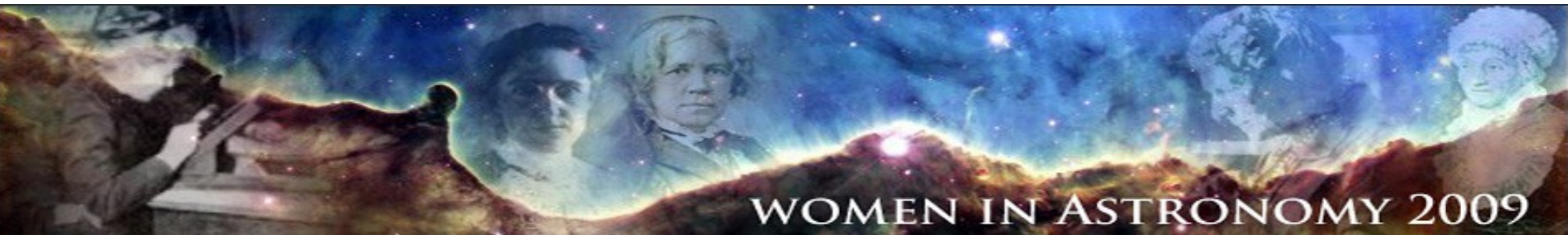


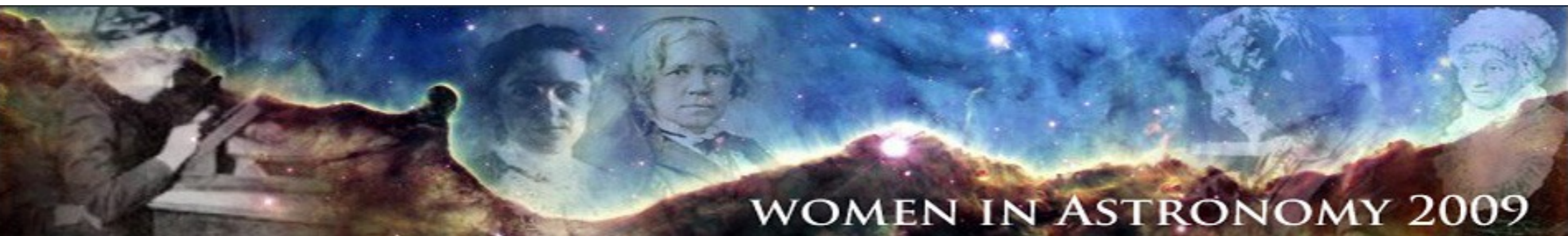
Meeting the challenges of an increasingly diverse workforce - why do we care?



Matt Mountain - STScI

October 2009

The greatest problem with **participation** is
the **belief** that it is occurring¹.



Matt Mountain - STScI

October 2009

1. with apologies to George Bernard Shaw

We have strong traditions

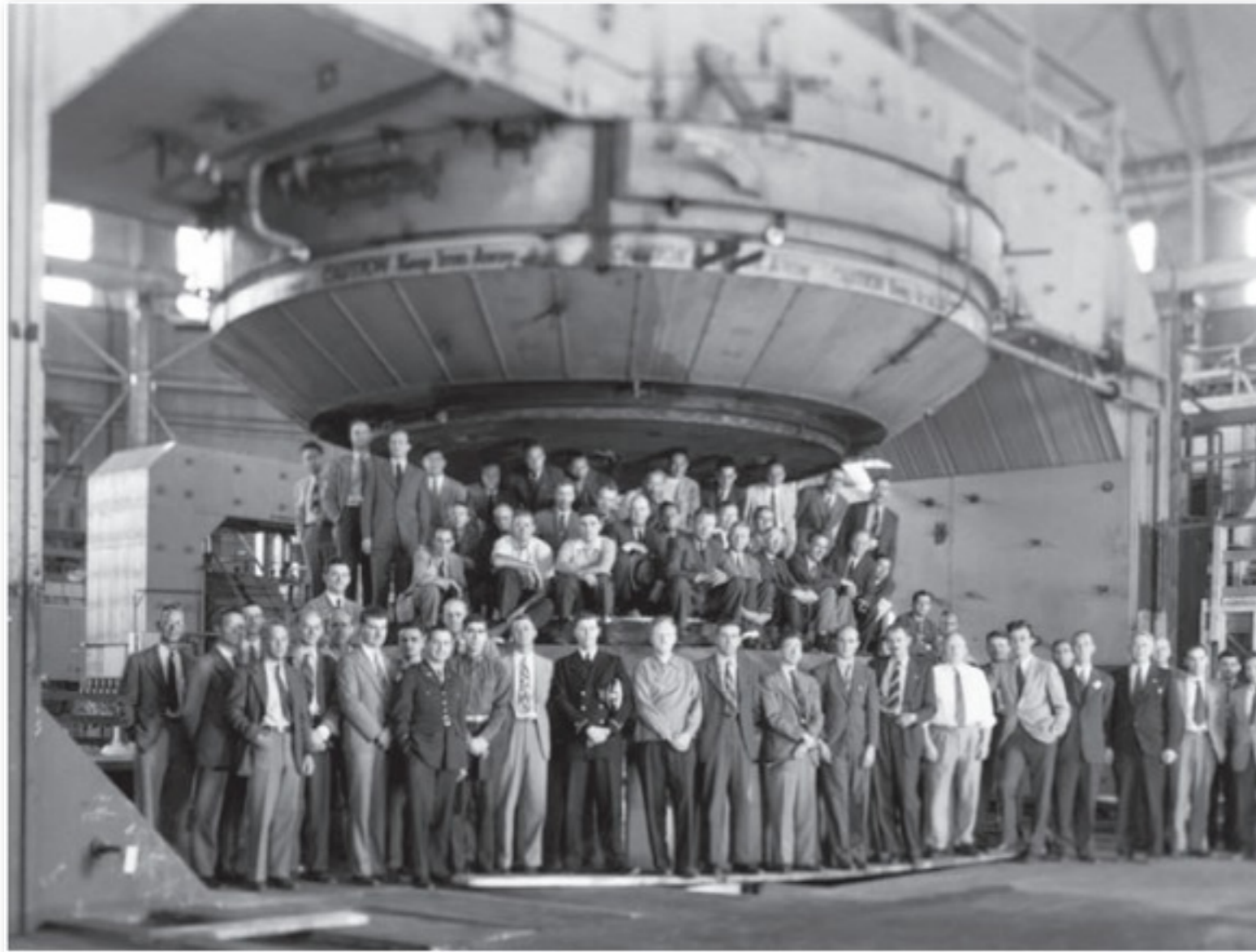
the preserve of astronomers whose heritage consisted of lonely nights, perseverance, and an assumption of the unique “added value” **a skilled observer brings to the whole process.**

.... there was a considerable degree of “self worth”



McCray, 2003

We have strong traditions



“Get Acquainted Tea” for wives of newcomers to the Lawrence Radiation Laboratory in Berkeley, 1961. **The three women on the left are standing in their husbands’ rank order at the lab.**

Lawrence Berkeley National Laboratory.

In class, status, and self-image, [the American intellectual] has become more solidly middle class,
The Postwar Suburbanization of American Physics
David Kaiser, American Quarterly 56, 4 (2004)

and strong advocates for the **status quo**

2005 “that in the special case of science and engineering, there are issues of intrinsic aptitude”

Larry Summers

Remarks on Diversifying the Science & Engineering Workforce

2008 “STScl did not, in fact, discriminate except on the basis of excellence, but that this fact created too harsh and competitive environment. ... is the epitome of anti-feminism..”

Riccardo Giacconi on the findings of the Dupree Committee (2002)

from Secrets of the Hoary Deep

science progresses through
rigorous verbal and written
“hand-to-hand combat”

or



Surprise and sociology in
multi-disciplinary sciences
– Charles Townes, 1993

...there is a lot more to science than
intelligence. Surroundings count, the place
where you are, work habits, attitudes,
ability to carry through and an idea and so
on. It's a very complex business...”



QUESTIONS

1. **why** is it as a profession we seem so certain about the attributes required for success in our field?
2. **is past performance a reliable guide for future success** in the increasingly complex intellectual, cultural and **fiscal** environment in which astronomy & astrophysics are now embedded?



responses?



1. In the name of equality and fairness, we encourage (and expect) women and people of color to blend in.*

the staff gets diversified but the work [and environment] does not*



“The truest sign of insanity is doing the same thing again and again expecting a different result.....”

* HARVARD BUSINESS REVIEW ON MANAGING DIVERSITY, 2002

responses?



1. In the name of equality and fairness, we encourage (and expect) women and people of color to blend in.*

the staff gets diversified but the work [and environment] does not*



2. Diversity should be understood as the varied perspectives and approaches to work that members of different identity group bring*

not only race, gender, creed and ethnicity, but also age, background, education, function and personality differences*

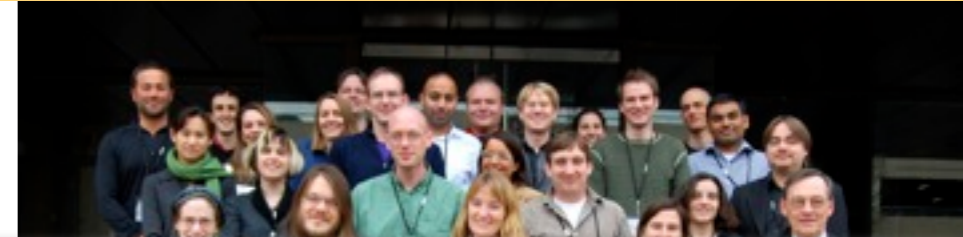
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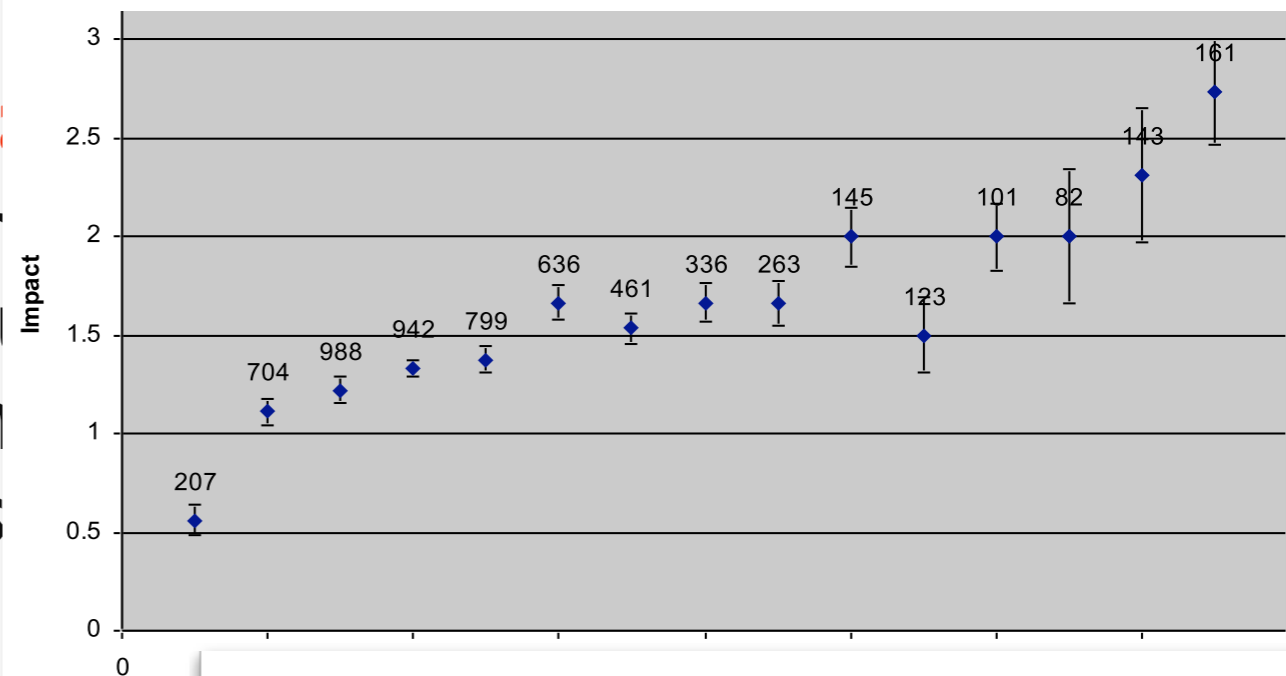
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Mean impact of astronomy & astrophys. papers vs. number of authors
(Crabtree, 2007)



“Thus we conclude that over the six year period 2001-2006 ...there is a strong correlation between citation ranking and number of authors ranking.” (Frogel, 2008)

astronomy is changing

sustaining excellence through a competitive energetic vocal and motivated staff is **critical** to the vitality of STScl



it is **how** that competition of ideas is waged and **how diverse** the constituency that feels empowered to participate in that debate, which is at the core of transforming STScl into a 21st Century organization

looking to the future



looking to the future



looking to the future



looking to the future



**can astronomy and physics remain relevant
if it continues to look like this?**

looking to the future



**if curiosity based research fades from relevance
- how will it effect this Nation's future potential?**

