

Statement by the Ad Hoc LGBTQ Economics Working Group's Subcommittee on Professional Climate, Conduct, and Inclusivity

with Recommendations to the American Economic Association

The Ad Hoc LGBTQ Economics Working Group was established to monitor and support the advancement of lesbian, gay, bisexual, transgender, and queer professionals in the field of economics and to ensure that issues of particular relevance to this community are considered in the work of the American Economic Association. We value and are committed to building an economics profession that is open to all, regardless of gender, gender identity and expression, sexual orientation, race, religion, family status, or disability and believe that a diverse profession encourages the highest quality scholarship. Achieving this goal requires that we foster academic discourse in an intellectual environment that is respectful and collegial for all.

LGBTQ individuals around the world face unique challenges in leading safe, healthy, and productive lives. These include open discrimination in employment, legal barriers to equal rights, and the risk of physical violence for open expression and association. These challenges are particularly outsized for transgender-identifying individuals. While a growing number of communities have embraced LGBTQ individuals in recent years, global progress has been inconsistent at best.

The climate for LGBTQ economists can vary dramatically depending on one's location and status in the profession. Many face a tradeoff between these two dimensions as professional opportunity may compel some to reside in places with diminished personal or legal protections. These choices accrue and compound at all stages of our profession: graduate school, early career, and beyond. The resulting consequence is that few open LGBTQ voices exist in the most senior ranks of our profession.

The Ad Hoc LGBTQ Economics Working Group Board joins with CSWEP and many of our colleagues in condemning the sexist, racist, homophobic, transphobic, and anti-Semitic statements that have appeared on the Economics Job Market Rumors (EJMR) site. Furthermore, we support the proposed plans outlined in the Interim Report from the American Economic Association's Ad Hoc Committee to Consider a Code of Professional Conduct.

To strengthen these efforts, we offer the following comments and recommendations:

1. We recommend adding "gender identity and expression" *in addition to* "gender" to be inclusive of all members of our community in the Draft AEA Code of Professional Conduct.
2. Without reservation, we encourage the creation of the gated job market website.
3. We support the creation of an AEA-moderated forum to displace EJMR, and encourage the opportunity for open commenting from AEA membership on the topic of anonymity as this remains an open debate in our own community.
4. We think that a focus on LGBTQ professionals should be included in efforts to monitor and report on our professional climate, remaining cognizant of the serious privacy concerns this might raise for some in our community.
5. We support the creation of a *diverse* network of mentors for those who have experienced harassment and support discussions on the introduction of an ombudsman.

As a community that often falls prey to discrimination and bigotry, we are deeply invested in strengthening our professional climate, and to this end, are currently working in parallel to identify best practices with regard to forum moderation and climate surveys. We want to express our solidarity on these efforts and offer our ongoing willingness to collaborate as these projects advance.

In closing, we wish to express our continuing appreciation for our colleagues who serve as outspoken and proactive allies to LGBTQ economists. While our discipline has a considerable distance to go with respect to inclusivity, your actions and voices matter.

Signed by the members of the Ad Hoc LGBTQ Economics Working Group's Subcommittee on Professional Climate, Conduct, and Inclusivity:

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