7th IUPAP International Conference on Women in Physics

Abstract

It has become clear that allies are important, even essential, for the successful pursuit of social justice, advances of marginalized groups, and diversity, equity, and inclusion efforts. The support and active participation in those undertakings of cis men is particularly important, since many of the problems women and minoritized groups face come from this demographic group. In physics related jobs — whether in academia laboratories, or industrial settings — men hold the majority of leadership and membership positions and thus are frequently in good positions to affect positive and lasting change to the current culture, both in the dayto-day and the big picture. Furthermore, increasing diverse participation in the field is in everyone's interest, regardless of their gender, ethnic, racial, and any other characteristic that make their involvement and experience in Physics more difficult and less equitable. Gender inequity is not a "women's issue", and addressing it is a societal imperative, thus men must actively participate in the dismantling and rebuilding of the system in a way that removes any semblance of privilege and inequity.

For men to become effective and supportive allies, we must be able to educate ourselves on issues of misogyny, sexism, and general discrimination on the bases of sex and gender. Many men operate from a place of oblivion of issues of harassment and inequitable treatment of women and minoritized groups in our profession and in society in general. This poster aims to provide some ideas, tools, and directions of upping the ante and moving from allies to accomplices and co-conspirators in the push for social justice to all those who identify as women, as they sit at different axes of intersectionality. Taking the responsibility to educate ourselves, listen and learn from others – especially women – without reverting to a defensive stance, plays a significant role in countering violence that manifest in physical, mental, emotional, economical, and political exclusion in our profession and in the wider society.

Introduction

This poster provides some information, suggestions, and resources for men, specifically cis white men, to become allies, supporters, and followers in the fight for equity and inclusion of women and minoritized groups in physics, in STEM fields in general, and in society as a whole.

The discussion of how to ameliorate, improve, and redress the underrepresentation of women in physics, requires an understanding of the complex societal reasons for the suppression of equity in our field. Underrepresentation of women in STEM in general and in Physics and Astronomy in particular, starts very early. Until around fifth grade, girls and boys are on par when it comes to self perception of their abilities, i.e., intelligence, leadership, and confidence in themselves. **<u>Girls' perception</u>** of their intelligence diminishes as they get older, their confidence and leadership self-perception declines somewhere between middle and high school level. It is critical to understand that these disparities do not simply materialize in the adult population (college and above) but rather start as early as the transition between middle school and high school.

In this poster I will present some of the research conducted in the past few years about the participation of women in physics throughout their lives, and the hurdles they must traverse. Most especially, what men must do to push for the required and necessary changes to the field and support the women who suffer from it and the women who lead the efforts to modernize our field, make it equitable, inclusive, supportive, diverse, and welcoming to all those who choose to participate and incorporate physics into their lives.



www.rulingourexperience



TGQN = Transgender, Gendergu

or non-conforming, Questioning

ΔIP Statistics

TGQN Decline to or Not listed.

Female

Male

Being an Ally

Department of Physics & Astronomy, University of Kansas, USA

1995 1999

AIP Statistics

aip.org/statistic

aip.org/statistics

aip.org/statistics

ter. Nationwide Survey of High School Physics Teachers

AIP Statistics

aip.org/statistic



- norms and biases.
- enough.

- **Tiffany Jana**
- Harvard Business Review
- Taylor Kennedy Coqual

20. Ar Actingheases an Ally Through Sponsorship and Advocacy — Margaret M. Yacobucci Bowling Green State University

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a. Awareness is only the beginning, to affect change, allies must be more than educated. Just as much as women and BIPOC of all genders and intersectionalities must live with systemic injustices that pervade our societies, the privileged amongst us cannot pretend that we are not aware of the biases and inequities that exists all around us.

To go beyond passive support and into active involvement takes courage. Activity exposes one's ignorance, requires engagement that may cause discomfort, exposes the fear of saying the "wrong" thing, using the "wrong" language, and partaking in confrontations.

d. Allyship is not about feeling guilty for one's own privileged position but about wanting to help. Being an ally requires more than sympathy to the cause, more than understanding of the problem, though both are imperative, they are only the precursor to true allyship. Being an ally requires action. What is essential is taking responsibility for how things are and actively affecting and contributing to real change. Allies must be fierce and to take action to upend the status quo.

e. Some people use the words such as <u>comrade</u> or <u>co-conspirator</u>, to emphasize that perhaps allyship is not a strong enough word. The sentiment is real, since traditionally allyship refers to the sympathies and understandings rather than the active challenge of the social

Understanding the complexities of social standing, the built-in hurdles to mobility and acceptance by all those who happen not to be white cis men is important, essential, but not

Active allyship demands action not only to support those affected, but to dismantle the existing barriers and obstructions. Self awareness, critical thinking, and education are the tools that lead to action. Action is the real sign of allyship.

h. <u>Allyship</u> is a commitment to unlearning and re-evaluating basic concepts and actively and proactively working with minoritized and marginalized groups to affect significant change in systems. To be an ally we must not assume identities not ours, but rather declare solidarity.

Questions for Allies

- irls and women to be BOSSY?
- women want to be LIKED?
- OU perpetuate the BOSSY/LIKED expectations for women in your
- dominant gender expectations influencing how women and girls see what they can accomplish?
- ame gender expectations influence the negative experiences of girls chool, families, and STEM workplace?
- vi. How is the pay gap influenced by these gender expectations?
- vii. How do you perpetuate dominant gender expectations in your workplace?
- viii. What is one action you can take starting today that would change that?
- ix. What is another action you can take in the near future that would change that?

Allyship Resources

1. <u>Allyship - The Key To Unlocking The Power Of Diversity – Sheree Atcheson – Forbes</u> 2. What is Allyship? - Rochester Racial Justice Toolkit

On Aspiring to be a Comrade – Karen Tronsgard-Scott – Move to End Violence

Ally or co-conspirator?: What it means to act #InSolidarity - Move to End Violence

Allyship: What It Means to Be an Ally – Tulane University Online Magazine Blog

6. <u>The Differences Between Allies, Accomplices & Co-Conspirators May Surprise You</u>

So, You Want to Be A Male Ally For Gender Equality? (And You Should) - Christopher Hook, Gary Barker, and Alexa Hassink, Promundo

Male Allyship Is About Paying Attention – W. Brad Johnson and David G. Smith

Engaging White Men as D&I Champions and Allies – Diversity Best Practices

10. What Majority Men Really Think about D&I And How to Engage Them in It - Julia

11. The Number One Reason White Men Give For Not Getting Involved With Diversity and Inclusion – Sarah Todd – Quartz

12. Men as Allies – Diversity Woman Media

13. <u>Men as Allies</u> – <u>Katherine Bowers</u> – <u>Working Mother</u>

14. Why The Fish Must See The Water: Helping Men See Their Own Culture - Bill Proudman – White Men as Full Diversity Partners (WMFDP)

15. STEM Fields Need Male Allies to Advocate for Greater Gender Equity - Ginger <u>O'Donnell</u> – <u>Insight into Diversity</u>

<u>16 Empowering Women by Engaging Men</u> — <u>Michael Kimmel</u> — <u>The Wharton Work/Life</u> <u>iect</u>

<u>the Male Ally: Engaging Men, Advancing Women</u> – <u>Lynn Varacalli</u> Progressive Women Leadership

<u>d Advocates: Helping Create Inclusive & Highly Productive Technology</u> <u> Male Allies and Advocates Toolkit – NCWIT</u>

Engaging Men to Advance Women in the Workplace – Center for Women <u>at Bentley University</u>