

Local Responses to 4 Questions

1. How do scientists and engineers from smaller/less developed nations get involved in these big projects?

SOME COMMUNITY RESPONSES

- Isolation of small groups, happen through existing networks (faculty/senior scientists), obstruction from large monetary buy-ins - exclude smaller institutes and developing countries
- Involvement in MeerKAT and SKA project - opportunity to demonstrate skills and valuable contributions. Involvement through existing network of faculty/senior scientists, group resources to support international travel to facilities and institutions, international visiting researchers build links
- Local champions with good networks to build capacity in isolated groups, support to strengthen networks of scientists in these groups, creative local fundraising from donors/government, funding support and skills for telescope operations not just infrastructure, create opportunities for knowledge exchange, support young people trained abroad to return to local positions
- Intentional communication and collaboration, the WILL to involve those from smaller/less known nations or institutes, local PIs/members actively open up opportunities to younger astronomers (the young astronomer pool tends to be more diverse than the older one), rely on supervisors who have good networks, with rest of Africa SAAO and SALT purposefully try to work with former NASSP students in home countries - need more programs like that

2. How do we foster a diverse and inclusive environment in our international collaborations?

SOME COMMUNITY RESPONSES

- Code of conduct in conferences and collaborations to create inclusive environments, not actually always enforced, Michelle -international mentoring programme for women in physics: <http://supernovafoundation.org/> - boost confidence levels and encourage them to pursue opportunities
- Promote discussion and openness, code of conduct for collaborations, awareness activities at any collaboration meeting, busy week etc.
- Awareness of diversity in culture/background in teams, senior scientists to interact with genuine interest within team, seriously address real and perceived issues, mentorship of junior team members - realise transformation at all levels, tokenism does not help - rather treat people from underrepresented groups fairly, it's about people and changing cultures/attitudes, it can happen if deliberate effort e.g. SALT astronomy operations science team, race and gender balance - support good SA students and purposeful hiring

3. How can we share best practice for improving diversity and inclusion? What training is needed? Can it be coordinated internationally?

SOME COMMUNITY RESPONSES

- Training (especially young) people important in African context, diverse cultures and ideas around inclusivity may be uncommon, different conversation between developed and developing countries due to cultural differences, international guidelines and coordination would be good but note that one size fits all approach probably won't work
- International coordination on global issues but local/regional issues and prejudices, customise approaches/guidelines for regions, awareness workshops foster community involvement and uncover relevant issues, relevant committee should be given diversity and inclusivity training
- Mentorship and interaction, sharing experiences
- Training raises awareness, open to realities they were unaware of, training is effective only if sustained and have follow-ups

4. How do you measure the impact of programmes to improve diversity? How can it can be done better?

SOME COMMUNITY RESPONSES

- Thought about this with the mentoring programme - no great answer since need to wait a while to measure impact, tracking to measure impact of programme, use feedback surveys but what questions to ask?
- Data and statistics one way to show improvement but may miss qualitative aspects e.g. environment could be forcibly diverse but still hostile.
- Need transparency with statistics and tracking progress, need intentional follow-up of junior researchers, track diversity and how cohort feeds into leadership over time and if any issues