

Diversity, Equity, and Inclusion Workshop: Reducing Systemic Biases through Anonymized Application Processes and Machine Learning

Organizers: Fanny Rodolakis, Becky Sikes, and Michelle Mejia

Most resource allocation for observatory time (or money) is done through peer review processes that can be time-consuming and prone to bias. The Space Telescope Science Institute (STScI) has pioneered a dual-anonymous reviewing process and implemented new tools, streamlining mechanisms to reduce bias. This talk will showcase these changes and share some preliminary results on their effects from the most recent award cycles.

Dr. Louis-Gregory (Lou) Strolger is an Observatory Scientist and Deputy Head of the Instruments Division at Space Telescope Science Institute (STScI), and a Research Scientist in Physics and Astronomy at Johns Hopkins University. His scientific research explores supernovae, cosmology, and dark energy, where he primarily works on the nature of supernovae progenitors. Dr. Strolger has been involved in science policy for much of his professional career. Notably, he had a key role in developing the dual-anonymous peer review process for observing time on the Hubble Space Telescope, which has been adopted at many astronomical observatories, and is rapidly gaining interest in physics communities and with federal granting agencies. Find out more on his website: <https://www.stsci.edu/~strolger/>