

## Inclusive Astronomy

The lack of diversity in Astronomy endangers our profession. How can we solve the hardest problems in astrophysics when we inefficiently recruit from the pool of human talent? As an example, people of color comprise 37% of the US population in 2013, and are projected to become the majority by 2044; yet only 2% of astronomers identify as Black or African-American and 3% as Hispanic, Latina/o or Spanish origin. I'll summarize the goals and results of Inclusive Astronomy 2015, a conference in Nashville that I co-organized. I'll give some perspective on how the climate for LGBT scientists has improved over the past two decades, moving from systematic legal discrimination toward equality and acceptance. I'll close with some personal reflections on the hard but necessary work of transforming the culture of Astronomy.