

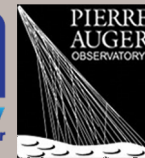


Towards Equitable, Diverse, and Inclusive Science Collaborations: The Multimessenger Diversity Network

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The **Multimessenger Diversity Network** is a community of representatives from multimessenger astronomy research collaborations focused on increasing diversity in the field.

The MDN shares knowledge, experiences, and training and develops resources and practices around broadening participation.



Opportunity

to go beyond individual accomplishments

Structure

through organizational principles and tools

Legitimacy

in broadening participation efforts



Training

for members of the network

Presence

at conferences, on websites and on media outlets

Support

from each other and for current and future STEM professionals



Activities

- MDN members take the work of the network and training back to collaborations.
- Monthly meetings with guest speakers and discussion of topics (i.e. collaboration surveys, Code of Conduct creation and enforcement, inclusive meetings).
- Slack organization discussions.
- Astro 2020 [State of the Profession white paper](#)
- Website and repository: <https://astromdn.github.io>

Initial Impacts

Collaborations are applying ideas or efforts from other collaborations:

- VERITAS Code of Conduct motivated by *Fermi*-LAT version.
- NANOGrav collaboration-wide climate survey experience is informing how other collaborations approach surveys.
- *Fermi*-LAT graduate mentoring program is serving as a model for collaborations, including the LISA Consortium.

Join Us!

- Join the MDN Google Group to get announcements and stay up to date
<https://groups.google.com/forum/#!forum/multimessenger-diversity-network>
- Follow our website <https://astromdn.github.io/> and browse the repository
- Get in touch @ ellen.bechtol@icecube.wisc.edu
- Learn more:
<https://icecube.wisc.edu/news/view/640>
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