

LATINX MATHEMATICIANS NETWORK II

organized by

Jesus A. De Loera and Pamela E. Harris

Workshop Summary

This was the second iteration of this workshop, the first being held in December 2018. As was noted in our 2018 report, the representation of minorities in the mathematical sciences lags behind demographic trends. Even after earning advanced degrees, many under-represented minorities often become isolated and invisible, without a strong networking infrastructure to help them progress in their professional careers. Hence, the goal of these two workshops was to bring together a group of Latinx mathematicians to discuss issues/challenges within our community which we could begin to address through a network.

This document is a report on our second workshop of mathematicians of the latin/hispanic diaspora who convened to further discuss concrete actions to remedy the current challenging situation and road blocks in the career advancement of members of our community. Participants came from a variety of academic institutions in the USA and had ample experience in the service of the latinx/hispanic community.

Discussion and Results

Our first action was to summarize the work we did at the 2018 workshop. This included discussing the identification of concrete problems that need to be solved in order to make positive change for our people within the mathematical community at large. The workshop began by discussing the items brought forth by 5 working groups in 2018 (for detailed items see 2018 report):

- Information, Communication and Dissemination of the Latinx Network
- Human Development
- Policy and Promotion of Latinx Mathematicians to the top
- Building Community, and
- Strengthening the research network of Latinx.

After a summary of the work done at the 2018 workshop, the organizing team discussed the main objective of the current meeting: the start of a new organization for Latinx and Indigenous mathematicians, with the purpose of advancing the inclusion within society of this group along with their academic/career achievement at the highest levels within our society.

Once this goal was set, using the AIM style of voting, participants moved to small groups and further discussed how to advance the goals of each of the subgroups with the ultimate goal of setting up an organization to support these missions. Here is a summary of the proposed work that will be undertaken in this upcoming calendar year:

- **Communication:** This group spent a substantial amount of time working through glitches arising from the database. Goals that were discussed is to get 1000+ entries on the database before the website is launched. In order to attain this goal the committee members set the following timeline:
 - Identify all bugs by January 2020
 - Regroup February 2020 to work on getting people added to the database
 - Achieve 1000 entries by March 2020
 - Launch database Summer 2020
 - Work to be done includes working with AWM, IABA, OLA. These organizations are non-profit but they receive help from Google. Finding what is their agreement with Google to maintain their website. Further connecting with SWIPE, TODOS, HACU, SHPE.
- **Human Development:** This group’s work culminated in the following action items
 - Develop toolkits that we can share with mathematicians that they can use in a K-12 classroom.
 - Create a session at MAA and/or AMS conference where we train mathematicians to go to local high schools with these toolkits.
 - Using these experiences, train graduate students to do outreach. This could help students build their diversity statements.
 - Professional development for undergraduate students both at conference and online. Our network/association can provide the expertise for this. Much of this professional development can be shared online (see example of OLA - society of Latinx actuaries). Topics of professional development may include: How to make a great resume? How to prepare for a job interview? How to write a better personal statement for graduate schools?
- **Research, Policy and Promotion:** This group will continue to focus on promoting the research and opportunities of latinx mathematicians. We had some successful in the past year with nominations of AMS fellows (Mariel Vazquez) SIAM fellows (Jesús De Loera) and MAA Awards (Pamela Harris, Alicia Prieto). But there is a lot of work to do for the future.

During the meeting we often referred to the “*secret menu*”, as the opportunities and activities that are not known by all, but can help promote the careers of underrepresented communities. We must also address this, for the sake of graduate students, postdocs, and young faculty. The “secret menu” includes, how to write and apply successfully for NSF grants, Simons foundation awards, opportunities for fellowships, award nomination, how to write letters of recommendation, etc. At the research level it is important to have a system of research mentors who can read and comment on papers and suggest journals. Young latinx researchers need to know of hot research opportunities, postdoc positions, how to find collaborators, how to grow a record to get tenure.
- **Building Community:** This group developed some programming ideas to bring to LatMath conference in 2021. Some funding has been secured for the event to take place at IPAM.
 - We feel that organized visits to K-12 schools, in predominantly minority cities is an effective way to create a motivation for younger generation to go into Mathematics. These visits can be organized as part of LatMath (we had a

school come to LatMath already). How to best organize this? Here are some ideas.

- * Group will apply for a Tensor-Summa grant to bring students in to the event
- * Make a connection with students that attend so that we can virtually stay connected to these students for the next 3-4 years
- * Have a mathematician be assigned to each school for at least a year and if we can obtain a tensor-summa grant this year have them visit these schools before LatMath
- * Use Lathisms and SACNAS biographies when these schools are visited.
- * Use AIM math circle materials for these visits
- * Have K12 students come to present a project at LatMath
- * Look for local partners such LSAMP at UCLA and CSU Northridge for further support.
- * Invite Project NExT to do Professional Development session at LatMath.

● **A new organization:**

One new working group worked on developing a new organization, that will advocate for latinx mathematicians, the same way as NAM advocates for african american mathematicians. In a way the working committees above will house all of the working committees stemming from this workshop. We discussed the initial structure of the organization, trying to remain a nimble and effective group, we discussed some financial initiatives too. We culminated in the following potential organization name, who we are, and vision.

MAIS: *Mathematicians Advancing Inclusion in Society*

- **Who we are:** We are a community of Chicanx, Hispanic, Indigenous, Latinx, and Native mathematicians and advocates who are advancing inclusion in mathematics. By focusing on the people doing mathematics and their ways of knowing and being, we empower our members to be leaders in the greater mathematical community and in society at large.
- **Vision:** We envision a culture of mathematics that promotes equitable practices, where we: thrive as our whole selves; feel joy, inspire, seek justice, advance, and empower and prioritize our most marginalized.

Final Remarks and Future Work

We are still some ways away from having an organization off of the ground. Yet this workshop provided the space and time to get it started. Most important we identified concrete activities to create a network of latinx mathematicians. We are grateful to AIM for hosting us and supporting us. in this initial steps.