

NOAO Response to WIA II

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- Committees, particularly for job searches and promotion & tenure, should always include women.
- Job advertising language should be carefully crafted to be inclusive and relatively free of subconscious bias; such text requires careful review. Overspecialized advertisements are offputting.
- NOAO's size and flexibility can be used to offer opportunities to two-career couples.
- A voluntary mentoring program is being established for early career scientific staff, with formal training for the mentors.
- NOAO management can improve the environment for women and minorities by acting on feedback from mentors, exit interviews, and other sources.
- To project the image of NOAO as a fair and supportive workplace, a series of Newsletter personal profiles will be initiated, highlighting women in the organization in a professional context.