

Diversity, Equity, and Inclusion (DEI) in CEDAR

Community

Equity

Diversity

Allyship

Respect



From Jeff Thayer

Motivation

At the 2020 CEDAR VM, community members participated in a workshop entitled “DEI and CEDAR,” where issues and practices regarding DEI in CEDAR surfaced. From feedback received, it was clear a grassroots effort focusing on addressing DEI issues raised could lead to real progress within CEDAR and the broader Heliophysics communities → DEI Task Force.

Goals

Assess and formalize DEI efforts in CEDAR.

Establish and normalize a DEI presence in the CEDAR community.

Foster improvement in CEDAR through implementation of actionable initiatives that promote diversity, equity, and inclusion.

Task Force Members



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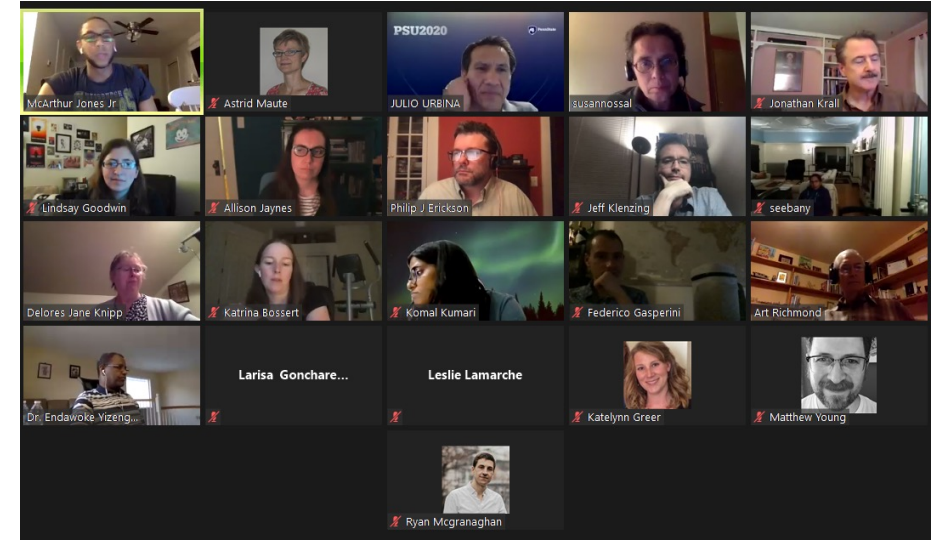


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List of Actionable Steps for Creating Change in the CEDAR Community

Google doc link: https://docs.google.com/document/d/1rl29PImXHIFon_2oxm2PYNdrBGKOGhKISxKfROGKXk/edit

1. Include questions on the CEDAR-GEM-SHINE registration form to obtain demographic information about participants, conveners, and speakers.
2. Create a safe space to enable members of the community, students, etc., to discuss DEI issues they experience.
 - CEDAR DEI Happy Hours (last Thursday of the month)
3. Create group in CEDAR to proofread letters of recommendations/nominations to remove biased language.
 - Equitable Letters for Space Physics (<https://equitablelettersp.github.io/ELSP/>)
4. Start to create conversation and dialogue about how to make connections with institutions serving diverse students and introduce them to CEDAR science.
5. Connect with high school students during the CEDAR meeting/student day.
6. Create CEDAR Outstanding Mentor Award.



First CEDAR DEI Happy Hour, October 2020



Equitable Letters for Space Physics

Resources for writing better recommendation and nomination letters within the space physics community

[Home](#) [Gender Bias Studies](#) [Letter Writing Resources](#) [Addressing Bias](#) [Sample Letters](#) [Code of Conduct](#) [Contact](#)

Our Mission

Encouraging merit-based recommendations and nominations in the space physics community by providing resources and reviews.

Our Standards

Equitable Letters in Space Physics strives to provide a welcoming environment for people to learn and grow. We are governed by a [code of conduct](#).

Our People

Directors

- Dr. Angeline G. Burrell, Naval Research Laboratory (*Exec. Dir.*)
- Dr. John Coxon, University of Southampton
- Dr. Alexa Halford, NASA Goddard Space Flight Center
- Dr. McArthur Jones Jr., Naval Research Laboratory
- Dr. Kate Zawdie, Naval Research Laboratory

Reviewers

To become a reviewer, please [Contact us](#).

Ways to get involved with DEI in CEDAR

- Sign the CEDAR DEI Statement and Call to Action
(Link: <https://docs.google.com/document/d/1kimmOV95pJud2smbYrx0UrPdcOpvEKrfeQjw0UPXQQ/edit?usp=sharing>)
- Provide input on CEDAR DEI Action Items
(Link: https://docs.google.com/document/d/1rl29P-lmXHIFon_2oxm2PYNdrBGKOGhKISxKfROGKXk/edit)
- Post on CEDAR DEI Slack
(Go to: cedarscience.slack.com and add the #diversity-equity-and-inclusivity-in-cedar channel)
- Participate in CEDAR DEI Happy Hours
(Information on when these occur come out via the cedar mailing list and are posted on Slack)
- Volunteer to review or encourage those in the CEDAR Community to send recommendation/nomination letters (maybe even about you) to ELSP
- Link for the Call to Action for an Anti-racist Science Community from Geoscientists of Color (<https://notimeforsilence.org/>). Please sign and continue to add suggestions!
- Contact the CEDAR DEI Task Force about participating (maybe even joining 😊 the Task Force)

****Please contact ANY of the DEI Task Force Members if have any questions, or just need a kind and empathetic ear to listen.****

Upcoming DEI Speakers at CEDAR

M. Brandon Jones, Ph.D.

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Program Responsibilities:

- [Geoscience Opportunities for Leadership in Diversity](#)
- [Historically Black Colleges and Universities – Excellence in Research \(HBCU - EiR\)](#)
- [Improving Undergraduate STEM Education: Pathways into the Earth, Ocean, Polar and Atmospheric and Geospace Sciences \(GEOPaths\)](#)
- [Tribal Colleges and Universities Program \(TCUP\)](#)



Wednesday, June 23rd, 2021, 0905-0930 MDT in Plenary Session



Melissa A. Burt, Ph.D.

Assistant Dean for Diversity and Inclusion
Walter Scott, Jr. College of Engineering

Research Scientist
Department of Atmospheric Science
Colorado State University

Dr. Melissa Burt is the Assistant Dean for Diversity and Inclusion in the Walter Scott, Jr. College of Engineering at Colorado State University. In this position, Dr. Burt, oversees and leads the strategic and implementation efforts for diversity, inclusion, and equity goals across the College. The Office of the Assistant Dean for Diversity and Inclusion focuses on recruitment, retention, and engagement of faculty/staff, and supports the college-wide recruitment and retention efforts of undergraduate and graduate students from historically underrepresented groups. Her research focuses on the interactions of Arctic clouds, radiation, and sea ice. Outside of CSU, she is the Vice President for the non-profit 501(c)3 organization, the Earth Science Women's Network. Dr. Burt has served on a variety of boards and councils and currently serves as the inaugural chair of the American Meteorological Society's Culture and Inclusion Cabinet. Dr. Burt has a B.S. degree in Meteorology from Millersville University and a M.S. and Ph.D. in Atmospheric Science from Colorado State University.

Thursday, June 24th, 2021, 1305-1345 MDT: CEDAR DEI Session

Matthew Kaplan, Ph.D.

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Areas of Expertise

- Developing & evaluating intergenerational initiatives in diverse settings.
- Training Extension educators and other professionals in intergenerational programming.
- Establishing intergenerational strategies for civic engagement and environmental design.

Websites

- [Penn State Intergenerational Program](#)

Thursday, June 24th, 2021, 1345-1410 MDT: CEDAR DEI Session