

From: [Tony Beasley](#)
To: [Adam Cohen](#)
Subject: FW: [scistaff] Institutional discrimination at the NRAO
Date: Wednesday, September 14, 2022 4:07:35 PM

FYI. I guess the announcement today pushed him over the edge, and he's blurted his manifesto.

I've had the scistaff exploder halted for a while, meeting with ADs to consider response. One option: ban him from the Observatory for six months. Another is: I make a request to the Board to remove his emeritus status permanently. Will see what the crew thinks, discuss with you tomorrow pm.

TB

> -----Original Message-----
> From: Scistaff <scistaff-bounces@listmgr.nrao.edu> On Behalf Of Jim Condon
> via Scistaff
> Sent: Wednesday, September 14, 2022 3:32 PM
> To: scistaff@nrao.edu
> Subject: [scistaff] Institutional discrimination at the NRAO
>
> Today the NRAO announced on its web page
> <https://public.nrao.edu/news/nrao-mission-statement-update-dei/>
> that "Diversity, Equity, and Inclusion" (DEI) was added to its original mission
> statement to (1) provide world-leading telescopes, instrumentation, data
> and expertise; (2) train the next generation of scientists and engineers, and
> (3) promote astronomy to foster a more scientifically literate society.
>
> Unfortunately, most of NRAO's DEI programs have used "broaden
> participation" to justify illegal and unethical discrimination by race, sex, and
> sexual orientation / identity.
>
> To see this, go to the web page links to the two newest DEI programs:
> (1) the "Women in Engineering" Program
> <https://public.nrao.edu/news/heising-simons-women-engineering-grant/>
> that blatantly discriminates by sex (excludes men) and
> (2) the "Exploring the Electromagnetic Spectrum" program
> <https://public.nrao.edu/news/nrao-receives-ardc-ham-radio-grant/>
> "for BIPOC and LGBTQIA+" that blatantly discriminates by both race
> (excludes whites and probably most Asians) and sexual orientation or
> identity (excludes heterosexuals).
>
> It also mentions older discriminatory DEI programs such as the "National
> Astronomy Consortium (NAC)" program:
>
> [https://web.archive.org/web/20171001210325/https://science.nrao.edu/op](https://web.archive.org/web/20171001210325/https://science.nrao.edu/opportunities/student-programs/nac/goals)
> [portunities/student-programs/nac/goals](https://web.archive.org/web/20171001210325/https://science.nrao.edu/opportunities/student-programs/nac/goals)
>
> for students from underrepresented* and underserved groups...", where the
> footnote explains
> * We define under-represented groups to mean all of the following, but not
> limited to, people of color, women, sexual orientation and gender identity
> minorities, economically disadvantaged and first-generation college
> students."

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