which you belong.**
- **Does the “ingroup” vs. “outgroup” status shift as you move from one part of your life to another (work-to-home, Switzerland-to-XYZ, etc.)?**





# MIXED GENDER LAB

**Here we judge on science done, not by sex, gender, or race.  
Failure required, tears optional.  
Please don't lick the science.**



# Contact & Resources

- Daryl Haggard: [haggard@physics.mcgill.ca](mailto:haggard@physics.mcgill.ca)
- Women in Astronomy blog:  
<http://womeninastronomy.blogspot.ch/>
- AASWOMEN Newsletter:  
<http://www.aas.org/cswa/AASWOMEN.html>
- Inclusive Astronomy:  
<http://vu.edu/ia2015>
- Audra Baleisis, Facebook, Twitter, Google!!