

Spectra

# Business Meeting 2/04/22

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4 February 2022 / 1-2PM PST

## Zoom Info

<https://occidental.zoom.us/j/86787378686> Password: **Spectra!**

## ATTENDEES

In-person: Juliette Bruce, Keri Sather-Wagstaff, Doug Lind, Joseph Nakao, Alex Wiedemann, Chris Goff, Alex Hoover, Ron Buckmire, Mike Hill

Absent:

## AGENDA

### Last Meeting Follow-up

1. Finalizing Board Positions & Welcoming Keri:
  - President: Juliette B.
  - Secretary: Mike H.
  - Treasurer: David C.
  - Immediate-Past President: Ron B.
  - Membership Com: Joseph N.
  - Professional Com: Chris G.
  - Outreach Com: Alex H.
  - Political Com: Keri S.
  - EDI Com: Alex W.
  - At Large #1: Andy B.
  - At Large #2: Lily K.

### New Business

1. Transitioning into new roles & forming committee
  - a. Ongoing Projects to be re-delegated:
    - i. Website management
    - ii. OutList & Ally List - Membership Com.

- iii. Trans Inclusive Name Policy - Political Committee
    - iv. AMS Posters - Done
    - v. JMM Sponsorship - Profession
    - vi. Spectra Mailing List
  - b. Committee chairs can shape their committees
    - i. General call for committee membership to ensure inclusion.
      - a. Part of a newsletter 1-2 sentences from each committee
2. April Newsletter:
    - a. JMM Update
    - b. Committee Call
    - c. March 11th Deadline
  3. We should have more documentation and minutes for our meetings that are readily accessible
    - a. Partner with AIM? With MSRI? With Fields? To help us with an archiving process for all of our events, minutes, etc
  4. Sarah Cosgriff video
    - a. Enthusiastic yes, Alex H. will be point person as the chair of the communications & outreach committee.
  5. Fundraising Campaign
    - a. Can use GoFundMe directed to Out2Innovate. Juliette will reach out to David to see if we can contact NOGLSTP about this.
    - b. Using grant money to handle some of the standard expenses
    - c. Applying for a general NSF grant for things, etc?
  6. JMM Update
  7. Best Practices
    - a. <https://arxiv.org/pdf/1804.08406.pdf>
    - b. <https://lgbtphysicists.org/files/BestPracticesGuide.pdf>
  8. Membership
  9. Accessibility subcommittee for EDI and making sure the website is up to date
  10. [Vision & Actions Brainstorming](#)

## ACTION ITEMS

A.

## UPCOMING & PAST EVENTS

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## DREAM & LARGE SCALE GOALS

### Spectra Invited Address

**Spectra Lavender Lecture**, organized by **Juliette Bruce**, University of California, Berkeley and **Alexander Hoover**, University of Akron; Thursday, 11:05 am. The Spectra Lavender Lecture honors LGBTQ+ mathematicians who have made significant contributions to the mathematical sciences, mathematical education, or the mathematical community at large. The 2022 Lavender Lecture will be given by **Autumn Kent**, University of Wisconsin-Madison, *Families*.

### Spectra Workshop

**Spectra Workshop: Identifying Best Practices Fostering Inclusion and Retention of LGBTQ Mathematicians**, organized by **Ron Buckmire**, Occidental College, **Chris Goff**, University of the Pacific, and **Alexander Hoover**, University of Akron; Wednesday, 4:30 pm–6:00 pm. This workshop is organized by **Spectra**, the association for LGBTQ mathematicians and their allies. The goal of this interactive workshop is to gather and share information about and suggestions for best practices that foster the inclusion and retention of LGBTQ mathematicians. Specifically, this workshop will identify specific things any department of Mathematics can do to be supportive and welcoming for LGBTQ graduate students, postdocs as well as for tenured and non-tenured faculty.

In the second part of the Meeting, the audience will be asked to brainstorm and make suggestions on how Spectra can contribute to make these best practices known to the mathematical community and to help departments implement these best practices. During the workshop, the audience will be split into breakout sessions focused on specific topics, such as:

- (i) Supporting transgender mathematicians in the work place
- (ii) LGBTQ mathematicians balancing work choices with family
- (iii) Best practices for recruitment of LGBTQ faculty

### Spectra Other Events

**Spectra Business Meeting**, organized by **Juliette Bruce**, University of California, Berkeley; Friday, 3:00 pm–4:00 pm.

**Wikipedia Edit-a-Thon**, organized by **Keri Sather-Wagstaff**, Clemson University, **Marie Vitulli**, University of Oregon, and **Ursula Whitcher**, Mathematical Reviews (AMS); Wednesday, 12:30 pm–5:00 pm. Wikipedia is one of the most visited websites in the world. Yet Wikipedia admits to having numerous bias issues with respect to both content and contributors, e.g., most Wikipedia editors (i.e., content authors) are men, and most Wikipedia biographies are about men. This contributes to inequitable representation in the mathematical community because for instance, if queer students cannot see examples of queer professional mathematicians, how are they to know that they themselves can become mathematicians? This session will work to reduce this bias in two primary ways, each of which contribute directly to the AMS's goals of building a "Fully Inclusive Mathematics Profession."

First, we will train new Wikipedia editors so they can communicate their knowledge to the general public, with a focus on training editors from historically excluded groups, e.g., women and gender minorities, members of the LGBTQIA+ community, and mathematicians of color. This will not only increase the diversity of the Wikipedia editor base, but it will also empower session participants to improve this biased system with highly visible outcomes. (On the other hand, care will be taken to make sure that editors will not "out" people without their consent.)

Second, we will focus on adding and improving biographies and photographs of notable mathematicians from historically excluded groups. These activities will not only increase visibility of underserved mathematicians who deserve greater recognition for their contributions, but will also increase visibility of role models for talented mathematicians who do not feel included in the field.

This will be a hands-on event. Participants will use laptops and/or tablets and will be immediately guided into editing on Wikipedia. Collaboration amongst the participants will be encouraged. Additional resources will be provided online to allow participants continue to learn about editing after the event. The organizing team is made up of women and non-binary members of the LGBTQIA+ community. This event is jointly sponsored by the AMS and Spectra