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Creating Space: Evolving standards of Gender Equity and Collective Change in the Mathematical Sciences

Gender equity requires more than representation. It calls for sustained change in how our community defines excellence, opportunity, and belonging. Drawing on experiences from the Banff International Research Station (BIRS) and other national and international initiatives, this talk reflects on the evolving standards of gender equity and the ways they intersect with race, geography, and institutional culture. I will discuss lessons learned from the last five years of BIRS experience, the limits of traditional EDI metrics, and the importance of intentional mentorship, transparency, and accountability in shaping inclusive research spaces.