



COMMITTEES: EQUITY, DIVERSITY AND INCLUSION, WELLBEING & SOCIAL LIFE AT THE OBSERVATORY

Stefano Bellotti

Special thanks to Yamila Miguel, Joe Callingham and Sarah Leslie

WHERE TO FIND INFORMATION?

Sterrewacht welcome package



<https://local.strw.leidenuniv.nl>

Home People Events Informational pages Jobs About Intranet

Home

GAIA Dancing Magellanic Clouds

News

- Euclid's first images: the dazzling edge of darkness
Wed 8 Nov 2023
- FLAMINGO: dark matter, ordinary matter, and neutrinos in largest cosmological simulation ever
Tue 24 Oct 2023
- Dust cloud from two colliding ice planets dims light of parent star
Wed 11 Oct 2023
- Tucentiidae Gaia data

Social Safety

- Sterrewacht Social Safety

JWST

- Media coverage
- Mini instrument

Informational pages

- New Campus Building
- Education
- Travel and expenses
- STRW FAQ
- Webmail
- Computers
- Posters
- IP telephony
- LKBF
- Library
- Facility Management

Preprints

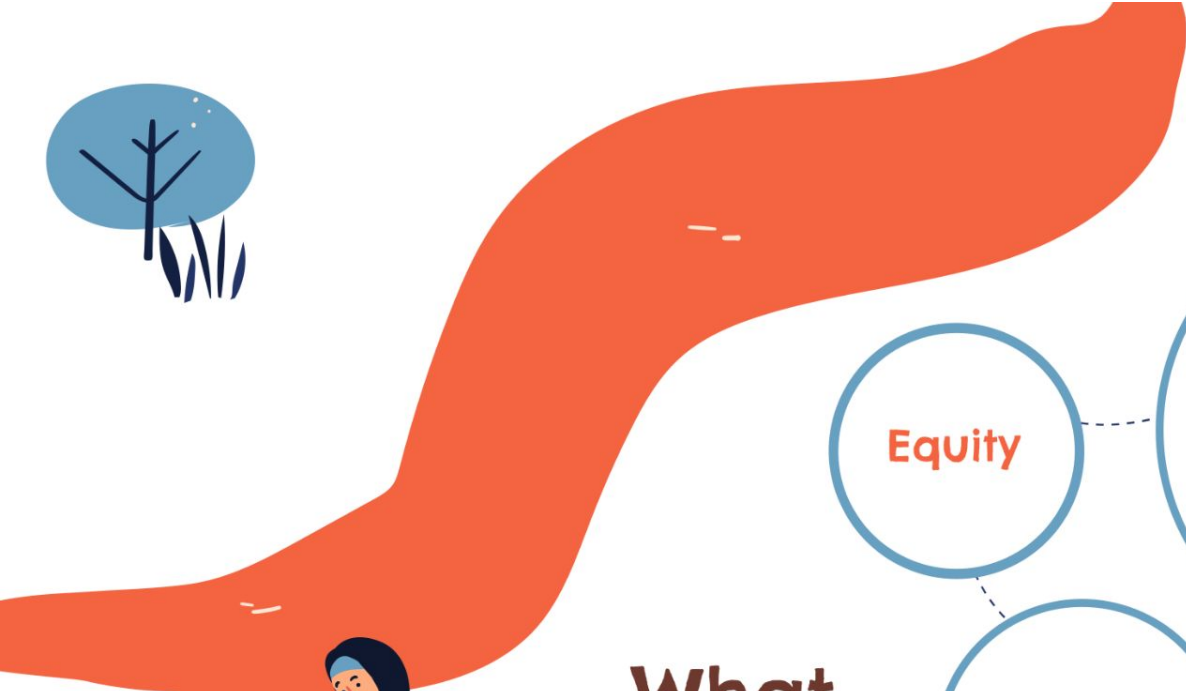
- 09 Nov JWST measurements of 5^{+13}_{-18} AU and 5^{+17}_{-10} AU in the atmosphere of super-Jupiter VHS 1256 b
- 08 Nov The High Energy X-ray Probe (HEX-P): Magnetars and Other Isolated Neutron Stars
- 08 Nov SPIRou reveals unusually strong magnetic fields of slowly rotating M dwarfs
- 07 Nov The early evolution of young massive clusters. II. The

Upcoming events

- Eve 15 Nov Rijksmuseum
Boerhaave/Leeuwenhorst Hotel
Introductory Event PhDs

LIST OF COMMITTEES

COMMITTEE	CHAIR	CONTACT
Equity, Diversity, Inclusion	J. Callingham	jcal@strw.leidenuniv.nl
Wellbeing	Y. Miguel	miguel@strw.leidenuniv.nl
Green	M. Bouvier	bouvier@strw.leidenuniv.nl
LEAPS	A. Sellek	sellek@strw.leidenuniv.nl
Astronomy on Tap	S. Bellotti	bellotti@strw.leidenuniv.nl
Social	L. Rowland	lrowland@strw.leidenuniv.nl
Colloquia	S. Portegies Zwart	spz@strw.leidenuniv.nl
Beautification	R. Holscher	imassist@strw.leidenuniv.nl



What is EDI?

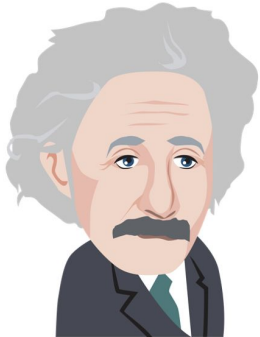


DIVERSITY IS CRITICAL TO EXCELLENCE



Scientific
talent

It's innate



Time



Effort



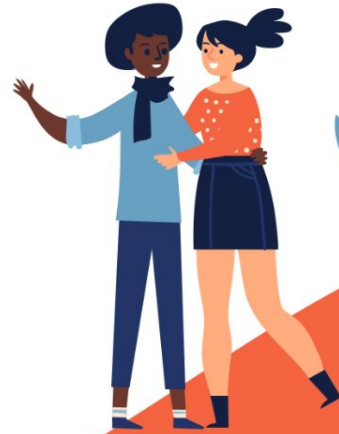
Collaboration



The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies, Prof. Scott Page, Princeton University Press, 2008

Inclusion

feeling welcomed
and valued in a
given setting





EQUALITY

Providing everyone with
the same resources,
opportunities and treatment



EQUITY

Providing everyone with
the resources, opportunities
and treatment **they need**



Equality



Equity

fair access to the same tools and opportunities



EDI COMMITTEE: MEMBERS



Joseph Callingham



Melissa McClure



Joop Schaye



Robin Holscher



Luna van Haastere



Stefano Bellotti



Christiaan van Buchem



Marie van de Sande

Kasia Dutkowska

Zephyr Penoyre

Mathilde Bouvier

New
members
welcome!





**LONG
TERM**

Implementing action plans for
existing and future EDI concerns



Raising EDI awareness and
starting discussions



**SHORT
TERM**



OBSERVATORY ALLIES

- If you ever find yourself facing challenges or uncomfortable situations our Observatory Allies are here to support you.
- Allies can provide guidance on potential steps forward in a confidential way.



Joe Callingham



Jackie Hodge



Robin Hölscher



Huib Jan van Langevelde



Nienke van der Marel



Yamila Miguel



Wouter Schrier



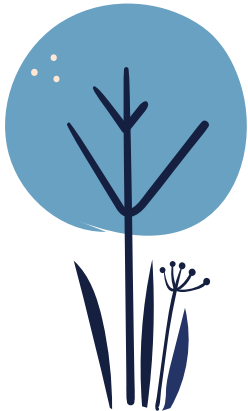
Marian van de Walle



Ignas Snellen



Sjoert van Velzen



WELLBEING COMMITTEE





LET'S TALK ABOUT MENTAL HEALTH

Good mental health is when you feel positive about yourself and cope well with the everyday pressures.

Disorders affect your mood, thinking, and behaviour, e.g.:

- Anxiety disorders
- Depression
- Eating disorders
- Schizophrenia
- Personality disorders

Early Signs

- Mood swings, irritability, etc
 - Lack of care for personal appearance
 - Increased use of substances
 - Losing interest in things you enjoyed
 - Withdrawing socially
 - Aches, or other unexplained illnesses
 - Disturbed sleep
 - Change in appetite
 - Difficulty concentrating or remembering
-

LET'S TALK ABOUT MENTAL HEALTH

Graduate students are >6 times more likely to experience depression and anxiety compared to the general population (Evans et al. 2018)



THE CHALLENGING ACADEMIC ENVIRONMENT

Moving away
from support
network

Navigating new
healthcare

Uncertainty
about job
prospects

High personal
expectations and
problems with
life-work balance

Competitive

Problems with
integration in
highly international
environments



Boundaries and Communication

Communicate and agree your schedule and boundaries with your supervisor.



Physical and mental health

Physical activity helps.
Focus on your wellbeing!



Give to others

Acts of kindness
improve your own mood



**Advice for keeping
your wellbeing**
(more information on
resources and counseling in
our website)

Social life

Having a good social
support is essential to
maintain a good mental
health



Work - life balance

Work-life balance is important:
breaks, free time, social life,
exercise!



Collaboration

Reward collaboration
over competition

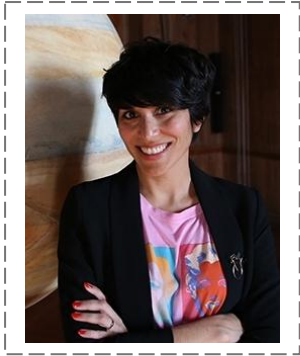


Pressure

Not everyone can be
effective as they would like
to be so release pressure on
yourself and communicate
expectations with your
supervisor



WELLBEING COMMITTEE: MEMBERS



Yamila Miguel



Nienke van der Marel



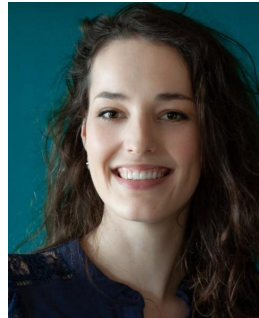
Wouter Schrier



Piyush Sharda



Joshua Butterworth



Richelle van Capelleveen



Kutay Nazli

New
members
welcome!



What do we do?



Workshop: Student well-being from abstract term to concrete tools (15/3/21)

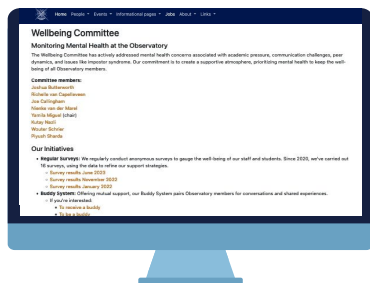
Workshop: Mental Health in Academia (Oct. 23)

Buddy system

Observatory Slack

Observatory Allies

Local webpage with resources and information



Workshop: Imposter Syndrome (15/3/21)



Mindfulness

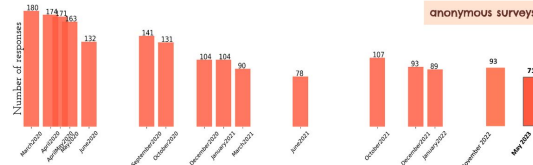
Regular Surveys

Survey

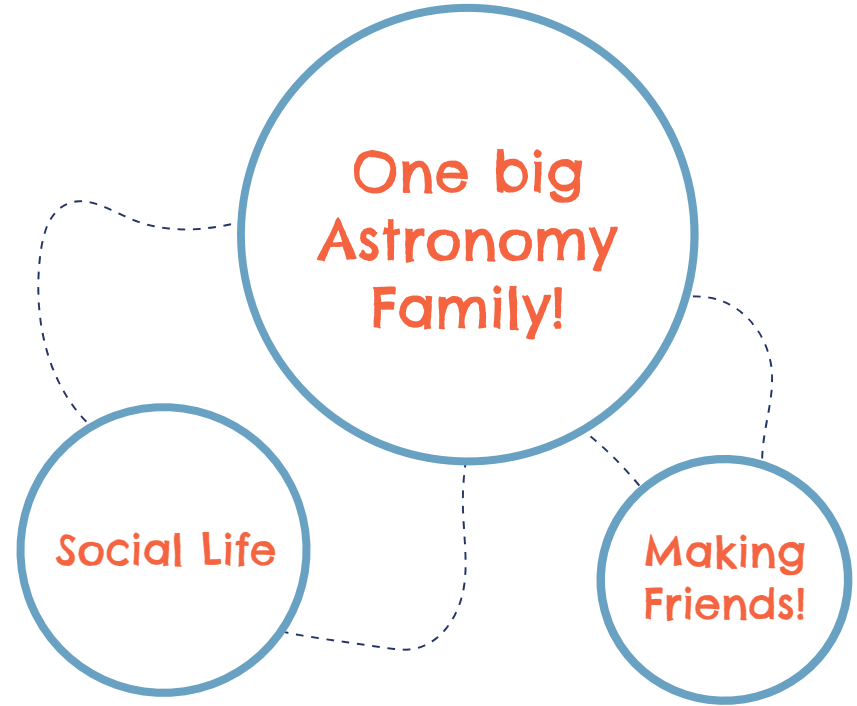
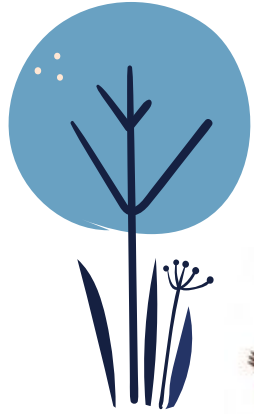
- Purpose:**
- 1) To help people in need
 - 2) To get a picture of the environment and see where help is needed



anonymous surveys



SOCIAL COMMITTEE



SOCIAL COMMITTEE: MEMBERS



Lucie Rowland



Karin Cescon



Christian Groeneveld



Ivana van Leeuwen



Huib Intema



Matthew Kenworthy



Matthieu Schaller



SOCIAL LIFE: Some activities



Party Summer BBQ
Cinema Outings

Borrels!
Note: there is a Borrel committee



Sinterklaas

