Hidden NORMS: <u>N</u>avigating <u>O</u>bstructive <u>R</u>ules in the <u>M</u>athematical <u>S</u>ciences

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Description. Norms are maps that reflect value, and uncovering and navigating the hidden maps (norms) of the mathematical community continue to obstruct the advancement of many students, particularly those students who have been marginalized within our community. This webinar series, aimed at undergraduate students, brings together a star-studded lineup of speakers and panelists who uncover existing mathematical norms and provide concrete advice on how to navigate them for academic and professional success. Each webinar ends with an opportunity for casual conversations, allowing participants to build relationships with mathematicians outside of their home institutions.

Below is an outline of each webinar we host in this student-centered series. (Note: all webinars are scheduled on the second Thursday of the month from 12:00-1:00pm Pacific = 3:00-4:00pm EST.)

1. **(June 10, 2021) Absolute Value:** You have value, and in this webinar we not only affirm your intrinsic value (read: "gas you up!"), but we also provide ways in which you can develop a professional image that best highlights your authentic self. We address how to think about your program application materials, email communications, websites, professional photos, business cards, and interactions on social media platforms.

2. **(July 8, 2021) Euclidean Norm:** This webinar highlights how to find *your* people. We discuss how to build connections with others through mathematics and how to surround yourself with mentors, advisors, collaborators, and friends who fill your cup with encouragement and opportunities.

3. **(August 12, 2021) Ceiling Norm:** In this webinar, we highlight different options for careers after completing your undergraduate degree. We discuss how to find the "right" graduate programs, how to find jobs in industry, and alternate routes through academia.

4. **(September 9, 2021) Manhattan Norm:** This webinar highlights ways in which you can make financial gains by monetizing your current math skills. We address how you can manage your earnings while making use of other financial opportunities.

5. **(October 14, 2021) Max Norm:** This webinar highlights how to do your best and be your best, and we address how to maximize your mathematical productivity while leveraging time for rest and reflection. We also discuss ways in which rest and reflection allow you to determine inflection points where your long-term success may necessitate a change in what you maximize.

6. **(November 11, 2021) Asymmetric Norm:** Knowledge is not symmetric: You know more about yourself than others do. This webinar highlights how to best self-advocate and how you can leverage mentors and professors to reach your academic objectives and goals.

7. **(December 9, 2021) Composite Norm:** This webinar highlights the hidden norms of conferences, and why you might want to attend them (hint: it's not just to hear talks). We'll discuss how to

navigate the social customs of an unfamiliar environment, the purpose of a plenary talk, and the difference between posters, contributed talks, and invited presentations. We'll suggest ways to get the most out of your experience, strategies that may result in invitations, and access to environments where the real networking takes place.

8. **(January 13, 2022) Ideal Norm:** This webinar highlights the many ways in which you can present yourself to the larger mathematical community, including non-conference interactions with other mathematicians. We address how you can find and build spaces to exist in authenticity and how to navigate participating fully in a community that encourages you to compare yourself with the concept of a stereotypically "ideal" (i.e. model minority) mathematician.

9. **(February 10, 2022) Semi-Norm:** When is it okay to "break norms" in academia? We discuss scenarios in which "norms" are not as strict as they may appear. We also address how to identify when aspects of your identities prevent you from "norm-breaking" and how you may better advocate for yourselves in such situations.

10. **(March 10, 2022) Pseudo Norms:** You may have unusual interactions that you think are "normal" when, in fact, they are not! This webinar highlights different ways you may experience discrimination, and we share ways in which you can navigate such situations to find success in spite of them.

11. **(April 14, 2022) Complex Norms:** You hold multiple, intersecting identities at the same time, involving your race, gender, sexual orientation, disability status, accommodations, citizenship status, and more. This webinar highlights how the intersectionality of your identities may affect others' perceptions of how you experience and navigate mathematical norms.

12. **(May 12, 2022) Unbounded Norms:** This webinar highlights how to tap into the real you, leverage your passions to build purpose, and integrate your goals into your mathematical journey. We discuss how to align your personal and career trajectories for broader success, emphasizing your passion as a resource to take on future endeavors.