Summary of recommendations related to

Intersectionality

The Problem: Experiences of bias, stereotyping, and exclusion are exacerbated for scientists with multiple intersecting marginalized identities. Women of color and LGBTQ+ scientists are significantly more likely to experience harassment and discrimination, and scientists with disabilities often report feeling stigmatized when requesting reasonable accommodations, contributing to disproportionately high attrition from the field.

Recommendations:

- **Foster intentional community and support networks.** Navigating the field can be an isolating for individuals with multiple intersecting identities that are significantly underrepresented in astrophysics. Building intentional community, through informal networks, affinity groups, and professional organizations, can increase belonging, resilience, and persistence.

- **Adopt and enforce clear anti-bullying and anti-harassment policies.** Departments and collaborations should have clear anti-bullying policies and encourage members to attend both diversity and anti-bias trainings, which include instruction for effective allyship. Individuals should intervene when they see harassment, bullying, or exclusion.

- **Normalize inclusive, gender-neutral language.** Using gender neutral and inclusive language in job ads, classrooms, seminars, and social contexts increases feelings of belonging and reduces opportunities for harassment. Individuals should model best practices, such as sharing name pronunciation and pronouns on websites, in email signatures, and in learning management systems.

- **Practice inclusive, reflective mentorship.** Mentors should intentionally adopt inclusive practices and regularly assess whether they meet the needs of their students and research groups.

- **Use accessible teaching practices.** Accessible materials and active learning strategies to engage students improve learning outcomes for students from all backgrounds.

- **Value inclusion in evaluation.** Hiring and promotion committees should recognize demonstrated commitment to accessible teaching and inclusive mentorship.

- **Track demographic and workload data.** Universities and departments should track anonymized data on demographics, funding, and service expectations to identify inequities and ensure fair distribution of resources and responsibilities.

- **Ensure accessible physical and virtual spaces.** Conference, teaching, and outreach venues should be physically accessible to all participants, with robust hybrid and virtual participation options.

Picture an Astronomer: Best Practices for Retaining Talent in Astrophysics
https://arxiv.org/abs/2512.24465
https://pictureanastronomer.github.io/whitepaper