



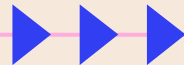
Centering Identity & Equity in Physics & STEM Education

Justin A. Gutzwa, Ph.D. (they/them)

Postdoctoral Scholar, PERU Group, University of Utah

NuFact Conference

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Who am I?

Ph.D.: Higher Education & Organizational Change, UCLA

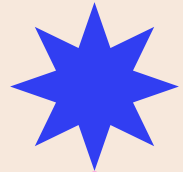
Research areas:

- Transgender college students
- Diversity, equity, and inclusion in postsecondary STEM education, including:
 - Biomedical sciences
 - Computer science
 - Physics
- Asset-based approaches to teaching and research

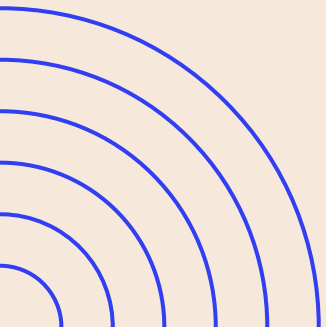
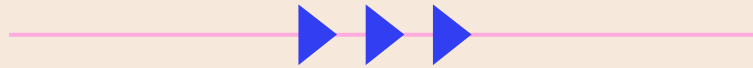
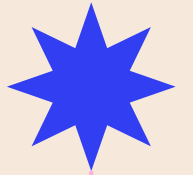


Questions for Today's Dialogue

- What brings us here?
- What do we want to learn?
- What can we take away?
- How can we build community?
- How can we center equity?



How Inequities Manifest



Degree Attainment & Faculty Representation

Black and Latinx women make up...

11%

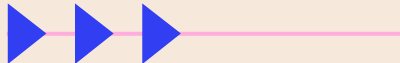
of physics bachelors' degree holders

8%

of physics doctoral degree holders

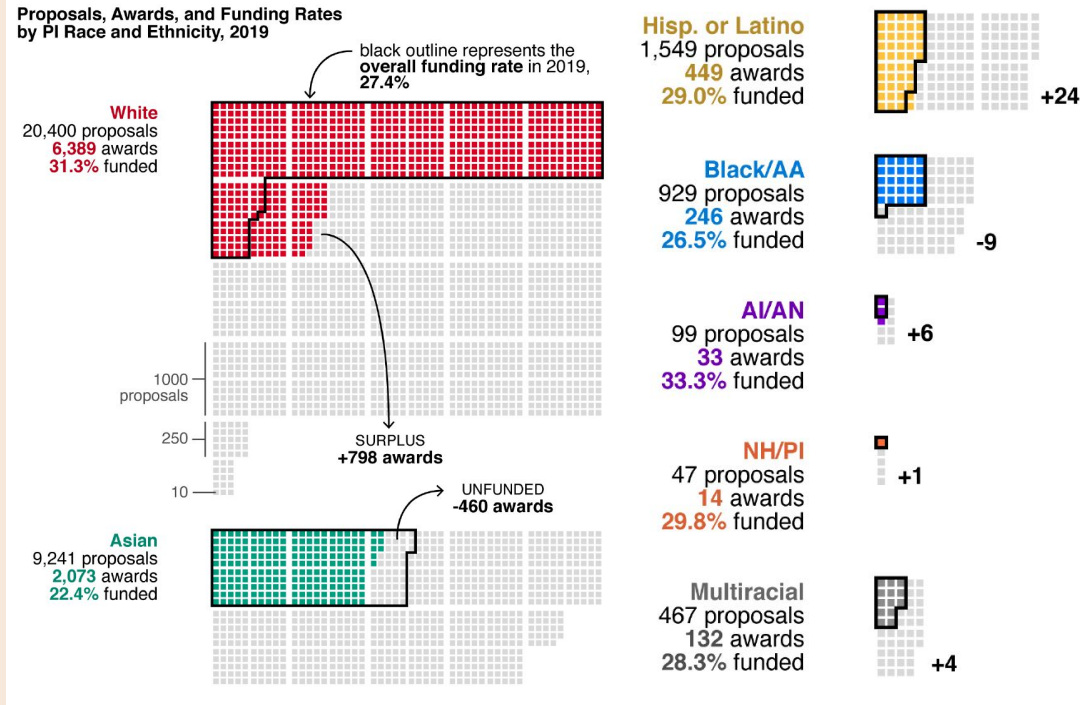
6%

of physics faculty at doctoral institutions



Rodriguez et al. (2022). Critical race and feminist standpoint theories in physics education research: A historical review and potential applications. *Physical Review Physics Education Research*, 18(013101).

Research Funding



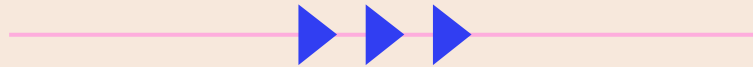
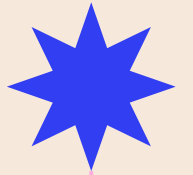
Minoritized Student/Faculty Experiences

The general sentiment at UN1 is that the university puts students second and puts their benefit first. Anything that the university can do to improve its programs, it will do that, but not really to improve students' experiences or to check on how students are doing.

There are folks here who think, "That's what the Montage Center is for," and that we don't necessarily need to foster that within the academic units. But I think that approach leads students to not feel comfortable here, leads students to not do their best work, change majors, change colleges, etc., because of the discomfort with what's happening in their home college and in the classroom.



Addressing Identity & Equity



Some Considerations...



Identities are
neither additive
nor universal

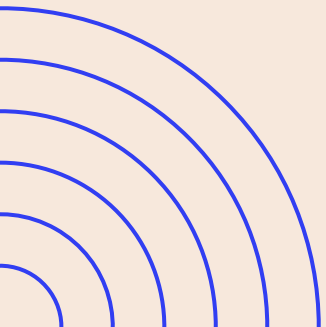
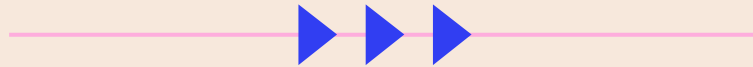
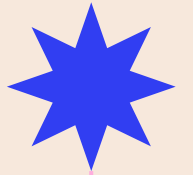
Departments are
not silos on
campus

Inequity is
systemic and
pervasive

There are no “best
practices” that
work for all



Collective Dialogue





Thanks!

Stay in touch with me:

Email:

justin.gutzwa@utah.edu

Twitter:

[@therealjgutz](https://twitter.com/therealjgutz)

