COINS: the Committee On INclusion in SDSS

Amy M Jones, co-chair

Intro to COINS
18 June 2018
SDSS-IV Collaboration Meeting
Seoul, S. Korea

Disclaimer: Many slides borrowed from S. Schmidt's SDSS 2017 talk

Current Members:

Brian Cherinka (JHU)

Adam Burgasser (UCSD)

Kelly Holley-Bockelmann (Vanderbilt; FAST lead)

Amy Jones (Alabama; co-chair)

José Sanchez-Gallego (UW; co-chair)

Sara Lucatello (INAF)

Karen Masters (Haverford)

René Alberto Ortega Minakata (UNAM)

Ashley Ross (Ohio State)

Sarah Jane Schmidt (AIP; co-chair)

Jennifer Sobeck (UW)

Zachary Slepian (LBL)

Keivan Stassun (Vanderbilt)

Jamie Tayar (Ohio State)

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CALL FOR NEW MEMBERS SOON!

Equity & 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

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

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

COINS charge & goals

COINS charge

To ensure equal participation to the collaboration regardless of gender, gender identity, race, ethnicity, sexual orientation, disability, career stage, geographic location, economic background, social and cultural backgrounds, etc. and all possible intersections thereof.

From the Sloan Foundation, we have been specifically charged with increasing the number of women in collaboration leadership.

COINS charge

The broad goals of the COINS are:

★ **to assess** the SDSS project and collaboration's climate and demographics

★ **to recommend** to the MC new policies or practices with regard to increasing inclusiveness

★ **to assist in the implementation** of these new activities where necessary

COINS activities

Demographics Survey

Faculty and Student Teams (FAST)

Documentation

SDSS Meetings

COINS activities

Demographics Survey

José's talk on Tues!

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It's Complicated...

Documentation

SDSS Meetings

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

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

recommendations for inclusive **telecons**

accessibility guidelines for meetings

chairing guidelines for meetings

EPO guidelines for inclusive activities

SOON: Welcome emails, mentorship, appreciation, leadership

Code of Conduct
(https://trac.sdss.org/wiki/CoCo/CodeofConduct)

Approved last year 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]

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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.

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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.

Code of Conduct

Lunch Discussion Today!!

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COINS at *this* meeting

- Intro to COINS talk

- COINS Monday lunch discussion (Code of Conduct, etc)

- Bingo! (turn in filled sheet by Wed 2pm for prizes)

- Demographic Survey talk (Tues morning)