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Invited, Valued and Welcome? Negotiating Diversity and Equity in Physics

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High Energy Physics is strongly aligned with cleverness and masculinity. 'Not surprisingly, physics does an extremely good job at keeping people out' (Anna Danielsson 2022). Therefore, inviting women and minorities is not enough. We need to understand and overcome the gendered, classed and raced politics of knowledge-producing processes in STEM. In this talk research results of mainly qualitative studies will be presented. We reflect on the power of norms and exclusions in the culture, representation, and teaching of physics. We look, for example, at communications in research labs, educational settings at universities, physicists' behavior at conferences, and contents of physics textbooks. In addition, we discuss strategies to value and welcome diversity and equity in HEP.

In-person participation

No

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