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EQUITY, DIVERSITY, AND INCLUSION STATEMENT

For centuries, explicit and implicit discrimination have barred racialized and marginalized individuals from participating fully and freely in science. As scientists and people, we have a duty to address these injustices to both better our profession as well as society at large. At a minimum, this means **we must create a community in which all members feel that their diverse backgrounds are an integral part of being a scientist rather than something that excludes them from being a valued member of the profession.**

I have engaged with these goals throughout my academic career in several areas. During my graduate studies at Harvard in the Department of Astronomy, I participated in efforts to establish a mental health survey within the Astronomy Department (which achieved a 100% response rate among the graduate students), to organize students to vote in unionization efforts, and to address long-standing sexual harassment issues among the graduate students. I also coordinated the drafting of a letter proposing numerous EDI initiatives that was co-written and co-signed by 52 graduate students and pre-docs (>90% of the student body). This was delivered to the Astronomy Department faculty early this summer and has already led to several changes such as the creation of a new standing EDI committee and a Graduate Program committee made up of both faculty and graduate student representatives.

In addition, over the summers of 2017, 2018, and 2019, I taught students from underrepresented backgrounds as part of the Banneker Institute at Harvard University. With a focus on research, coursework, and social justice, the Banneker Institute's ten-week research and study program helps prepares undergraduate students of color for graduate programs in astronomy by providing them with skills, community, and support. As a course instructor, I developed a two-week intensive curriculum to teach programming and data analysis to help provide students the skills and confidence they needed to tackle problems related to their own research projects.

I aim to improve equity, diversity, and inclusion (EDI) across seven primary channels:

1. **EDUCATION:** I aim to (re-)design curricula and coursework so that students feel their unique backgrounds and identities strengthen, rather than weaken, their connection to material and the scientific process. I also want to help create and/or serve on committees to review degree requirements and course offerings with the goal of further diversifying the undergraduate and graduate student body within the sciences.
2. **TRAINING:** Building on organizations such as the Banneker Institute at Harvard University, I want to help establish summer programs in statistics, programming, and data

science targeted towards underrepresented communities and make them an important part a department's annual offerings.

3. **SUPPORT:** Following the example set by the Dunlap Institute for Astronomy & Astrophysics, I want to help create specialized funding streams in the Department to be used specifically for EDI-related activities. These may include sponsoring fellowships, hosting community workshops, and supporting professional development programs.
4. **COMMUNITY:** Students and researchers from marginalized backgrounds urgently need a community of peers that can provide support and networking opportunities both inside and outside of work. I want to examine ways departments can improve representation within its own community through their graduate admissions processes.
5. **OUTREACH:** Increasing accessibility requires doing the work of connecting with marginalized and racialized communities. I want to ensure departments have a presence at conferences, workshops, and networking events held by organizations such as the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) that are focused on improving underrepresented communities' presence in science.
6. **DATA:** Organizations should keep track of the things that matter to them. Building on initiatives I was involved in at Harvard, I believe in expanding data collection on representation, inclusion, climate, salary, and other related topics within departments. In particular, I support instituting annual climate surveys, establishing exit interviews for all students, staff, and long-term visitors, and tracking statistics on invited speakers.
7. **REPRESENTATION:** Growing and maintaining a diverse community requires a diverse set of mentors and role models. I want to help create a publicly stated set of EDI goals specific to a given department and spearhead their use as a guide for informing choices of organizers, speakers, and attendees at related events. These will establish structural incentives to continually highlight a diverse set of role models and their associated body of work.