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**Diversity Inclusion: Counting things that count Not everything that counts can be counted, and not everything that can be counted counts.**

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We know that there are underrepresented groups in physics and astronomy. In this talk we will look at the representation of underrepresented groups from the students taking high school physics through the students earning PhDs in physics and astronomy. Women are underrepresented. African Americans are underrepresented. Hispanics are underrepresented. Native Americans are underrepresented. We will review the numbers. Then we will look beyond representation at additional factors that count.