

Caption

# ADDRESSING THE LEAKY PIPELINE

**What contributes to the attrition of women and other minoritized groups in physics?**

**Christine McLean**

She/her, Assistant Physicist, ANL

**Johan Sebastian Bonilla Castro**

They/them, Postdoc, UC Davis, Snowmass CEF3 Co-convener

**SLAC P5 Town Hall**

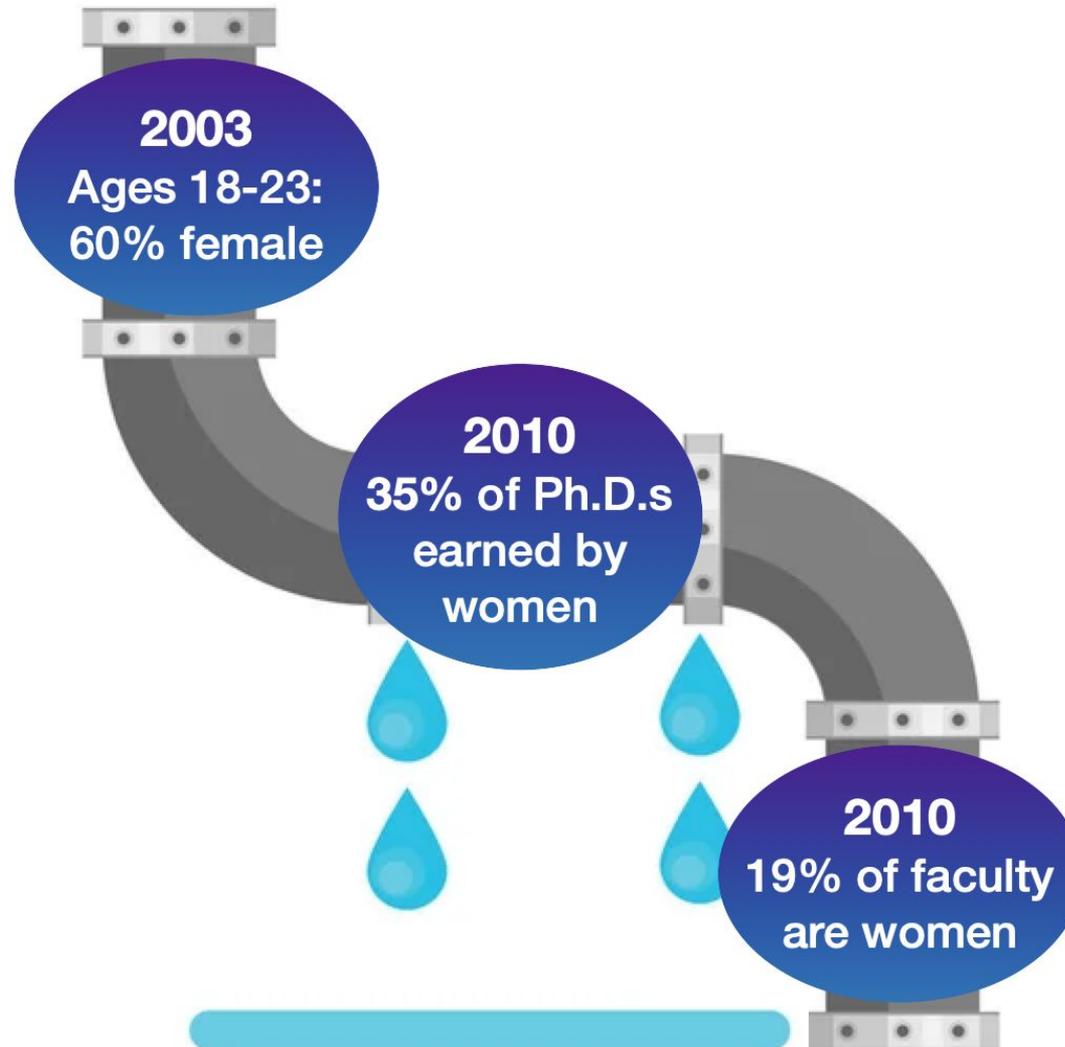
**May 4, 2023**

Snowmass  
papers:  
[2209.12377](#)  
[2203.08631](#)  
[2206.01849](#)  
[2211.13210](#)

# The Leaky Pipeline

An example for women in astronomy

Caption

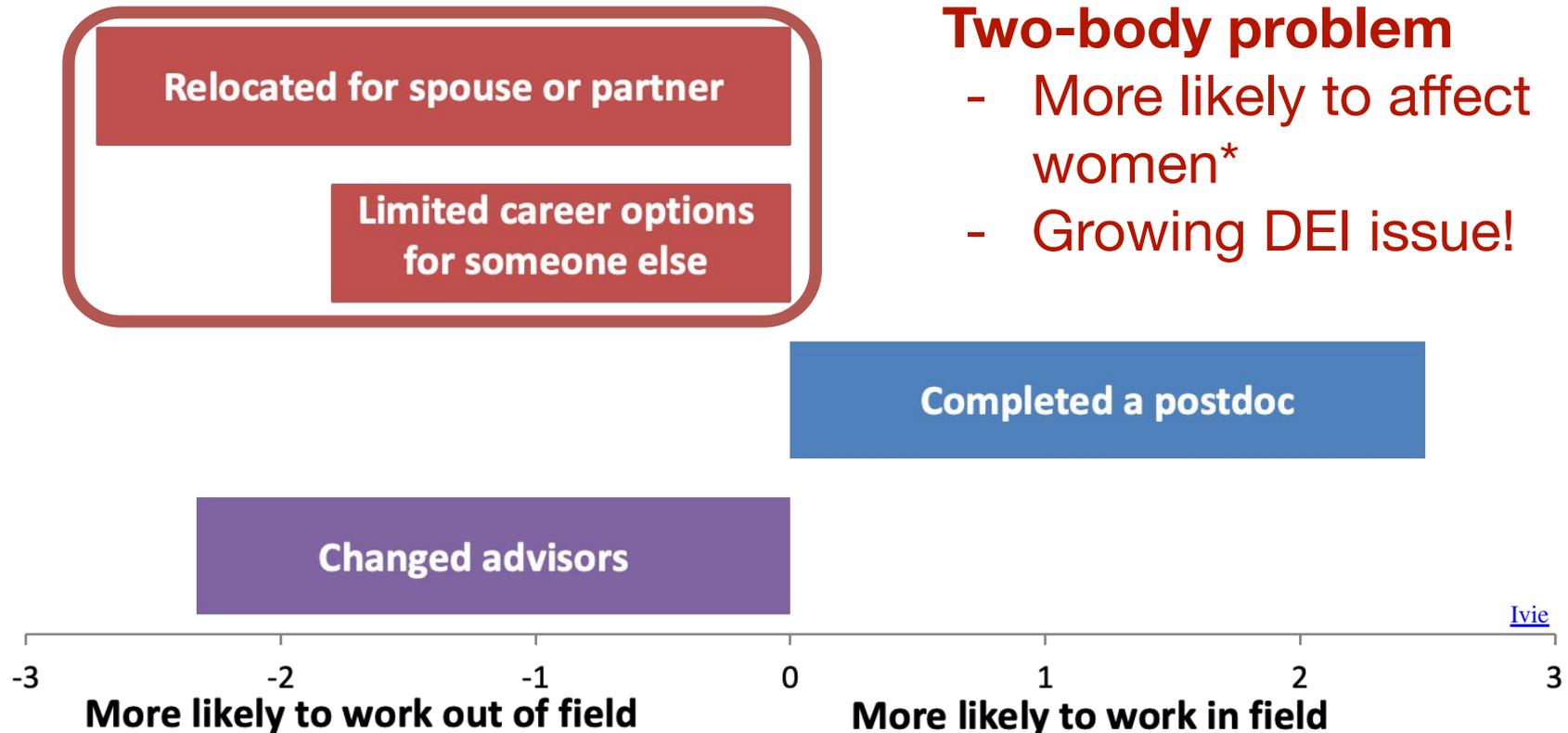


# Factors Contributing to Leaving the Field

Caption

Longitudinal study of astronomy graduate students investigated the reasons that women and men leave the field

- *Considered:* being male or female (40% female respondents), taking a postdoc, two-body problem (multiple factors), having a mentor other than advisor, relationship with advisor, imposter syndrome, time since degree



## Two-body problem

- More likely to affect women\*
- Growing DEI issue!

Ivie

# Our ask

**To support those with two-body problems and improve DEI**

Caption

1. In the P5 report, include a statement that the two-body problem (and the lack of solutions) is an issued that need to be addressed
2. Recommend a commission on this issue
3. End goal: a formal mechanism of support
  - E.g. funds for partner hire start-ups,
  - Family support for temporary relocation