

Cecilia Payne
Lyaposhkin ①

- dismantling and destroying obstacles
 - patriarchy
 - standardized testing
- developing interventions
 - elementary education
 - anxiety starting younger and younger
 - math anxiety
 - difficult things gendered
- resources for parents
- lack of diversity, what kind of things can people do to help people facing obstacles?
 - do everything and as hard as we can

- move away from deficit mindsets
- recruiting faculty that represent diversity of student body
- under prepared → not a judgement of character/ability
→ stop using as a descriptor
- teaching is part of being in academia
- ^{inclusion} giving time for students to answer, having a wait time
- never project judgement
- getting as many voices involved
- improving classroom experience
- training for undergraduates.
↳ teaching training being required

Prime manuscript
E.P. Ep. (3)

- we will always need to have communication skills!
- more of a political issue
 - no child left behind; emphasis on standardized testing
 - take on political system
 - massive consequences
- registered to vote?
- encourage women!
- career choices.
 - writing + directing policy

Cecilia Payne (eporcheu)

- setting the tone, advisors making sure students know resources/support
- how do we set tone?
 - have women bond, outside work, making sure no one gets left behind
- transition between highschool → undergrad!
 - foster sense of belonging early, ahead of time
- preparing women going into grad school:
 - know your laws, your rights
 - title 9 protects ^{school} ~~you~~, not you
 - file complaint, stay w/ it
 - know what decisions you might have to make
 - spreadsheet of known sexual harassers

Beulia Payne Laposchky (2)

- know who your unbiased ~~spk~~ listeners are.
- for equal distribution of resources to schools and stem programs.
- how women are perceived
- setting norms as a spouse. within good institutions:
calling in vs. calling out
- maintaining norm/ tone until natural

Themes

C.P.4 ③

① community building

↑
near-peer mentoring!

↓
② start early, supply resources, preparation to avoid self-blame, importance of conferences

③ Reset culture that will permeate everywhere

- connecting students w/ mentors
- faculty reflect diversity of students

- challenges in recruiting:
 - solutions:
 - infrastructure of jobs
 - maternity leave
 - operating w/o bias

outreach:
focusing on
what it means
to be a scientist.

- getting men involved in conferences like MWTL
- men don't realize what inequality against women is truly like, open their eyes
- advocacy classes for men

- pointing out wrongs

CELIA
- panel: only dealing w/ problems of white female scientists
- LGBTQ+ community
- women of color

- mentors K-12 → upperclassmen and grad student mentors for undergraduates
→ support in STEM classes

→ grad + undergrad mentorship pairs

→ getting lost once on campus (undergrads)

- white conference → show diversity

- Shepards' - building trust w/ students early on

①

men → intimidating intimidated to be an ally?

should we have separate talks w/
men on being inclusive.

- don't assume what women want.

- how would you want sister/mother to be treated?

- don't need to be related to have empathy

- girls who code movement

- low charge to participate

- applying code to science

- cost of science camp is high — getting kids involved

→ get school involved

→ level school funding

③

- CONSEQUENCES

- start holding young boys accountable

- male allies

- how do we get respect?

⑤

Capos...

- disparity women and minority face: transitions, highschool → college
- funding programs
- perspectives in different country

- stereotypical scientist: opening eyes to bias + stereotypes

- disconnect men have

→ future of ... , panels that aren't diverse
- invite diverse speakers

Exposition

(4)

- double standards, power difference
- authority

Major Themes

+ 3 parts +

- * - education around imaging scientists → everyone involved
 - * - bring men to conferences like this
- start early, keep on it, be supportive!
(bridge programs, near peer mentoring)
- ** - overthrowing patriarchal norms
(start w/ young boys)
- consequences and transparency for men who harass women
- (6) - spectrum of infraction
 - focus on rehabilitation
 - punishment isn't necessarily best