

JA 1.4

Accessibility, equal opportunities and diversity

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JA 1.4 overall objectives:

- Provide guidelines for a safe working environment (Code of Conduct)
- Promote EDI principles and activities inside/outside ORP

Focused on:

- Reflection on best practices for ORP partners offering transnational and/or virtual access (TA/VA), in terms of:
 - assignment of telescope time
 - accessibility of observing facilities
- EDI training for early-career scientists at observing schools

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Best practices for TA/VA facilities

Background

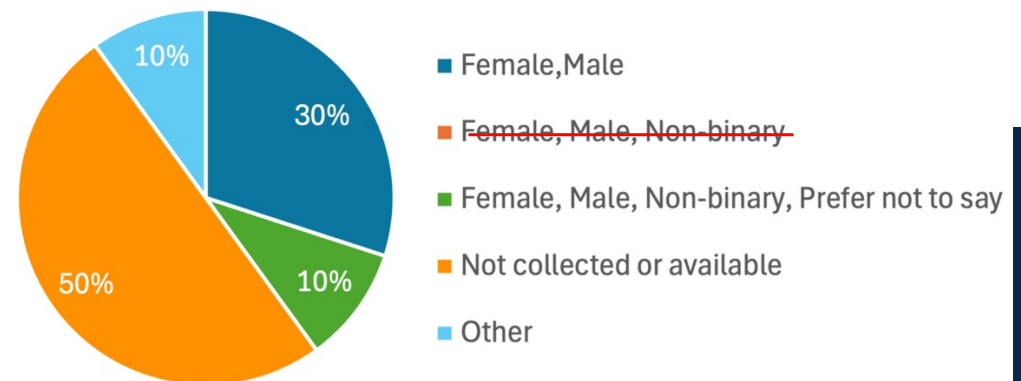
- Large astronomical facilities have identified systemic biases (gender, age) in the evaluation of observing proposals and in the telescope time allocations
- Strongest impact on female investigators (mid-career/senior)
- Large facilities have moved to dual anonymous peer reviews

→ Survey TA/VA facilities

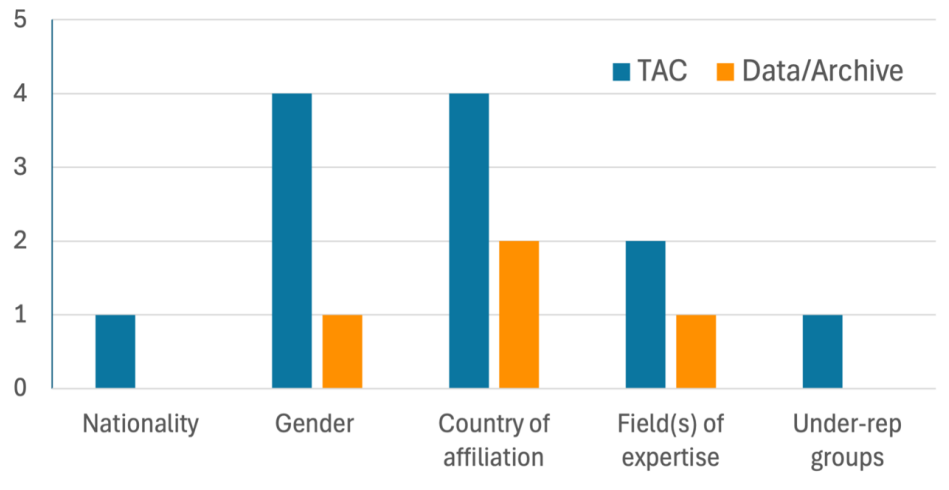
36% response rate (10/28)

Caveat: small number statistics

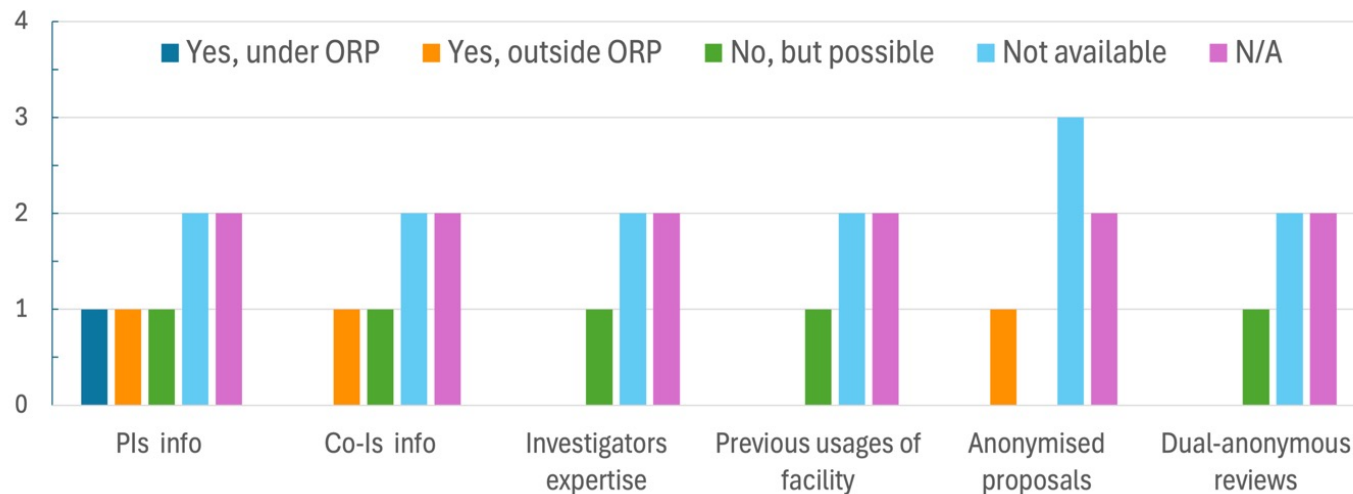
What type of gender data do/can you collect/track of your users?



TA/VA Survey: TAC and peer-review

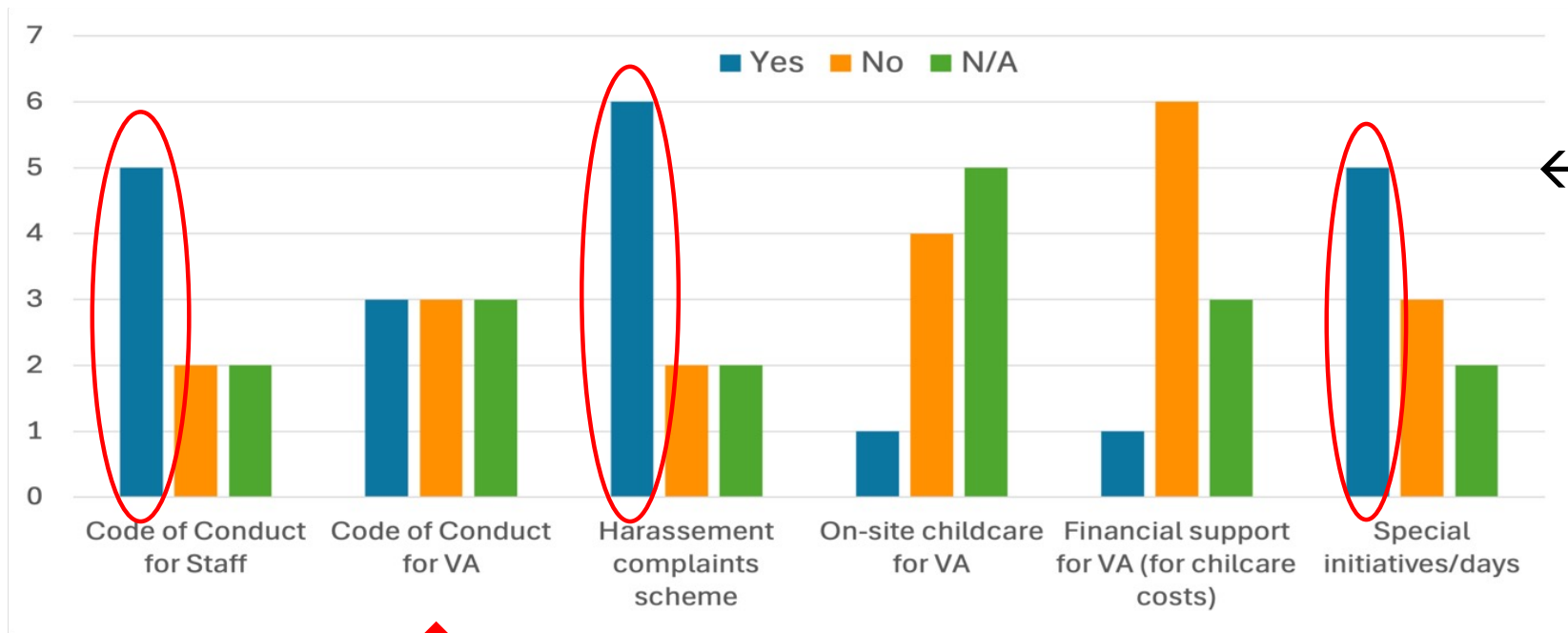


← Time Allocation Committees
and
Data/Science Archives
What data do/can you collect/track?



← Peer-review systems:
What can you obfuscate?

TA/VA Survey: policies



← Available Tools / Services

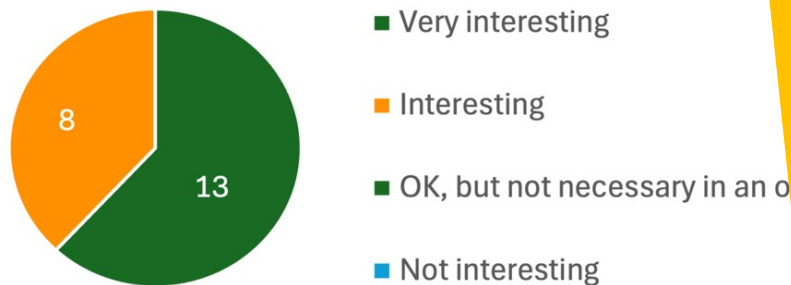
it would be easy to implement

EDI training for early-career scientists

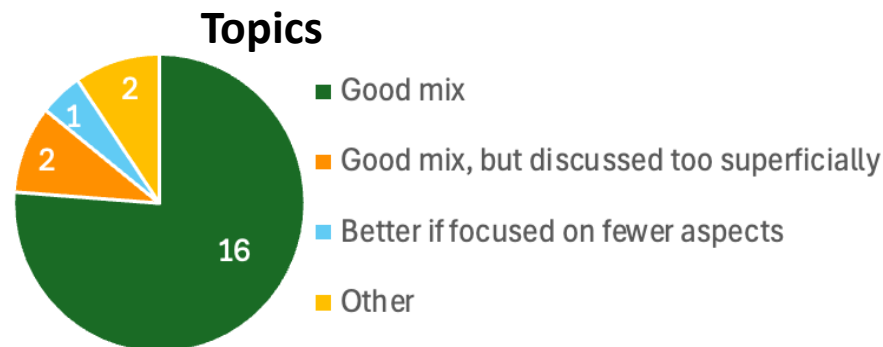
Goal:

Target our future leaders ... best if they are equity-oriented, inclusive and diverse!

- Three NEON observing schools during 2024-2025 (Asiago, Athens, Calar Alto)
- Paired with the career-development session (led by Heidi Korhonen)
- 46% response rate (21/46, evenly covering the 3 schools)



Data-based approach: excellent!
More non-binary data
Expand topics (ethnicity, socio-eco, queer...)
Include practical session



Lessons learned

It has been a bumpy road ...

- Scepticism (and distrust?)
- EDI rarely a priority
- + Some important information collected to build on
- + EDI training: a success and rewarding!
- + Some great “EDI believers”