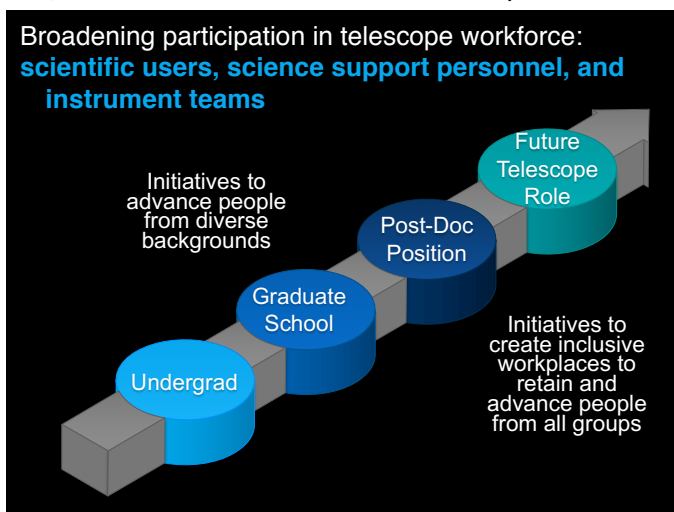


## Broadening Participation in Future Telescopes

December 17, 2018, Thirty Meter Telescope (TMT) Project Office, Pasadena, CA  
Hosted by the Institute for Scientist & Engineer Educators (ISEE) and TMT

The “Broadening Participation in Future Telescopes” workshop will generate recommendations for making telescope workforces more diverse and inclusive. This small workshop was requested by TMT to further inform their plan for broadening participation, and recommendations can be used by current and future telescopes to shape their own workforce and diversity plans, including the Giant Magellan Telescope (GMT), the Daniel K Inouye Solar Telescope (DKIST), and the Large Synoptic Survey Telescope (LSST). Participants in the workshop will consider goals, strategies, and outcomes achievable by efforts at the undergraduate through early career levels, professional development of those currently working at telescopes, and practices and infrastructure that support broader access for scientific users. A preliminary document will be circulated prior to workshop, which will be the basis of workshop discussions.



AGENDA Monday December 17, 2018

- |             |   |
|-------------|---|
| 10:00-10:30 | Welcome, goals of workshop  |
| 10:30-11:00 | Definition of telescope workforce (users, instrument teams, operations, etc.); career progression to those roles  |
| 11:00-11:15 | Break   |
| 11:15-12:00 | Potential outcomes of workforce development initiatives   |
| 12:00-1:00  | Lunch   |
| 1:00-1:45   | Challenges that need to be addressed (in above): <ul style="list-style-type: none"><li>• Advancing a diverse workforce in telescope-related careers</li><li>• Creating an inclusive workplace</li><li>• Inclusion of diverse scientific users</li></ul> |
| 1:45-2:30   | Proposed solutions to address challenges, and complement existing efforts   |
| 2:30-2:45   | Break   |
| 2:45-3:00   | Developing a successful initiative within telescope organizations (e.g. leadership, integrating into organizational structure, etc.)  |
| 3:00-4:30   | Summary and discussion (additional people invited to join)  |
| 4:30-5:00   | Next steps and wrap-up  |

Recommendations from this workshop will inform TMT, others in the telescope community, and be incorporated into an Astronomy 2020 Decadal Survey position paper.

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