

How well-meaning people of privilege maintain inequity in Physics

PRESENTED BY
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THURSDAY
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4:00 PM
IN JH 136

Refreshments will be
served in the JH 1st
Floor Vending Area at
3:30

ABSTRACT

Inequity in physics remains a problem despite significant effort, care, and material resources dedicated to addressing it. The tendency to focus change efforts on the oppressed while leaving people and structures of power unexamined is likely related to the slow progress. In this talk, I present data from multiple studies considering how those who hold intersecting identities of privilege engage with equity efforts. Findings highlight how well-meaning people of privilege frequently undermine equity by failing to acknowledge even obvious inequity, distancing themselves from both the causes and solutions of inequity, minimizing it when they can not deny or distance, and justifying their own inaction. I end by offering recommendations for both individuals of privilege as well as recommendations for policymakers.

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