2023 Workshop: CEDAR DEI

Long title
Diversity, Equity, and Inclusion at CEDAR Now and into the Future
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Description

This interactive learning session will focus on Diverse, Equitable, and Inclusive topics that impact the CEDAR community with the goal of better understanding and having an open discussion about DEI-related topics. Of particular interest is the importance of continuing CEDAR DEI initiatives now and into the future. Thus, the focus of this years' workshop will center around DEI education, advertising the CEDAR DEI Task Force (being accountable to the community), getting feedback from the community about where the CEDAR community is, and where we want to be, as well as further planning DEI activities for the next year and charting a path forward with actionable tasks. We also seek to have speakers talk about DEI topics such as the following: historical events including but not limited to, Juneteenth; micro-aggressions; imposter syndrome; systematic oppression; allyship; demographic studies; one's involvement with DEI work at their home institution, lab, or campus. The workshop seeks to have 4-8 speakers informing the community on these topics, as well as

sharing their lived experiences. This workshop also invites presentation on any of the topics discussed above, as well as any DEI-related topic submitted in the community input papers submitted to the most recent Decadal Survey on Solar and Space Physics. It is our hope that ALL will interactively engage and learn from our speakers through this discussion.

Agenda

This session will be a hybrid session with participants and presenters both online and in-person. Please join the following Zoom link to participate in this session:

https://uwmadison.zoom.us/j/99255995375

Schedule

13:30-13:55, 5 min Q&A, **Dr. Christine Y. Chen**

Title: Systemic racial disparities in funding rates at the National Science Foundation

Description: What science is worth funding? And who decides and benefits? In this talk, I will present recent findings of racial disparities in funding rates at the National Science Foundation.

14:00-14:25, 5 min Q&A, **Dr. J. Corey Steele**

Description: This presentation will provide a brief exploration of how stereotype threat can impact the learning environment, including some strategies/suggestions for countering stereotype threat.

14:30-14:45, 5 min Q&A, **Ms. Heather Stelljes**

Title: Creating Inclusive and Accessible Spaces for Scientists with Disabilities.

Description: This session will give a very brief overview of disability before sharing considerations that might be put into practice to reduce barriers experienced by disabled students. While this session focuses on actionable steps for creating a more inclusive and accessible space for student scientist, some of the information is applicable to those in the professional realm as well.

14:50-15:05, 5 min Q&A, **Drs. Mark Moldwin and Aprille Ericsson**

Title: Updates from the Decadal Survey for Solar and Space Physics (Heliophysics) 2024-2033 State of the Profession Panel

15:10-15:25, 5 min Q&A, *in person,* **Dr. Enrique R. Villalba**

Description: Many Peruvian undergraduate students have limited opportunities to engage in research and often need guidance to pursue higher education in top international research institutions. Additionally, many university professors in Peru do not actively participate in the international research community. To address these challenges, we are building a mentoring program that promotes remote research collaborations between US researchers and Peruvian undergraduates. The goal is that both parties benefit. Researchers can explore new ideas, while undergraduate students receive guidance and gain valuable experience working with and learning from experienced researchers. In my talk, I would start by describing my experience doing this mentoring and then discuss how, if this scales, it can help address the problem of diversity in science by providing opportunities for talented students who may not otherwise have access to such resources.

Justification

Over the past few years the CEDAR community has embraced the need to make CEDAR more diverse, equitable, and inclusive. In response to last year's Diversity, Equity, and Inclusion (DEI) workshop, the CEDAR Diversity, Equity, and Inclusion Task Force has been working hard over the past couple of years on community suggested DEI Action Items (https://docs.google.com/document/d/1rl29P-lmXHlFon_2oxm2PYNdrBGKOGhKISx...) that arose from that workshop. Further, the "Statement and Call to Action on Racial Justice, Equity, Diversity, and Inclusion by the CEDAR DEI Task Force" (https://docs.google.com/document/d/1kimmOV-95pJud2smbYrx0UrPdcOpvEKrfeQ...) now has over 120 signatories. It is thus necessary to continue the DEI discussion within the CEDAR community and keep the momentum going! Continued support of DEI shows that we as the CEDAR community are invested in DEI initiatives now and into the future, and are open to challenging ourselves to become more diverse, equitable, and inclusive community where all can thrive.

Related to CEDAR Science Thrusts:
Fuse the knowledge base across disciplines in the geosciences
Workshop format
Round Table Discussion
Keywords

Diversity, Equity, Inclusion, Accessiblity

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