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Expanding Horizons: Applying Lessons from Women's Advocacy to Intersectional Equity

Equity efforts in the mathematical sciences have long focused on supporting women, and these initiatives have produced meaningful progress. While many patches have been applied to the “leaky pipeline” for women, it is clear that significant leaks persist for other communities. When we examine the experiences of Indigenous scholars, Black students, queer mathematicians, and others from equity-deserving groups, the causes and consequences of these leaks shift depending on the intersections of gender, race, culture, and systemic barriers; the leaky pipeline needs solutions as diverse as the communities it impacts.

This talk explores how lessons learned from gender-focused initiatives can inform a more intersectional approach to equity. I highlight how Indigenous knowledge systems can inform our understanding of assessment, and how Black student perspectives reveal gaps in gender-only frameworks. I will also provide concrete, actionable strategies for classrooms and research labs that create conditions where all students no matter their intersectional identities can thrive.