

COINS: the Committee On INclusion in SDSS

Amy M Jones, co-chair

Intro to COINS

25 June 2019

SDSS-IV/V Collaboration Meeting

Ensenada, Mexico

This material is based upon work supported by the
National Science Foundation under Grant No.1616547



Current Members:

Mehmet Alpaslan (NYU)	Rachel Beaton (Carn-Princeton)
Sarah Bird (NAOC)	Adam Burgasser (UCSD)
Brian Cherinka (JHU)	Emily Farr (UW; co-chair)
Amy Jones (Alabama; co-chair)	José Sanchez-Gallego (UW)
Penélope Longa-Peña (Antofagasta)	Karen Masters (Haverford)
René Alberto Ortega Minakata (UNAM)	
Jesus Pando (DePaul; FAST liaison)	Ashley Ross (Ohio State)
Sarah Jane Schmidt (AIP)	Zachary Slepian (LBL)
Jennifer Sobeck (UW)	Keivan Stassun (Vanderbilt)
Mariana Vargas (UNAM)	

Attending this meeting

**CALL FOR NEW
MEMBERS
SOON!**

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diversity & inclusion definitions

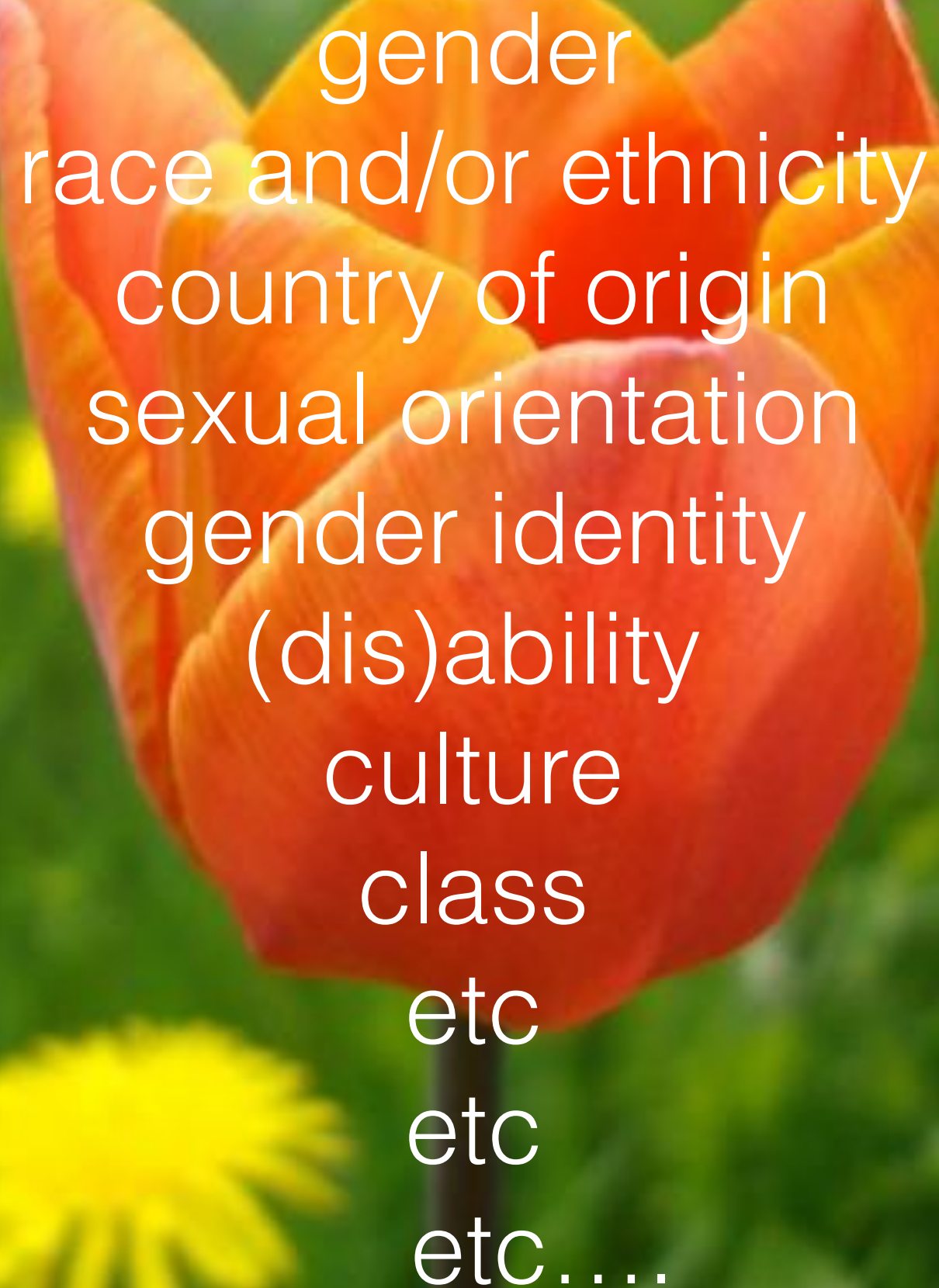
Diversity

A variety of people from different backgrounds or with different characteristics

Inclusion

Welcoming people with marginalized identities and giving them the resources needed to be successful

gender
race and/or ethnicity
country of origin
sexual orientation
gender identity
(dis)ability
culture
class
etc
etc
etc....



gender
race and/or ethnicity
country of origin
sexual orientation
gender identity
(dis)ability
culture
class
etc
etc
etc....

COINS charge

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The broad goals of the COINS are:

- ★ **to assess** the SDSS project and collaboration's climate and demographics
- ★ **to recommend** to the Management Committee new policies or practices with regard to increasing inclusiveness
- ★ **to assist in the implementation** of these new activities where necessary

COINS activities

Faculty and Student Teams (FAST)

Documentation

Demographics Survey

SDSS Meetings

New FAST Teams

Mario Diaz at UT Rio Grande Valley

Louise Edwards at Cal Poly San Luis Obispo

Jennifer Cash at South Carolina State University

Documentation

consult with ***code of conduct*** committee

- ***best practices*** and ***FAQ***

recommendations for inclusive ***telecons***

accessibility guidelines for meetings

chairing guidelines for meetings

EPO guidelines for inclusive activities

Documentation

consult with ***code of conduct*** committee

- ***best practices*** and ***FAQ***

recommendations for inclusive ***telecons***

accessibility guidelines for meetings

chairing guidelines for meetings

EPO guidelines for inclusive

Publicly
available at
sdss.org

Code of Conduct

(<https://trac.sdss.org/wiki/CoCo/CodeofConduct>)

For handling cases of social misconduct within SDSS

For scientific misconduct, see Principals of Operation (PoO) and publication policy [contact: Spokesperson (spokesperson@sdss.org); <http://sdss3.org/future/principles.sdss4.v4.pdf> and <https://trac.sdss.org/wiki/CoCo/PubPolicy>]

Harassment (IAU definition): In general, harassment is a conduct that exerts unwelcome pressure or intimidation. This conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group.

Who to report to: one or both of the Collaboration Ombudspersons (ombuds@sdss.org), the Spokesperson (spokesperson@sdss.org), the Director (director@sdss.org), or any other member of the [Project Management Committee](#) they trust.

Intro Ombuds



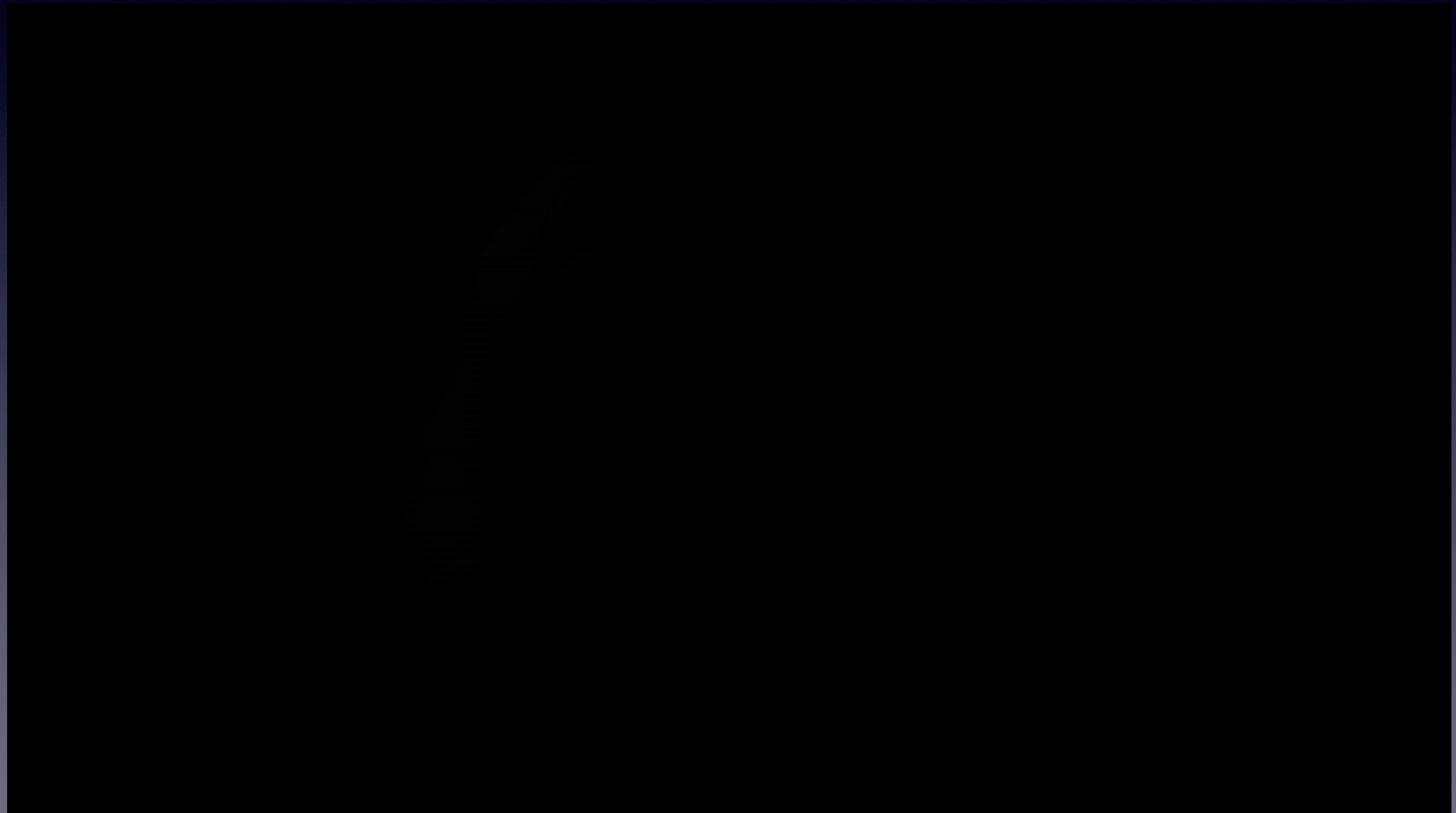
Jill Knapp

David Weinberg

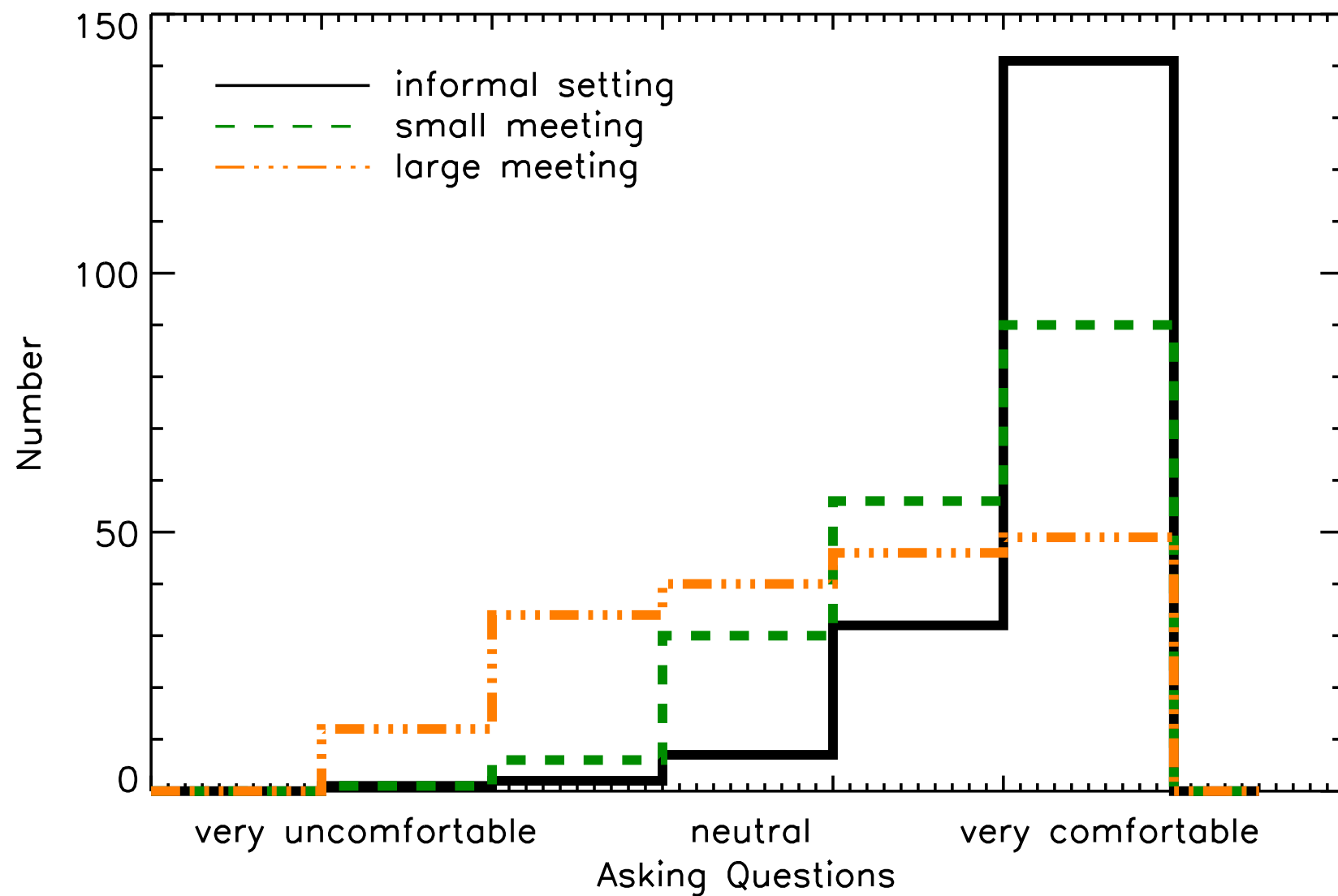


Intro Ombuds

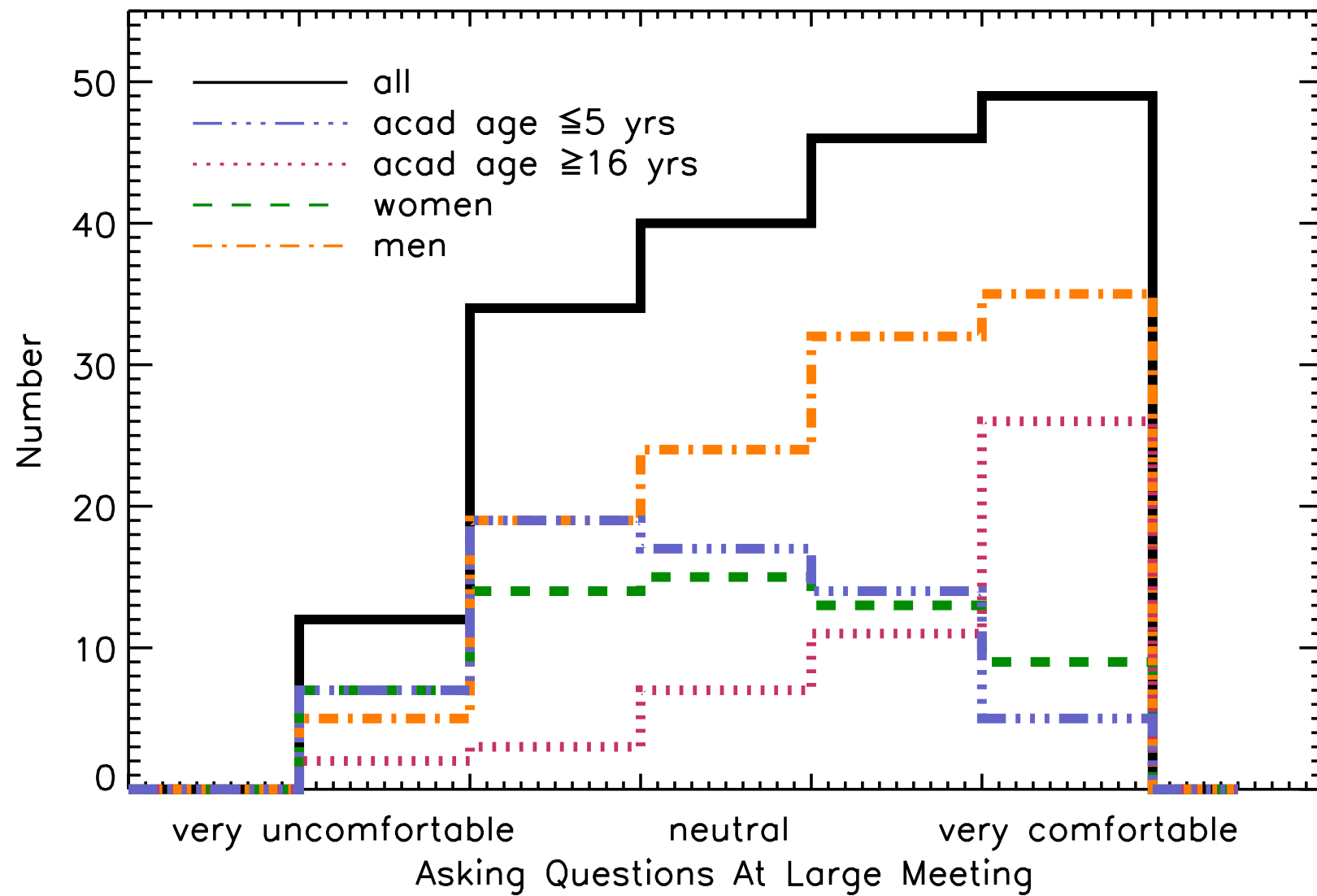
“Hi Jill Knapp here. I am glad to be one of your ombudsmen and I am very glad to be part of this”



Demographics Survey



Demographics Survey



Demographics Survey

When you do not ask questions, or if you are uncomfortable asking questions during a SDSS meeting, what are the typical, main **reasons why**?

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2. Worried question is stupid

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3. Not enough time or too many other people are asking questions

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General anxiety or nervousness; feel too young/early career; out-of date with topic; under appreciated; attempted but was not recognized; language barriers; etc

COINS at *this* meeting

- Speed Geeking at Reception (yesterday)
- COINS Inclusive Leadership Training (today during lunch)
- Bingo! (turn in filled sheet by Thurs 2pm for prizes)

Backup slides

Equality

Providing the same access to everyone,
regardless of difference and need

Equity

Providing the resources people need to be
successful, meeting their different needs

Privilege

A special right, advantage, or immunity
granted or available only to a particular
person or group