

The Pasadena Recommendations: OUTCOMES OF WIA II 2003

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THE PREMISE:

In 2003 a conference was held in Pasadena, California. Its purpose was to review the status of women in astronomy, understand their work environment, assess developments since the 1992 Baltimore conference, and recommend future actions that will improve the environment for all astronomers.

THE MAIN CONCLUSIONS:

- Approximately 1/4 of professional astronomers are women.
- Women are still less likely to advance than their male colleagues.
- Periodic evaluation of the field is necessary, and changes should be implemented to reflect the latest demographic data and most successful solutions.

WHAT CAN YOU DO?

- If you were a graduate student who participated in the First Longitudinal Study, continue to participate!
- Be a mentor!
- Get your institution to endorse the Recommendations! Go to:
www.aas.org/cswa/pasadena_endorse.html

A NOTE:

The Recommendations advocate that the strategies developed for the sake of encouraging gender equity be adapted to address the even slower advancement of minority scientists.

THE OUTCOME:

"Equity Now: The Pasadena Recommendations"

THE GUIDING PRINCIPLES:

- Women and men are equally talented and deserve equal opportunity. Full participation of men and women will maximize excellence in the field.
- The measure of equal opportunity is outcome, i.e., gender equity will have been attained when the percentage of women in the next level of advancement equals the percentage in the pool.
- Long-term change requires periodic evaluation of progress and consequent action to address areas where improvement is necessary.

For the full text see: <http://www.aas.org/cswa/pasadenarecs.html>

THE FOCUS AREAS:

- Tenure-Track Hiring
- Career Advancement and Recognition
- Institutional Policies
- Varied Career Paths
- Cultural Issues
- Statistical Information

Reference:
P. Knezek, 2006 in The Haffel Center: A Year of Celebration, A.G. D.
Philip, W.F. van Altena, R.A. Koopman eds., L. Davis Press, Inc. New York, p. 27

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