

# SDSS Best Practices for an Inclusive Collaboration

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The Sloan Digital Sky Survey (SDSS) welcomes and respects all Collaboration members, regardless of race, ethnic origin, religion beliefs, gender, gender identity, sexual orientation, disability, age, or family and socio-economic status. The success of the SDSS in creating a vibrant and productive scientific culture is widely recognized as one of its signature achievements, and the diversity of the SDSS Collaboration is one of its critical strengths.

SDSS promotes effective communication between its projects and the broad science community. SDSS welcomes passionate, detailed, thoughtful disagreement, and discussion about ideas. This free exchange of ideas and differing perspectives benefits the community and our work. An inclusive, collaborative, environment is necessary to support a broad, diverse group of individuals as they contribute their best efforts.

The following document highlights recommended practices to follow for a rich and respectful collaborative environment. The [SDSS Code of Conduct](#) describes official SDSS policy towards issues and concerns raised by its members regarding inappropriate behavior within the collaboration.

SDSS is committed to creating an inclusive, collaborative environment and endorses guidelines regarding professional behavior, bullying, and harassment, of the American Physical Society (APS), American Astronomical Society (AAS). We expect that participants in SDSS will read and abide by these guidelines, linked below.

## Elements of SDSS Workplace Culture

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1. **Be Kind** - SDSS realizes the impact of kindness to empower individuals to act in ways that strengthen ourselves, our relationships and our communities.
2. **Trust** - An inclusive, collaborative environment is best achieved when there is mutual trust, based upon honest behavior, throughout the community
3. **Respect** - Inclusive environments foster excellence by challenging us to consider a variety of viewpoints and approaches. We honor alternate viewpoints as opportunities for discussion and learning, and therefore treat others with respect, even if we disagree.

4. **Diverse** - Valuing diversity recognizes differences between people and acknowledges that these differences are an asset, bringing strength to a community through new ideas, innovation, and creativity.
5. **Inclusive** - By being inclusive, SDSS strives to create an environment of involvement, respect, and connection that values and benefits from diverse backgrounds and perspectives.

## Recommended Guidelines

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- Respect your colleague's agency. When they are speaking, do not interrupt them and talk over them.
- Respect your colleague's intelligence. Treat them as your equal. Do not speak condescendingly to them.
- Respect your colleague's personal space. When interacting with them, do not approach them in extreme proximity nor engage in any contact considered uncomfortable.
- Respect your colleague's history. Do not assume a history or state of your colleague based on outward appearances or supposed background. You are not aware of their personal experiences and identifications.

## Further Resources

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- [Inclusive Astronomy - The Nashville Recommendations](#)
- [AAS Ethics Code](#)
- [AAS Anti-Harassment Policy](#)
- [The APS Guidelines for Professional Conduct](#)
- [Existing Code of Conduct for SDSS](#)
- [bensbells.org](https://bensbells.org) - Be Kind-Ben's Bells