

1154-97-1426

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Reaching Inside before Reaching Out: Acknowledgement before attempting to provide Access.

The challenges in reaching out and strengthening the pipeline are numerous but are oftentimes viewed in one direction. What are the types of activities, personal and professional, in which mathematicians should participate before reaching out? What admissions must be made about ourselves before we encourage others who do not navigate this world the way we do to join us? What must we acknowledge about our discipline prior to visiting groups that have been potentially left out by the discipline itself? Drawing upon some strategies and exercises in the area of Equity in Mathematics, this talk will seek to challenge each mathematician to look within to examine their own beliefs and thoughts about mathematics and its community before looking outward to ask anyone else to join. (Received September 15, 2019)