Pride and Privilege

Using Your Voice For Good
Ashley Spindler (she/her/hers)
The Open University // AVS UK
The Agenda

- World Domination?
- My story – From closet physicist to queen of space
- Privilege – Your voice and how to use it
- Allies – How to show your pride and support

aspindler91@gmail.com // @Ashley_nova_
My Story – Who Am I?

• MPhys in Physics & MSc in Space Technology (University of Surrey)
• PhD in Astronomy (Open University)

• Trans woman, Pansexual/Queer

• Online Content Creator
• Science Communicator
My Story – Coming Out is Hard

• Coming out isn’t a one time thing, you do it over and over.

• Fear of discrimination lead me to attend my PhD interview in the closet, even though I was out socially

• Old degree certificates mean I “out” myself to new employers

aspindler91@gmail.com // @Ashley_nova_
My Story – LGBTSTEM and More

• Being openly OUT is the best thing I’ve done
• LGBTSTEMinar 2017 inspired me to speak openly
• OutThinkers and other events have allowed me to share my work and story with others

aspindler91@gmail.com // @Ashley_nova_
My Privilege

• White – Race matters, it’s harder for BAME LGBT+ people

• “Passing” – People think I’m cisgender

• Well Spoken and Educated – “Class passing”
My Privilege – Using Your Voice For Good

• If you have a voice, you are obliged to use it, if it is safe for you to do so

• Raise the voices of those less privileged

• Don’t just say it, SHOUT IT
My Privilege – Using Your Voice For Good

- Add pride flags to your talks
- Write your pronouns wherever your name appears
- Build communities

Today, I march to remember that I’m not just a me. I’m also a we.
My Privilege – Using My Voice

Being OUT and proud:

• Public Events
  • Out Thinkers @ The Science Museum
  • Merseyside Astronomy Day (April)

• Twitter
  • Engage at conferences
  • Support other LGBT+ scientists

• The Trans Agenda
  • A talk show on Twitch with 200+ viewers

aspindler91@gmail.com // @Ashley_nova_
How To Be an Ally

• Think before you assume
  • Let people tell you their identities, use gender neutral language when you don’t know

• Be open about your support
  • Don’t be afraid of showing it, stand up and be counted

• Learn ACTIVELY; don’t wait to be taught
  • Queer people can’t be responsible for teaching you

aspindler91@gmail.com // @Ashley_nova_  LGBT+ physical sciences climate survey launch
How To Be an Ally

• Challenge Discrimination
  • Report inappropriate behaviour and remarks

• Use Role Models
  • Show LGBT+ people CAN succeed in STEM; e.g. Sally Ride and Tim Cook

• Support networks
  • Advertise and promote networks within your organisations
How To Be an Ally

• Set an example
  • Introduce yourself with your pronouns, ask other people, ESPECIALLY other cis people, theirs

• Push for inclusivity
  • If we are fighting for policies we need your help and support

• Apologise and change your behaviours
  • You can’t always get it right, you will make mistakes, listen to what Queer people are telling you and make changes
Conclusions

Queer People!
• Be OUT out
• Don’t just say it, SHOUT IT
• Own your identity

Allies!
• Educate yourself
• Challenge discrimination
• Be open about your support
Thank You For Listening

Ashley Spindler (she/her/hers)
@Ashley_Nova_