

CEDAR Workshop: Diversity, Equity, Inclusion and CEDAR

Friday, June 26th, 11 PM - 1 PM, MDT

People of Color and their talents and ideas are underrepresented in the geosciences (<https://blogs.scientificamerican.com/voices/the-geosciences-community-needs-to-be-more-diverse-and-inclusive/>), including in the CEDAR community. Systemic racism reduces educational and scientific opportunities for communities of color. This workshop is intended to provide a forum for discussion and sharing of lessons learned, best practices, and policy recommendations for how the CEDAR community can broaden participation and inclusion; create a welcoming learning and working environment; and reduce conscious and unconscious bias. There is much that can be done on an individual, institutional, and systemic level to be effective forces of change for the CEDAR and wider STEM communities. This moment in history underscores the critical need for transformation in all areas of our society to make for a more equitable and just world.



Community

Equity

Diversity

Allyship

Respect

From Jeff Thayer

Diversity, Equity, and Inclusion and CEDAR

Goal: List of actional steps for creating change in the CEDAR community

- Welcome
- A Call to Action for an Anti-Racist Science Community from Geoscientists of Color: Listen, Act, Lead
- Tonya Peeples, Associate Dean for Equity and Inclusion, Professor of Chemical Engineering | The Pennsylvania State University - Julio
- AGU initiatives - Larisa Goncharenko
- NCAR SOARS program – McArthur (Mack) Jones Jr.
- CEDAR community statement
- 10 minute break for individual reflection
- Breakout group discussions
- Summarizing breakout group discussions
- General discussion and next steps

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Please come up with 2-3 recommendations in each breakout group

Possible topics for discussion:

What are issues and barriers in the CEDAR community with regards to diversity and inclusion for people of color, especially African American, Latinx, and Indigenous communities?

What are ideas you have for making CEDAR a more welcoming, inclusive, and diverse community?

What additional training should scientists have to be effective forces of change for the CEDAR and wider STEM communities?

- **Goal: List of actional steps for creating change in the CEDAR community**
- *Include a question on the CEDAR-GEM-SHINE registration form to obtain demographic information about participants, conveners and speakers**
- Programs for the CEDAR community to connect to: SOARS, Geopaths, Bridge Programs, McNair Scholars, Arecibo Space Academy, Aspire summer institute, REU programs, NSBE, NSHE, NSBP, NSHP
- Increase CEDAR collaboration and connections with Historically Black Colleges and Universities and at other Minority Serving Institutions
- Connections with Jicamarca and Arecibo are strong – work to establish similar ties with partners in African nations.
- Implement Holistic review of graduate applications
- *Create group in CEDAR to proofread letters of recommendation to remove biased language**
- Mentoring circles
- Importance of positive culture in graduate programs
- Funding: Importance of consistent funding, microscholarships
- CEDAR meeting: consciously make speakers/sessions more diverse, similar to the focus on students and early career scientists
- CEDAR Outstanding Mentor Award
- Facilitate more international participation at CEDAR
- CEDAR meeting code of conduct and microaggressions training
- *Having a safe space (or someone from NSF, NASA, etc.) to able to discuss issues individuals are experiencing**
- Encourage government employers/supervisors to act as a mentor and acknowledgement in the performance plans.
- Reconsider promotion policies
- Personal education and capacity building opportunities; education about microaggressions
- Continuing a dialogue about DEI and CEDAR through the CEDAR Slack, conference presentations, and other means

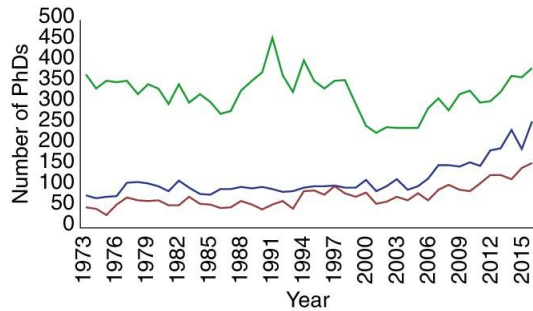
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Next Steps for CEDAR:

- Establish a CEDAR DEI task force that would make recommendations to the CSSC and to the broader CEDAR community (***made up of a mix of CSSC members and members of the community, ~5-7 people***)
 - Proposed Initial Co-chairs: Julio Urbina and Mack Jones
 - Initial Tasks could include:
 - 1.) Setting up a *safe space to enable members of the community, students, etc. to discuss DEI issues they are experiencing*
 - 2.) *Release a DEI statement on behalf of the CEDAR DEI Task Force and others in the community willing to sign on*
 - 3.) *Fall Virtual Happy Hour to discuss issues of DEI*
 - 4.) *Draft question(s) for CEDAR-GEM-SHINE registration form to obtain demographic information about participants, conveners and speakers*
 - 5.) *Create group in CEDAR to proofread letters of recommendation to remove biased language*
 - 6.) *Recruit additional members from the community to volunteer*
 - 7.) *Express importance of Double-blind review.*
- Review the Call to Action for an Anti-Racist Science Community from Geoscientists of Color and apply to our work at CEDAR
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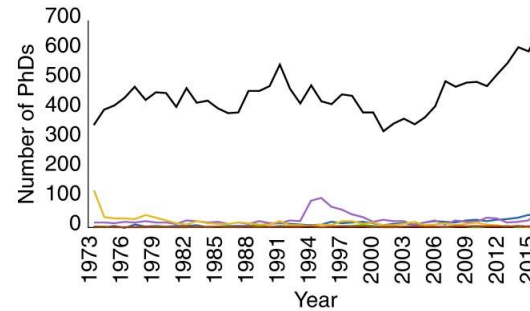
Total PhDs earned over time

a By subfield



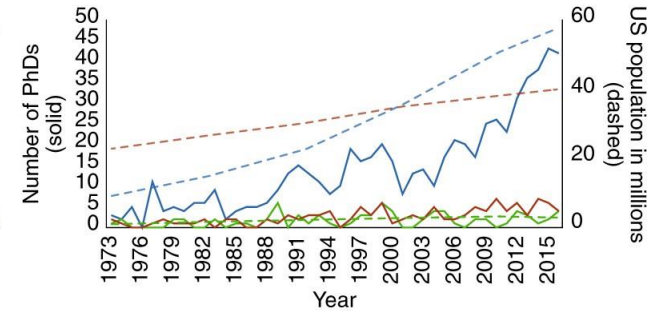
- Earth
- Ocean
- Atmospheric

b By race and ethnicity (subfields combined)



- White, non-Hispanic
- Native American, non-Hispanic
- Asian, non-Hispanic
- Black, non-Hispanic
- Hispanic or Latino
- Other or unknown

c For underrepresented minorities only (subfields combined)



- Geoscience PhDs
- US Population
- Hispanic or Latino
- Native American, non-Hispanic
- Black, non-Hispanic

Bernard, R.E., Cooperdock, E.H.G. No progress on diversity in 40 years. *Nature Geosci* **11**, 292–295 (2018).
<https://doi.org/10.1038/s41561-018-0116-6>