



SUMMARY OF RECOMMENDATIONS RELATED TO INTERSECTIONALITY

The Problem: Experiences of bias, stereotypes, and feelings of exclusion are exacerbated for scientists with multiple intersecting marginalized identities. Women of color and LGBTQ+ scientists are much more likely to face harassment and discrimination, and scientists with disabilities report feeling stigmatized when asking for reasonable accommodation and leave the field at increased rates.

Recommendations:

- Navigating the field can be an isolating for individuals with multiple intersecting identities that are significantly underrepresented in astrophysics, so building intentional community, through informal networks and professional and affinity organizations, can increase belonging and persistence.
- Departments and collaborations should have clear anti-bullying policies and encourage members to attend both diversity and anti-bias trainings, which include instruction for effective allyship. Individuals should intervene when they see harassment, bullying, or exclusion.
- Incorporating gender neutral and inclusive language in job ads, the classroom, seminars and talks, and social contexts increases feelings of belonging and reduce opportunities for harassment. Individuals should model sharing preferred name pronunciation and pronouns on websites, in email signatures, and in learning management systems, encouraging others to do so as well.
- Individuals should practice inclusive mentorship techniques and create processes by which they can assess how effective those techniques are for their individual students/groups.
- In the classroom, using accessible materials and active learning strategies to engage students has been demonstrated to improve learning outcomes for students from all backgrounds.
- Hiring and promotion committees should consider the effectiveness of accessibility in mentorship and the classroom when making decisions, placing value on more inclusive practices.
- Universities and departments should track anonymized demographic information, alongside data about funding sources and service expectations to ensure that resources and work are distributed equitably among students and employees.
- Workspaces – including those used for conferences and outreach events – should be accessible to all participants. Robust hybrid and virtual options offer an additional avenue to allow full participation.

Picture an Astronomer: Best Practices for Retaining Talent in Astrophysics

<https://arxiv.org/abs/2512.24465>

<https://pictureanastronomer.github.io/whitepaper>