



## 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 details or for more copies of this brochure, please visit the AAS/CSWA website:

<http://www.aas.org/cswa/>

*“Equity Now: The Pasadena Recommendations for Gender Equality in Astronomy” is a collaborative effort led by the CSWA with contributions from the attendees of the “Women in Astronomy II: Ten Years After” meeting held in June 2003 in Pasadena and comments from the entire astronomical community.*

*This document was endorsed by the American Astronomical Society (AAS) Council on Sunday January 9, 2005, in San Diego, CA.*

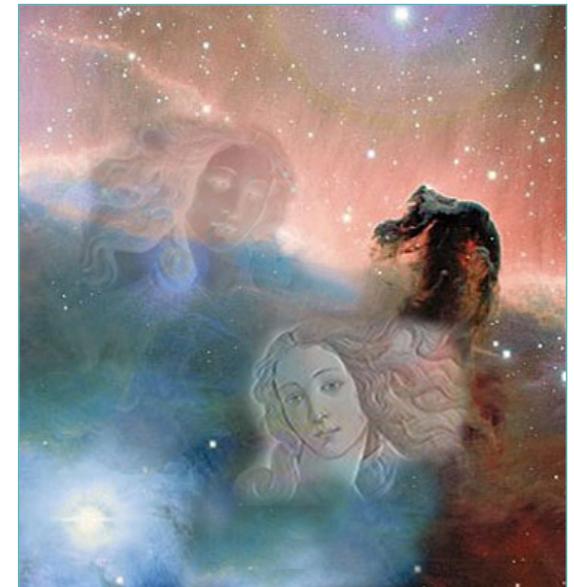
*This document was presented to the members of the AAS Council by the 2003-2005 committee members of the AAS Committee on the Status of Women in Astronomy.*

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Images courtesy of the CSWA: Attendees of the “Women in Astronomy II” meeting June 2003.*

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## EQUITY NOW:

### The Pasadena Recommendations for Gender Equality in Astronomy



*Presented by the  
American Astronomical Society  
Committee on the Status of Women in  
Astronomy (AAS/CSWA)*

“The first problem for all of us, men and women, is not to learn, but to unlearn.”



### Recommendations to Establish Gender Equality in Astronomy

#### TENURE-TRACK HIRING

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- Search committees should contain members to advocate for candidates from underrepresented groups.
- Require that search committees be informed about what constitutes legal and ethical hiring practices.
- Actively recruit women to apply for tenure-track positions.
- Develop policies to accommodate dual-career couples.
- Require accountability in the hiring process so results are commensurate with the possible candidate pool.
- If two candidates for the same position have equal qualifications within the uncertainties, the candidate from the under-represented group should be hired.

#### CAREER ADVANCEMENT

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- Evaluation, mentoring and career counseling to young faculty members.
- Mentor training and responsibilities.
- Graduate-student applicants from institutions that traditionally serve underrepresented groups.
- Advancement should result from an open process, based on specific criteria that are spelled out in advance.
- Organizations and academic institutions should offer women equal opportunity for scientific recognition.
- Criteria for success should include science, teaching, service and outreach.
- Responsibility to promote equity lies with the senior members

#### INSTITUTIONAL POLICIES

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- Establish policies in the areas of sexual harassment and ethics.
- Endorse and implement the Statement on Gender Equity in Academic Science and Engineering.
- Establish policies that allow all department members access to affordable health and childcare.
- Job applicants should be made aware of institutional policies and benefits.

#### VARIED CAREER PATHS

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- Prepare students for future careers in a variety of scientific endeavors.
- Enable students to "cross-train" between the university and other organizations.
- Mentoring programs should explore options outside the traditional faculty progression.

#### CULTURAL ISSUES

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- Institutions should make available gender-equity training.
- Departments should foster a team-oriented approach rather than just the more traditional, competitive culture.
- Maintain and encourage good communication channels.
- Institutions should ensure that a career in research is compatible with having a family.

#### STATISTICAL INFORMATION

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- The AAS should commission a longitudinal study.
- "Committee on Statistics" should be formed to aid in collecting, analyzing and reporting data on demographics.
- Committee will mine departmental reports, administer periodic surveys, and report results from studies.