



CAASTRO
ALL-SKY ASTROPHYSICS

Professors for Change Charter (draft)

The purpose of this initiative is to provide a framework for high-level members of the community to undertake challenges and ask the difficult questions, going beyond their own immediate circles to advocate for meaningful change.

There are 5 major areas in which Professors for Change can be most effective:

1. Conferences

- a. as invited speaker:
 - i. Ask the difficult questions: what is the gender balance of the conference participants? Are there childcare accommodations? What is the gender breakdown of the SOC?
 - ii. Use part of your talk to highlight any issues, such as a lack of female invited speakers
 - iii. Consider refusing invitations from conferences who do not put effort into increasing diversity
- b. as Scientific/Program Organising Committee (SOC):
 - i. Make sure there is good representation of women on the SOC and invited speaker list, or that there is a good reason if this is not possible
 - ii. Organise a talk at the beginning of the conference giving diversity breakdown
- c. as participant:
 - i. Make a point of bringing up the issue of diversity in conversation, so it is discussed as widely as possible
 - ii. Again, use part of your talk to highlight issues, if necessary

2. Job selection panels:

- a. Bring up the issue of unconscious bias and encourage panel members to test themselves
- b. Make sure panel is balanced
- c. Make sure that nobody asks illegal questions (take the role of informing the applicant when they don't have to answer a question)
- d. Make sure that jobs have accommodations (childcare, part time), where possible

3. Prizes:

- a. Ensure women in your institute/affiliated institute are nominated (actively encourage them to nominate themselves)
- b. Draw attention to imbalances in prizes being awarded

4. Supervision:

- a. Take on female students
- b. Make sure they have adequate career development
- c. Actively campaign on behalf of female students, nominate them for prizes etc
- d. Encourage women to apply for suitable jobs
- e. Take the lead in making sure there aren't pay inequalities

5. Being a high-profile ally:

- a. Be active in exposing harassment and discrimination
- b. Be a role model for future champions of change