

Ongoing Diversity, Equity, and Inclusion Efforts in the CEDAR Community

McArthur Jones Jr.

Space Science Division, U.S. Naval Research Laboratory, Washington, D.C., USA.

Co-authors and Key Contributors to the CEDAR DEI Effort

Katrina Bossert – ASU

Angeline G. Burrell – NRL

John Coxon - U. of Southampton

Phillip J. Erickson – MIT Haystack

Larisa Goncharenko – MIT Haystack

Alexa Halford – NASA GSFC

Delores J. Knipp – CU Boulder

Komal Kumari – ASU

Meghan LeMay – BU

Huixin Liu – Kyushu U.

Astrid Maute – NCAR/HAO

Susan M. Nossal – UW Madison

Julio Urbina – PSU

Kate Zawdie – NRL

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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

Community

Equity

Diversity

Allyship

Respect



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



**Julio
Urbina**



**McArthur
“Mack”
Jones**



**Katrina
Bossert**



Susan Nossal



**Phil
Erickson**



**Meghan
LeMay**



**Komal
Kumari**

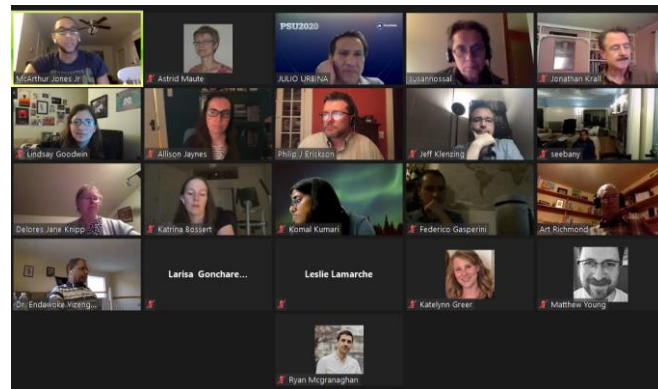


**Huixin
Liu**

List of Actionable Steps for Creating Change in CEDAR

Google doc link: https://docs.google.com/document/d/1rI29P1mXHIFon_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://equitableletterssp.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. **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 (ELSP) strives to provide a welcoming environment for people to learn and grow. We are governed by a [code of conduct](#).

Submitting Letters to Us
If you are writing a recommendation letter for someone you know professionally, you can send it to us by [following the submission guidelines here](#) and we will send it out to our reviewers. They will provide recommendations on how you can make your letter more equitable and less biased, using a combination of the techniques and resources described elsewhere on our site, with the aim to make unbiased recommendation letters more accessible to all.

Our People

Directors

- Dr. Angeline G. Burrell, Ionospheric Researcher (Exec. Dir.)
- Dr. John Coxon, University of Southampton, Magnetospheric Researcher
- Dr. Alexa Halford, NASA-Goddard Space Flight Center, Magnetospheric Researcher
- Dr. McArthur Jones Jr., Upper Atmospheric Researcher
- Dr. Kate Zawde, Ionospheric Researcher

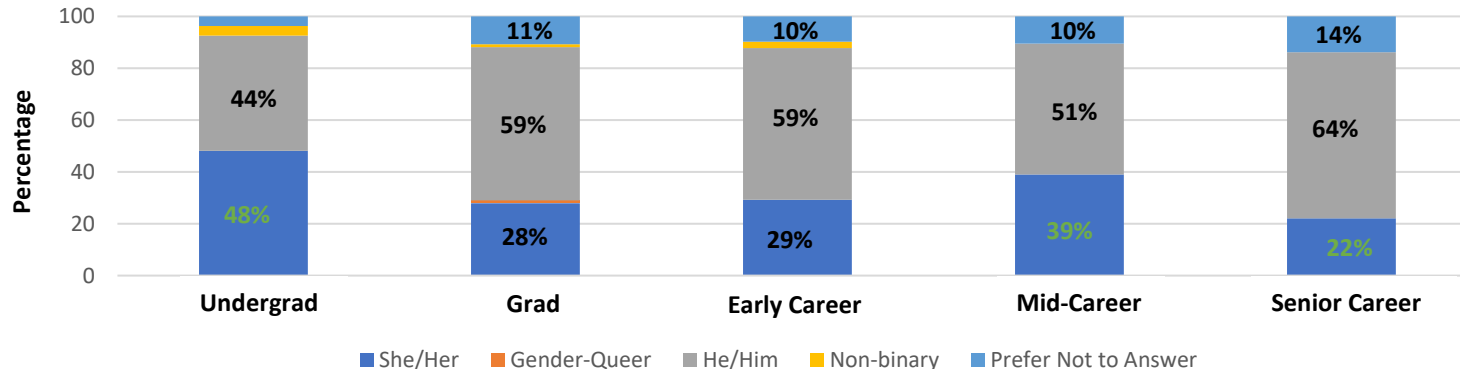
Reviewers
If you are interested in being a reviewer, please [contact us](#).

2018 AGU Membership Demographics

Section Name	Student	Early Career	Mid-Career	Experienced	Retired
Space Physics and Aeronomy					
Female	35.57%	29.86%	21.05%	10.73%	5.48%
Male	64.18%	68.48%	78.25%	88.29%	94.52%
Prefer Not to Answer	0.25%	1.66%	0.69%	0.98%	0.00%

2021 CEDAR VM Attendees Demographics

US Participants - Gender Identify Percentage by Career Stage



CEDAR Demographics from 2021 VM vs. Special Report NSF 21-321

National Center for Science and Engineering Statistics | NSF 21-318

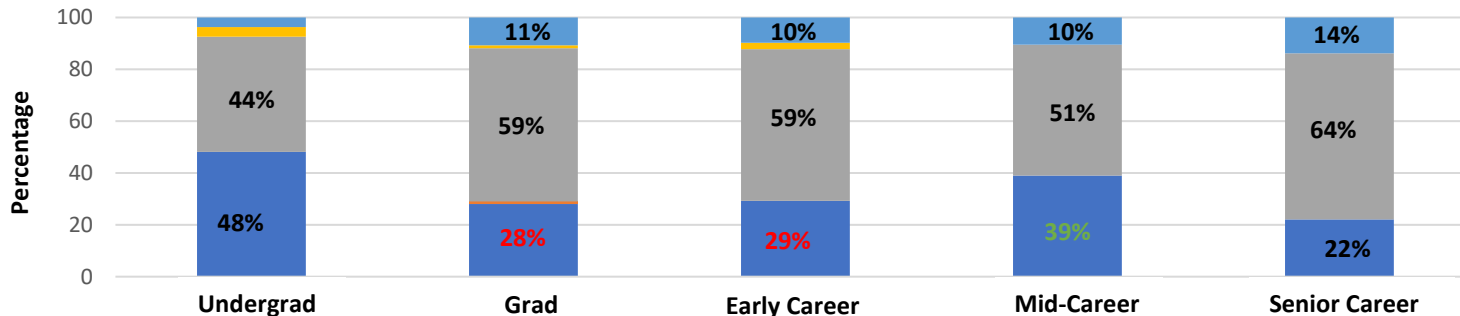
TABLE 4-2

Graduate students, postdoctoral appointees, and doctorate-holding nonfaculty researchers, by detailed field and sex: 2019
(Number and percent)

Detailed field	Graduate students						Postdoctoral appointees		Doctorate-holding nonfaculty researchers	
	All graduate students		Master's		Doctoral					
	Total number	Percent female	Total number	Percent female	Total number	Percent female	Total number	Percent female	Total number	Percent female
Geosciences, atmospheric sciences, and ocean sciences	11,878	47.5	5,327	48.4	6,551	46.8	1,778	38.2	2,177	31.0
Atmospheric sciences and meteorology	1,339	39.8	473	41.9	866	38.7	249	35.3	434	27.4
Geological and earth sciences	7,849	44.4	3,610	43.7	4,239	45.0	845	35.6	1,104	30.3
Ocean and marine sciences	2,690	60.4	1,244	64.5	1,446	56.8	393	46.1	321	42.7

2021 CEDAR VM Attendees Demographics

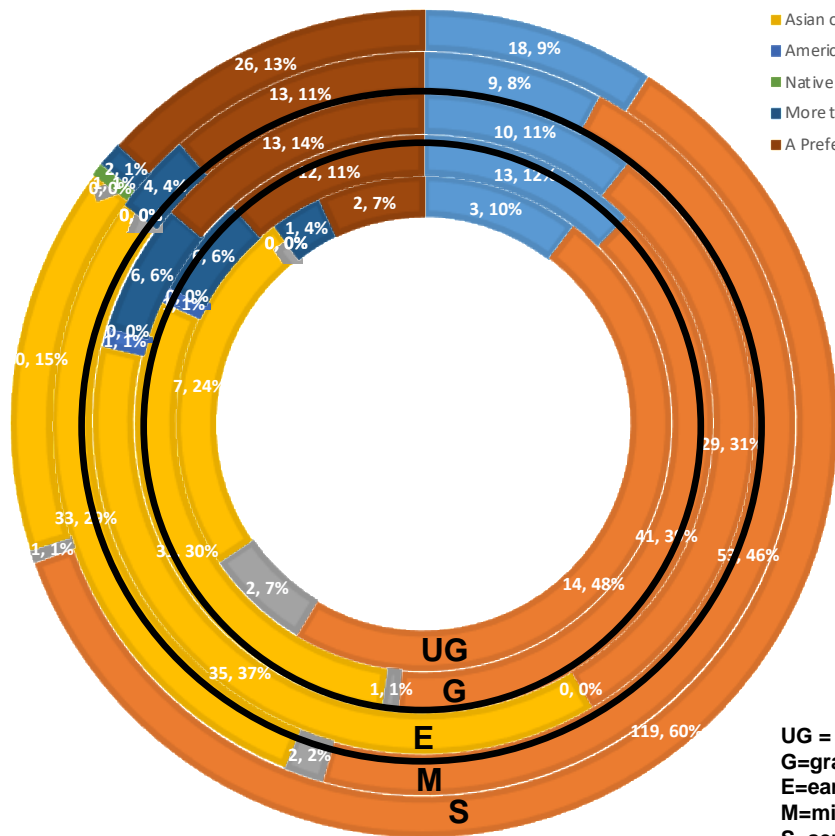
US Participants - Gender Identify Percentage by Career Stage



Source: National Center for Science and Engineering Statistics. 2021. *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2021*. Special Report NSF 21-321. Alexandria, VA: National Science Foundation. Available at <https://nces.nsf.gov/wmpd>.

CEDAR Demographics from 2021 VM vs. Special Report NSF 21-321

US PARTICIPANTS RACE/ETHNICITY BY CAREER STAGE



National Center for Science and Engineering Statistics | NSF 21-318

TABLE 4-9b

Geosciences, atmospheric sciences, and ocean sciences postdoctoral appointee and doctorate-holding nonfaculty researcher demographics and funding: 2019
(Number and percent)

Characteristic	Postdoctoral appointees	
	Number	Percent
Institutions	143	20.0
Schools	143	17.7
Units	266	1.3
All individuals	1,778	100.0
Male	1,099	61.8
Female	679	38.2
U.S. citizens and permanent residents ^a	871	
Hispanic or Latino	56	6.4
Not Hispanic or Latino		
American Indian or Alaska Native	1	0.1
Asian	90	10.3
Black or African American	15	1.7
Native Hawaiian or Other Pacific Islander	1	0.1
White	589	67.6
More than one race	29	3.3
Unknown ethnicity and race	90	10.3

UG = undergrads
G=graduate
E=early career
M=mid-career
S=senior career

Source: National Center for Science and Engineering Statistics. 2021. *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2021*. Special Report NSF 21-321. Alexandria, VA: National Science Foundation. Available at <https://ncses.nsf.gov/wmpd>.