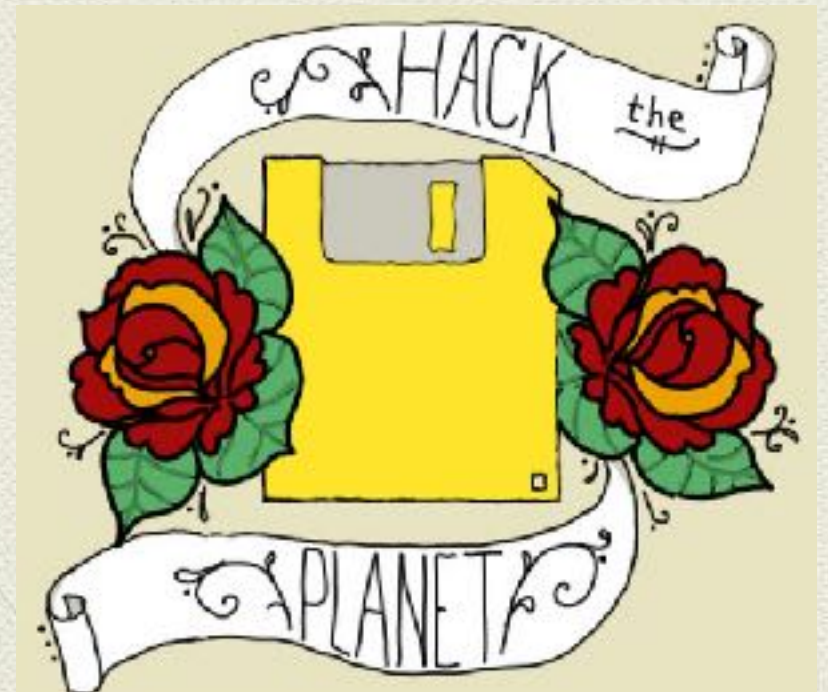
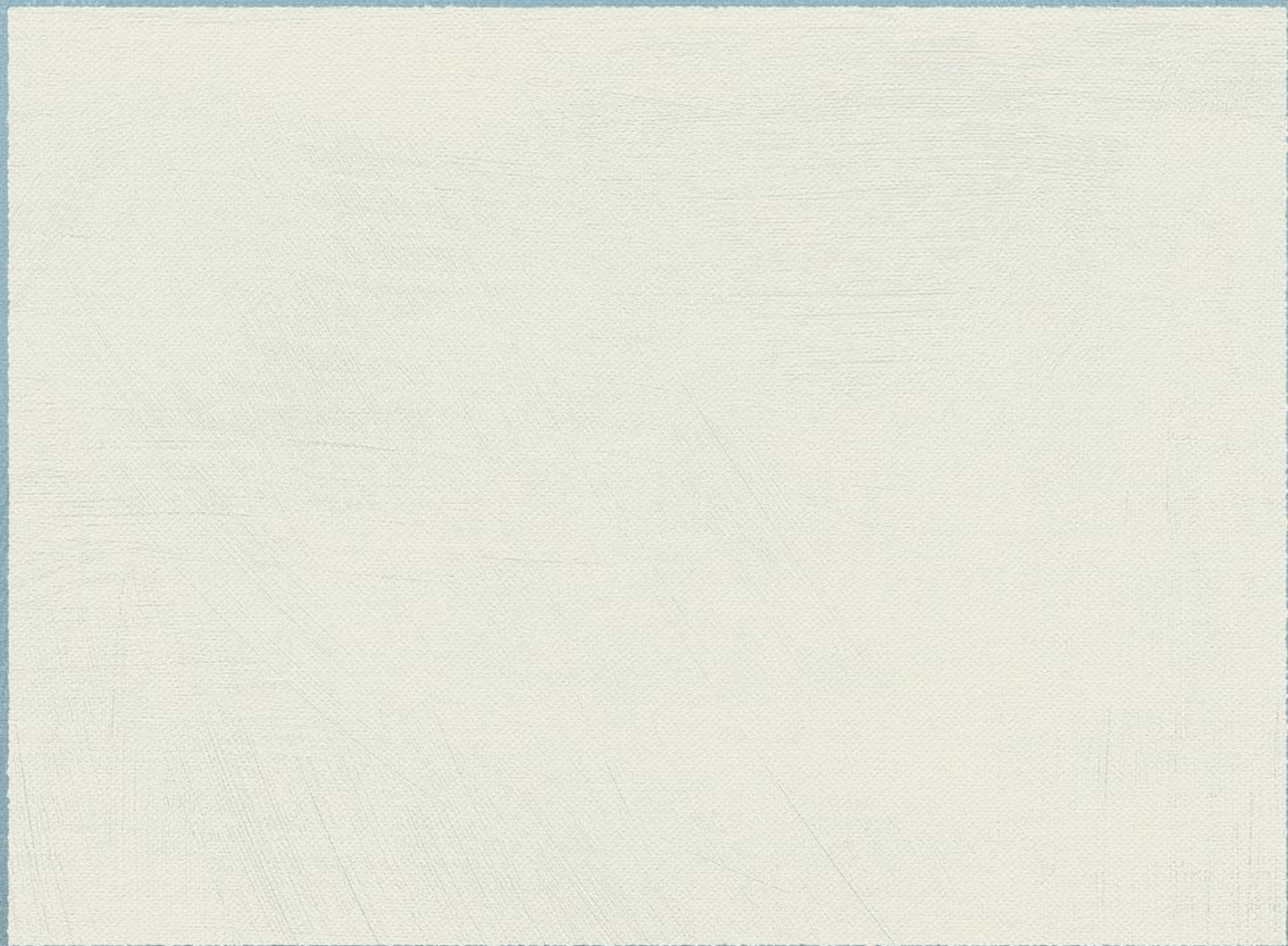


# Community Hacking

*Sarah Tuttle*









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

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



# Defining Terms : Community

1

: a unified body of individuals: such as

f : a body of persons or nations having a common history or common social, economic, and political interests the international community

*g : a body of persons of common and especially professional interests scattered through a larger society* the academic community the scientific community

3

a : *joint ownership or participation* community of goods

b : common character : likeness community of interests

c : social activity : fellowship

d : *a social state or condition* The school encourages a sense of community in its students.

from Merriam-Webster



# Defining Terms : Hack

1

**b** : *to cut or shape by or as if by crude or ruthless strokes* hacking out new election districts

2

: *to clear or make by or as if by cutting away vegetation* hacked his way through the brush

4

**a** : to write computer programs for enjoyment

**b** : to gain access to a computer illegally trying to hack into the network

2

: *to be successful* couldn't hack it in the world of professional sports



# Inclusive Astronomy

June 2015  
Nashville, TN





# Nashville Recommendations

## Statement of the problem

*(full statement at link)*

The demographics of our nation are changing, but professional Astronomy is not keeping pace. Only 2.1% of astronomers identify as Black or African-American and 3.2% as Hispanic, Latina / o, or of Spanish origin and extremely few are Native or indigenous (AIP, 2014). Disappointingly, these numbers for Physics and Astronomy have remained essentially constant between 2004 and 2012. This underrepresentation is most acute in leadership roles and on the key committees that shape the future of our field.

[https://tiki.aas.org/tiki-index.php?page=Nashville\\_Recommendations\\_in\\_Detail](https://tiki.aas.org/tiki-index.php?page=Nashville_Recommendations_in_Detail)



# Nashville Recommendations

## Statement of the problem

Creating a more inclusive field is not just the right thing to do: The current lack of diversity and inclusivity within Astronomy harms our profession. Research shows that diversity leads to greater innovation, more creative thinking, and higher quality science. (see citations below)

19. Antonio, A. L., Chang, M. J., Hakuta, K., Kenny, D. A., Levin, S., Milem, J. F. (2004). *Effects of racial diversity on complex thinking in college students*. *Psychological Science*, 15(8), 507-510
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21. Phillips, K. W., Apfelbaum, E. P. (2012), *Delusions of Homogeneity? Reinterpreting the Effects of Group Diversity*, in Margaret A. Neale, Elizabeth A. Mannix (ed.) *Looking Back, Moving Forward: A Review of Group and Team-Based Research* (Research on Managing Groups and Teams, Volume 15) Emerald Group Publishing Limited, pp.185 - 207
22. Loyd, D. L., Wang, C., Phillips, K. W., & Lount, R. (2013). *Social category diversity promotes pre-meeting elaboration: The role of relationship focus*. *Organization Science*, 24, 757-772
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What are the  
specific  
recommendations?

*(I'm so glad you asked)*





# Overview of Actions

- ◆ Removing Barriers to Access
- ◆ Creating Inclusive Environments
- ◆ Inclusion and Access to Power, Policy, and Leadership
- ◆ Establishing a Community of Inclusive Practice



# AAPT: The Physics Teacher

## Call for Papers on Race & Physics Teaching

- Learning to Do Diversity Work: A Model for Continued Education of Program Organizers
- The Chi-Sci Scholars Program: Developing Community and Challenging Racially Inequitable Measures of Success at a Minority-Serving Institution on Chicago's Southside
- Common Challenges Faced by Women of Color in Physics, and Actions Faculty Can Take to Minimize Those Challenges
- Integrating Conversations about Equity in "Whose Knowledge Counts" into Science Teacher Education
- Teaching About Racial Equity In Introductory Physics Classes

*<http://aapt.scitation.org/toc/pte/55/6?expanded=55&>*