



Intersectional Identities of Physicists

2023 RHIC/AGS Annual User's Meeting

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Faculty:

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Current students:

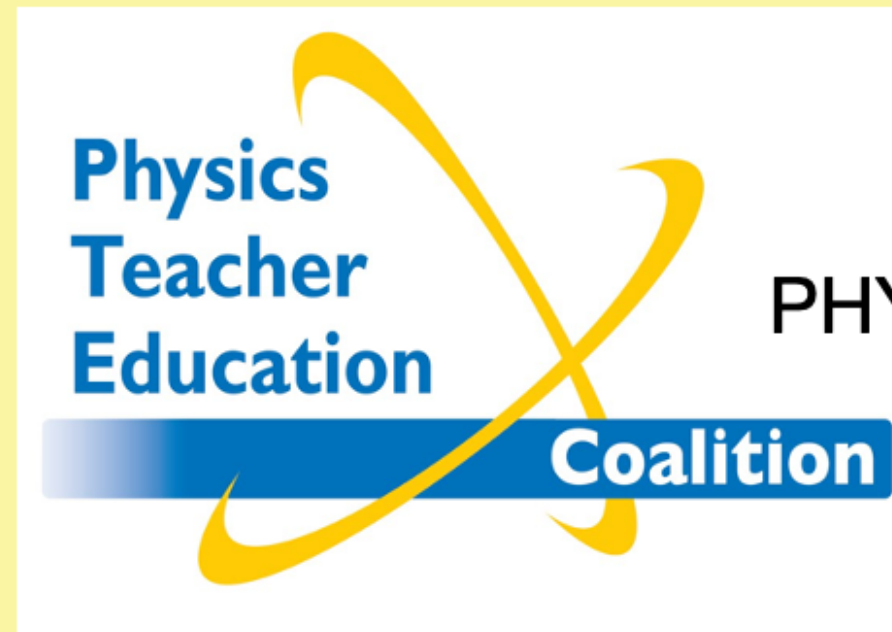
Emily Cappello
Hannah Castro
Jessica Conn
Anthony Gobernatz
Shahrazad Hesaaraki
Austin McCauley
Xandria Quichocho
Kaleigh Salty
Erin Schipull
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Past students:

Cody Blakeney
Daniel Chonis
Aaron Collins
Chase Gammon
Kayley Green-Tooney
Gabrielle Harmon
Joseph Hook
Sara Hull
Nichole Libby
Jean-Michel
Mailloux-Huberdeau
Audiel Maldonado
Rebel Nicholson
Egla Ochoa-Madrid
Korley Roesler
Sean Tarter
Lauren Trombley
Ryan Zamora

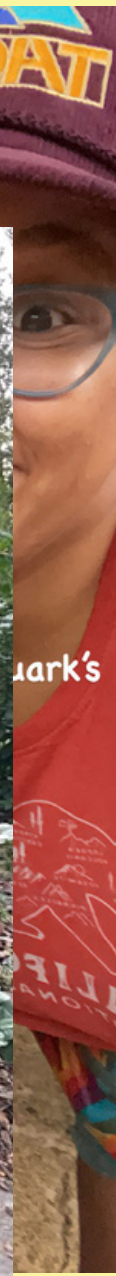


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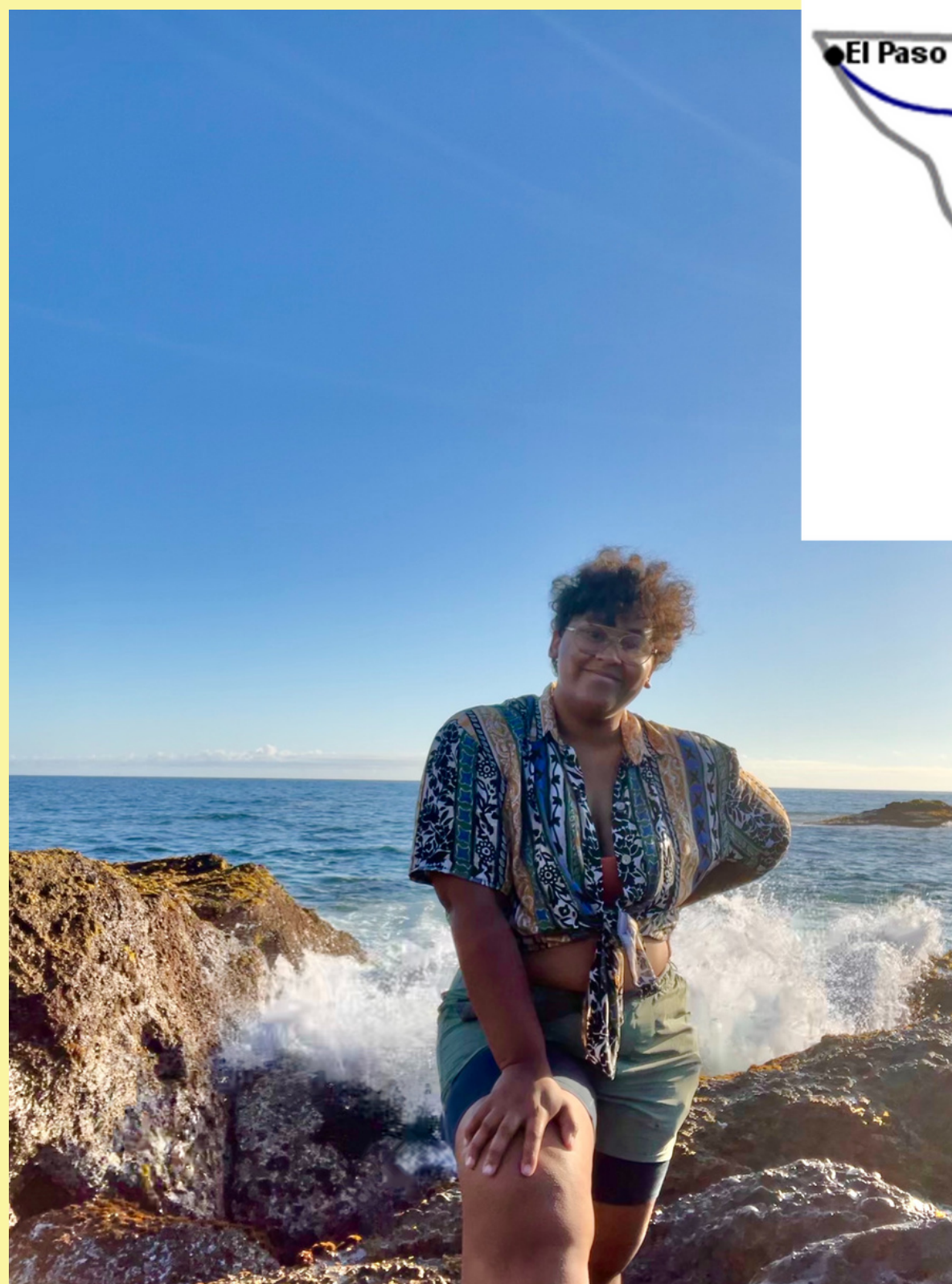


XANDRIA R. QUICHOCHO

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they/them

Residing (primarily) on Tankawa,
Apache, Maikan-Garza Band, and
Coahuiltecan Land
(settler name: San Marcos, TX)



Society of Indigenous Physicists

- Contracted work with SIP to build community between Indigenous physicists world-wide
- Planning the first gathering of Indigenous physicists in 2024
- Give workshops on incorporating Indigenous ways of knowing into the classroom and research



www.indigenousphysicists.com



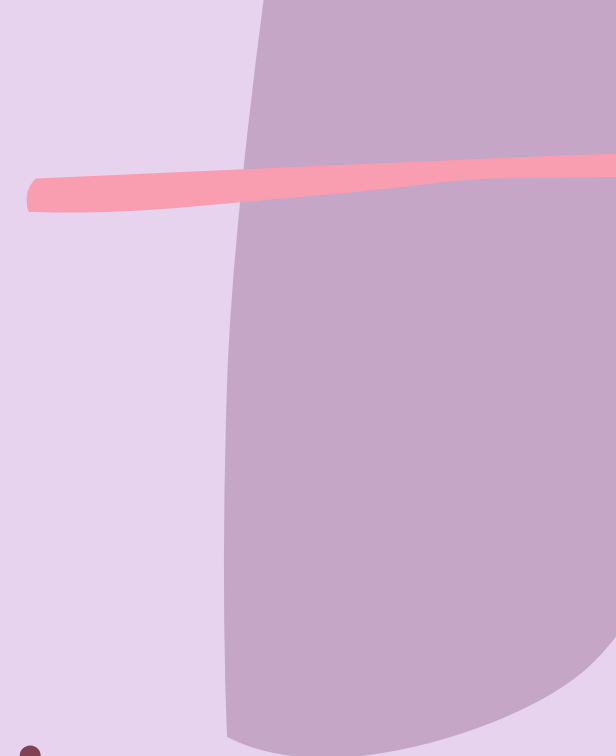
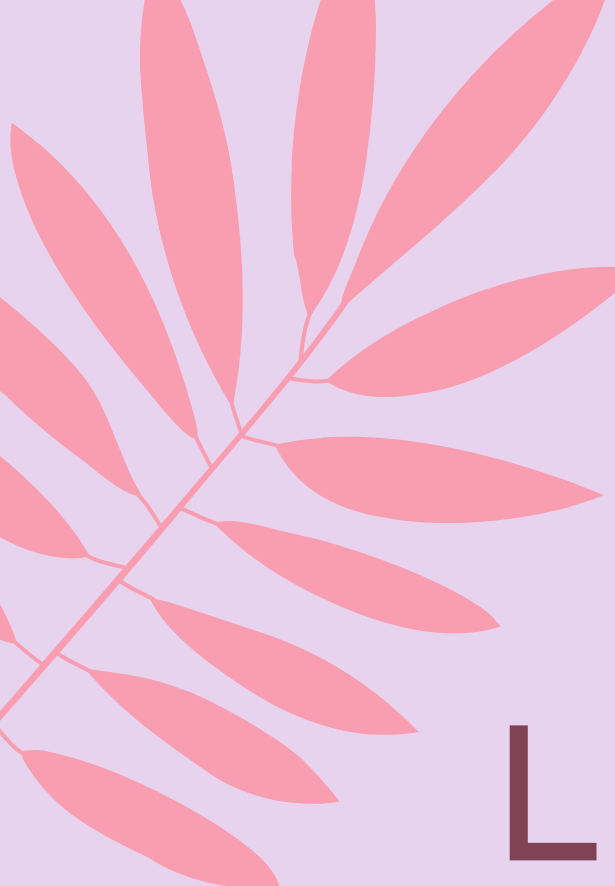
Indigenous Peoples Exist Within
Physics (pg. 4)

APS Committee on Minorities

- Work to brainstorm and build official structures to support minoritized and marginalized physicists with the American Physical Society
- Committee performs Site Visits for physics departments to evaluate equity & inclusion practices

International Society of Non-Binary Scientists

- Attended an international round-table to discuss how to safely and ethically collect demographic data on LGBTQIA+ scientists



In what ways do GMPOC* and LGBTQ+` physicists develop their physics identities?

*Gender Minority People of Color

`Lesbian, Gay, Bisexual, Transgender, Queer, plus

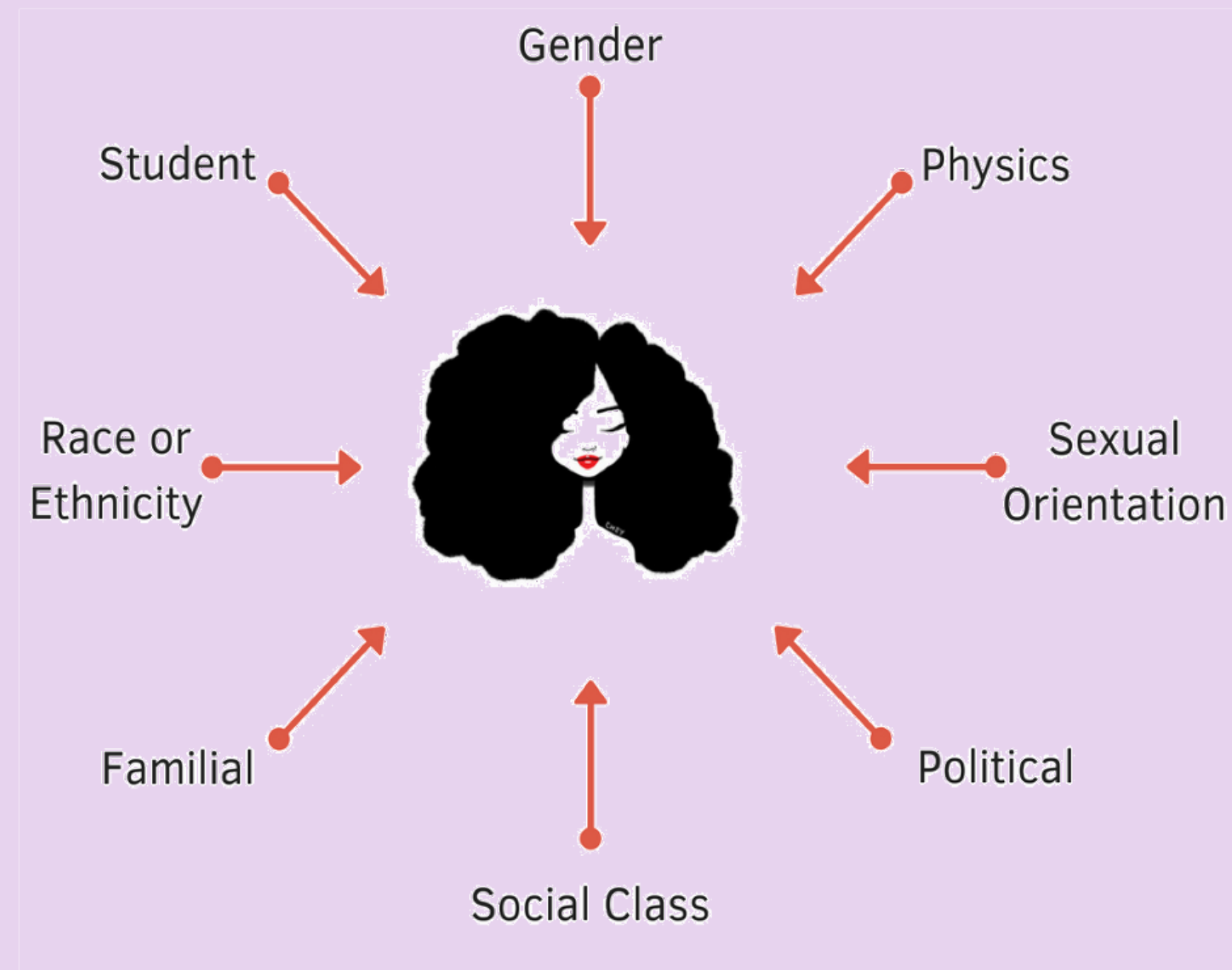
**We want to note the inclusion of transgender participants, transgender women, in particular.



Physics Identity

If one identifies as a physicist or physics person

Introduced by Carlone and Johnson [1] and operationalizes by Hazari et al. [2]



Understanding how people do or do not identify with the practice allows us to examine the systemic & structural practices that are necessary to create more equitable and inclusive environments

Goals of study

We want to find out more about what support marginalized folks need to remain in the field

What does equity & inclusion mean for transgender and non-binary folks in laboratory and group settings?

What does it look like?



What does it mean?

- LGBT+ physicists have faced **uneven protection and support from legislation and policies.**
- In many physics environments, social norms establish expectations of closeted behavior.
- **Isolation** was a common theme for many LGBT+ physicists.
- A significant fraction of LGBT+ physicists have experienced or observed **exclusionary behavior.**



What does it mean?

- LGBT+ physicists with **additional marginalized identities** faced **greater** levels of discrimination.
- Many LGBT+ physicists were **at risk for leaving** their workplace or school.
- LGBT+ physicists reported **trouble identifying allies** to help mitigate isolation, exclusion, or marginalization

What does it mean?

Transgender and gender-nonconforming physicists encountered the most hostile environments.

A sense of belonging is essential for people, especially marginalized people, to remain connected to, and a part of, the practice

What can we do?

- Create safe spaces for transgender & non-binary scientists
- Establish a clear code of conduct that includes procedures for reporting violations
- Promote the use of inclusive language in the lab/classroom/workspace
 - More than just respecting people's pronouns. It means sharing your own if you are cisgender, avoiding the use of "male/female" equipment, etc

What can we do?

- Develop (or find) efforts that are currently supporting LGBTQIA+ people and scientists! Look beyond the sciences and start relationships
- Attend a series of workshops that center creating more inclusive and safe spaces for marginalized scientists. One conference workshop is just the start!

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Thank you for being here today!



<https://www.aps.org/programs/lgbt/>
Recommended resources!

Please feel free to reach out!
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