

Title: Are we considering enough? Inclusivity in Quantum Gravity and Cosmology

Speakers: Jarita Holbrook

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# ARE WE CONSIDERING ENOUGH? INCLUSIVITY IN QUANTUM GRAVITY AND COSMOLOGY

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# GOALS

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- Present something new
  - Make you consider something you haven't considered before
  - Facilitate discussion
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# WHEN ARE YOU AT YOUR WORST?

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- Time Crunch / Deadlines
  - Hungry
  - Ignorance / Feeling Stupid
  - Language Disadvantage
  - Made a Mistake
  - With Strangers / Social Anxiety
  - With those you disrespect (women, disabled, different) / make you feel uncomfortable
  - Sleepy / Jet Lagged
  - Drunk / Intoxicated
  - Overwhelmed
  - With those that disrespect you
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# WORST

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- If possible, set your boundaries (for their protection!)
  - "I will need to eat about that time"
  - "I need the next 30 minutes to think"
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**WHEN ARE YOU THE MOST GENEROUS  
WITH YOUR TIME & EXPERTISE?**

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# IN AN INTERNATIONAL COLLABORATION: WHERE IS THE BEST PLACE TO HAVE A BABY?

e.g. Sweden after working for 1 year, get at least one year paid leave and your job is held for you to return with no shortening of your contract.

Slovakia three years paid leave and your job is held for you to return after 3 years

U Arizona temporary reassignment of duties, no classroom teaching for one year or longer if needed but still mentoring students, doing research and other negotiated tasks.

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# **DIVERSE TEAMS WIN...**

**But diverse members must be well  
integrated to bring those benefits**

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# WELL INTEGRATED

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- Listened to
  - They are given space to talk
  - Their ideas are welcomed
  - They can argue without being penalised or reprimanded
  - They feel valued
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# WHAT CAN OUR COLLABORATION DO ABOUT JOB PRECARIETY?

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- Who do we care about? Who do we think it is fine to lose to industry / non-research jobs?
  - Can we offer longer postdoc positions?
  - Can we give postdocs manageable short-term projects so that they can produce several articles per year?
  - Can we secure extra funds for bridging career gaps to retain talent? And offer these to women, too?
  - Other ideas?
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# INTERDISCIPLINARY RESEARCH

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- Costs more
  - Takes longer
  - Harder to become a cohesive team / team building may be required
  - Harder to manage given the different academic language conventions
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# IN PARALLEL, DIVERSE SCIENTISTS

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- **Indigenous/Disabled/Minority Scientists:**
    - may need more time
    - May need additional financial resources
    - Need to feel welcomed not just tolerated
    - Overworked doing outreach and committee duties
    - May not know the unspoken rules so are at a disadvantage
    - May suffer from culture shock, homesickness, loneliness may manifest in mental illness
    - May need much more mentoring (should be offered)
    - More likely to be fired
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## **HOW TO WE STAY AWARE OF HARASSMENT, BULLYING & DISCRIMINATION IN OUR COLLABORATION?**

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**THANK YOU!**

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