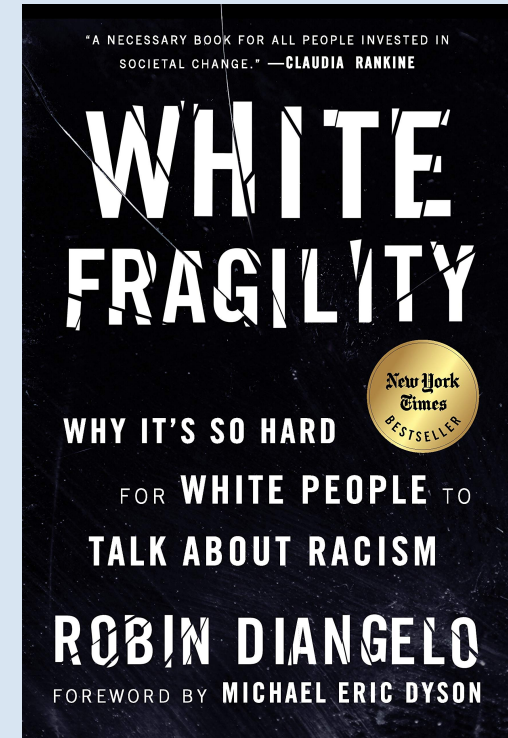
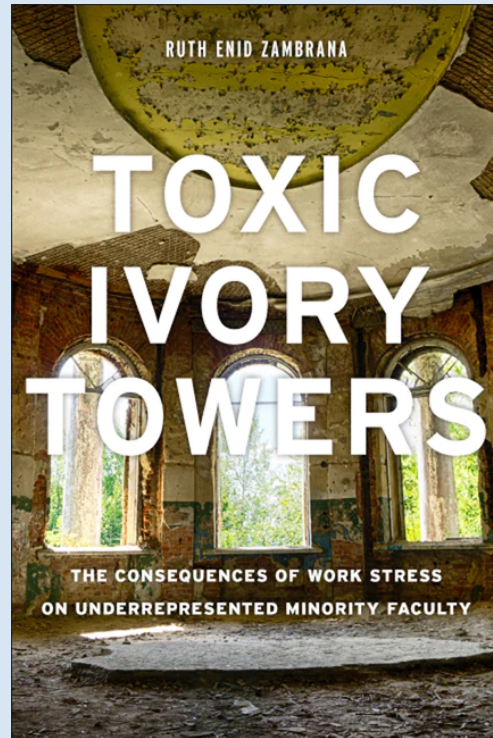
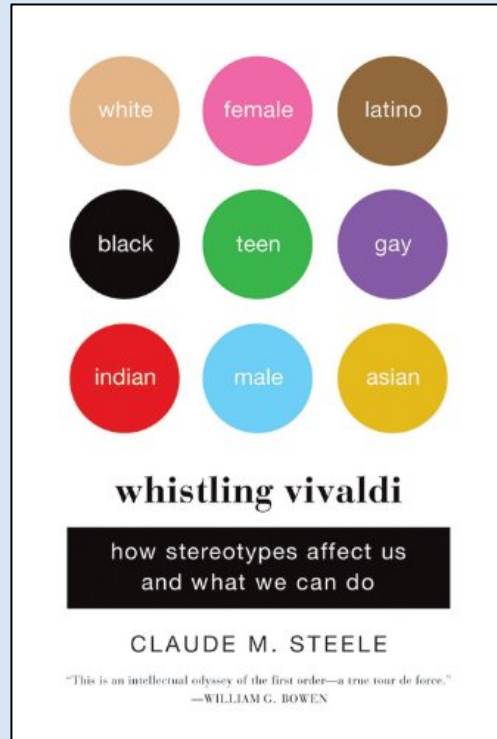
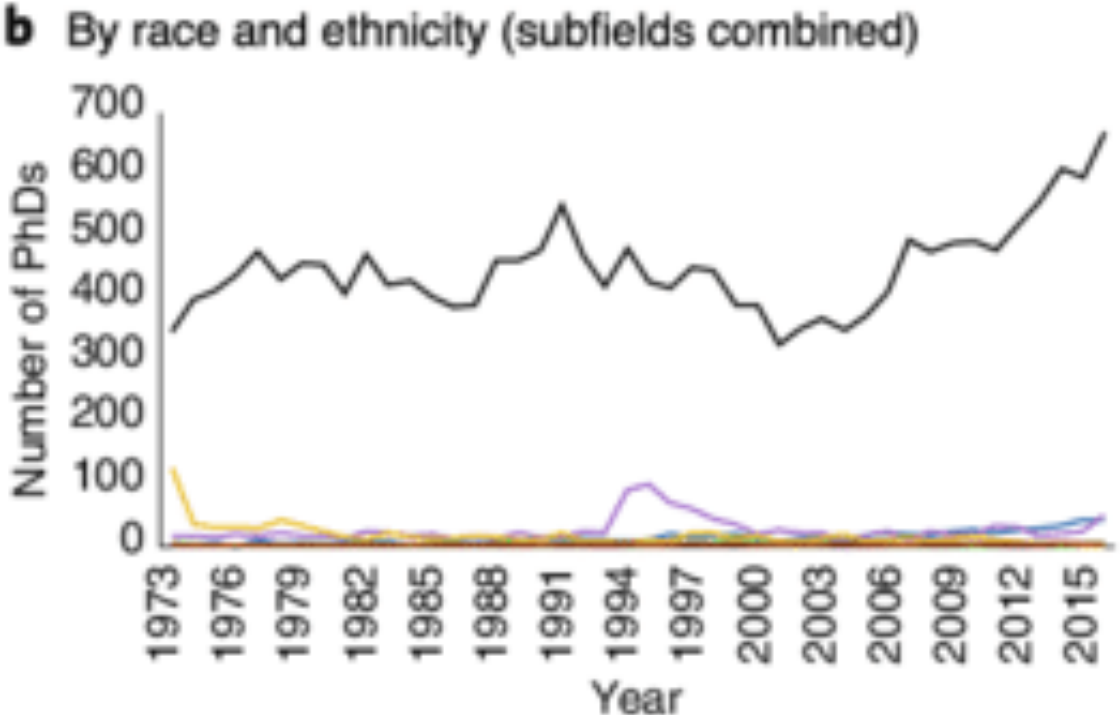


Challenges and Opportunities for Increasing Participation of Underrepresented Groups in the Geosciences.



Brandon Jones
NSF/Directorate for Geosciences

No progress on diversity in 40 years | Nature Geoscience



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

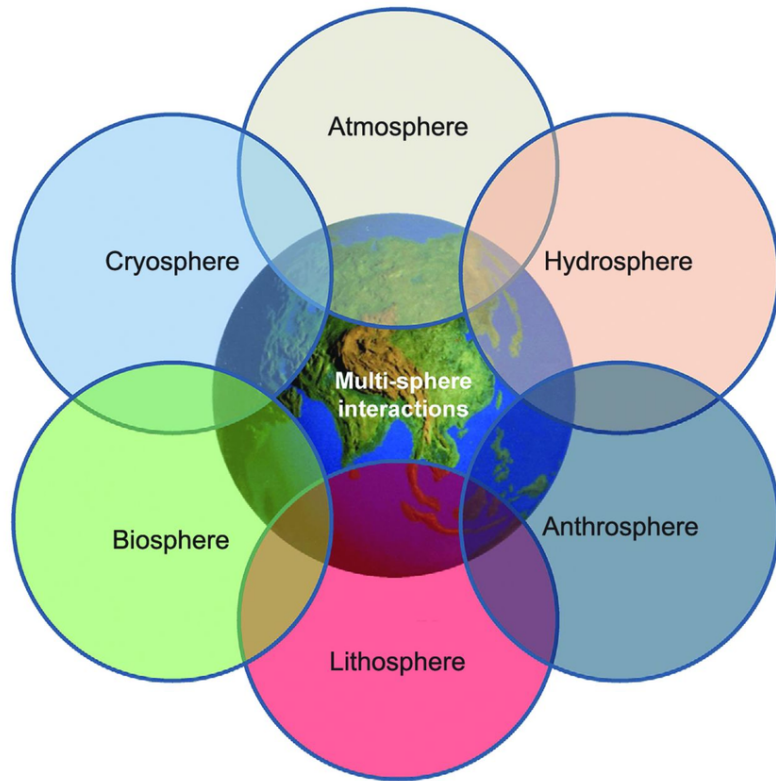
**Bernard &
Cooperdock 2018**

1 – the STEM workforce cannot operate at full capacity if all available/qualified minds are not engaged.

2 – Individuals who are in the workforce cannot operate at full capacity if they are stressed.

3 – Our planet is facing “all hands on deck” problems, but *all hands are not on deck*.

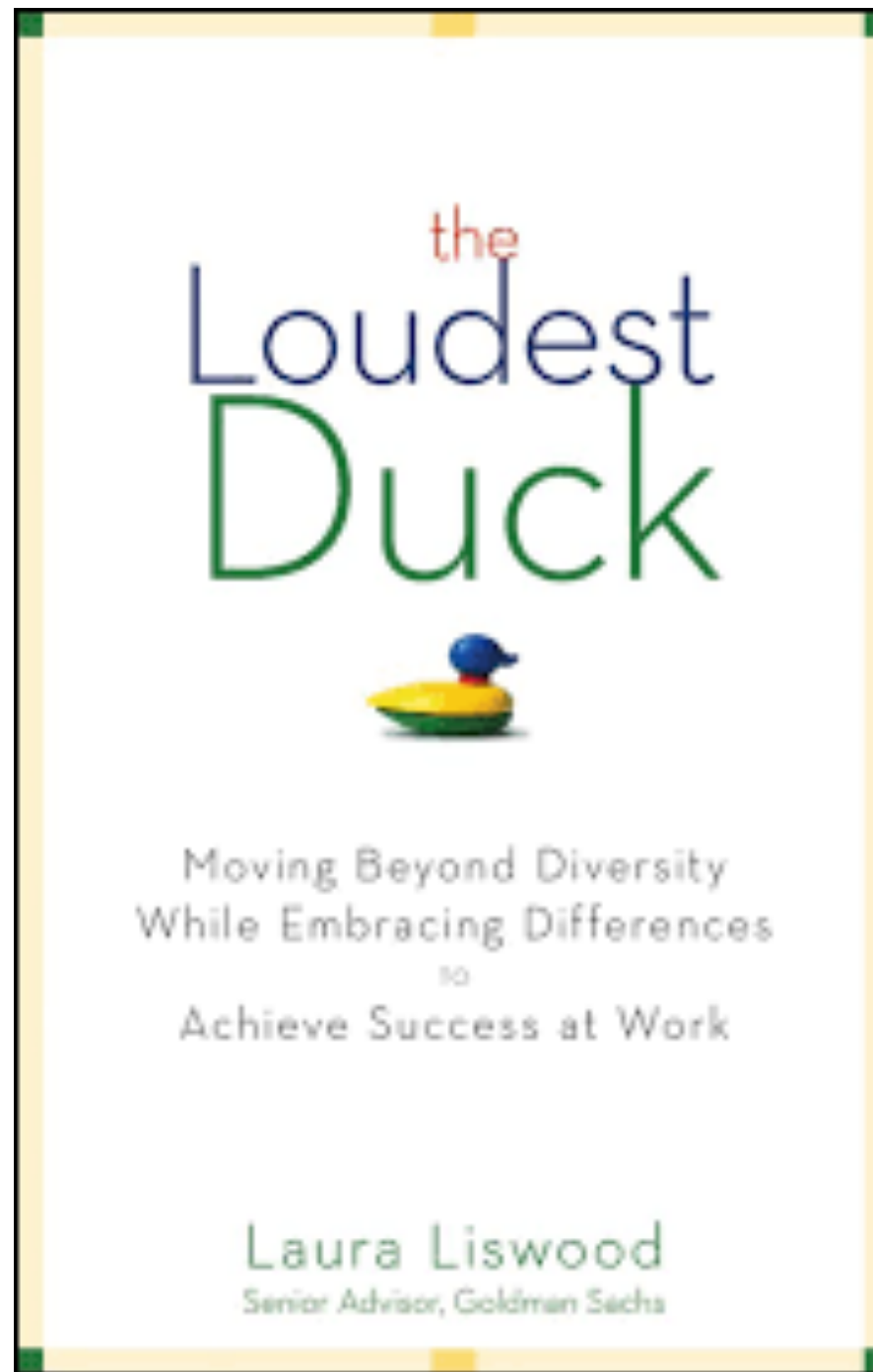
perspective



When tackling JEDI issues, as Scientists...

- **We want solutions**
- We don't have all the data and our sample sizes are often inadequate
- So we make assumptions...

Western:
The squeaky
wheel gets
the grease.



Chinese:
The loudest duck
gets *shot*!

Ethnic Cleansing and America's Creation of National Parks

Isaac Kantor

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Ethnic Cleansing and America's Creation of National Parks

Isaac Kantor

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"Once we were in our own country and we were seldom hungry, for then the two-leggeds and the four-leggeds lived together like relatives ... [b]ut the [Americans] came, and they have made little islands for us and other little islands for the four-leggeds, and always these islands are becoming smaller " – Black Elk

Ethnic Cleansing and America's Creation of National Parks

Isaac Kantor

I. INTRODUCTION 42

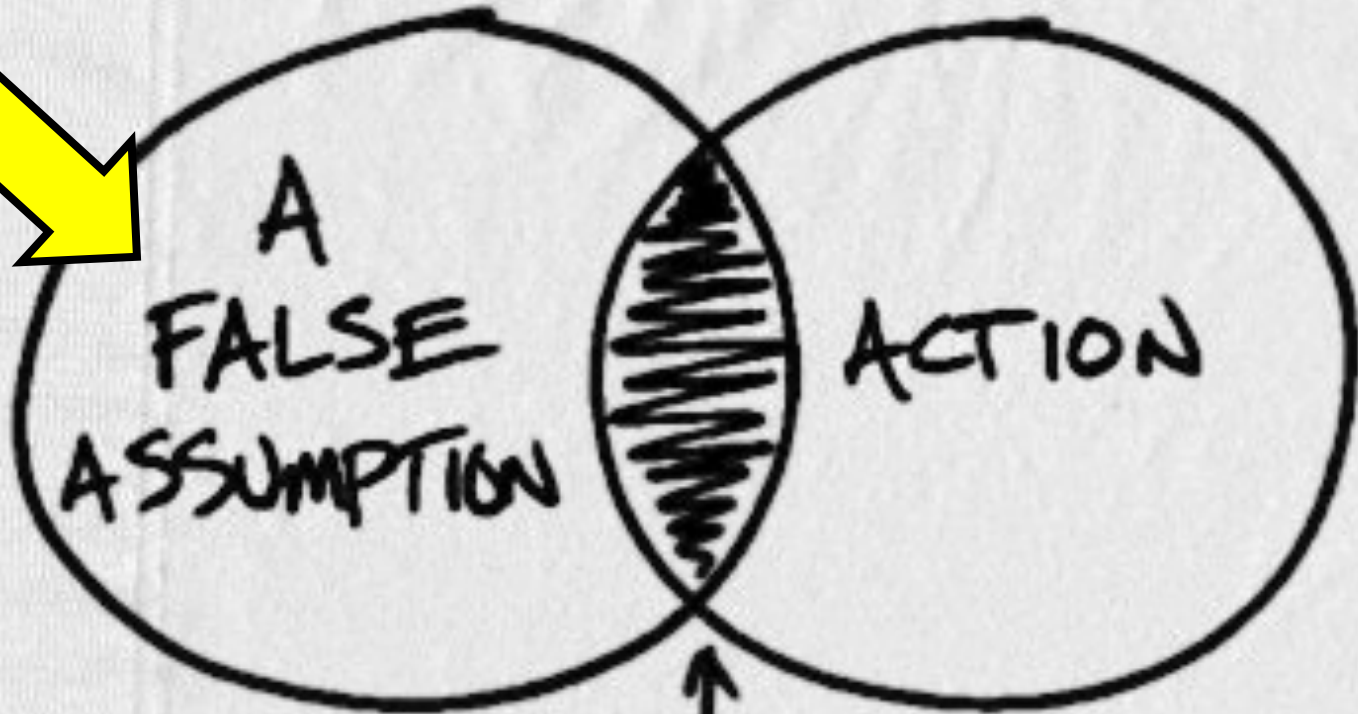
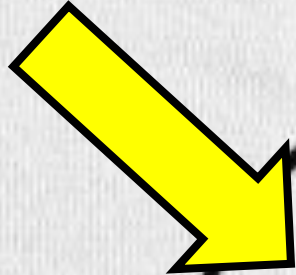
E. Why Muir's Vision Prevailed 48

“Though the existence of this drastic change of paradigms is readily apparent from writings of Catlin and Muir, the more difficult question is why Muir's perspective arose and prevailed in the most prominent pieces of American conservation legislation. *The answer may be that a number of factors in the late nineteenth century contributed to increased racism against American Indians.*”

**When what we've
learned is tarnished by truth...**

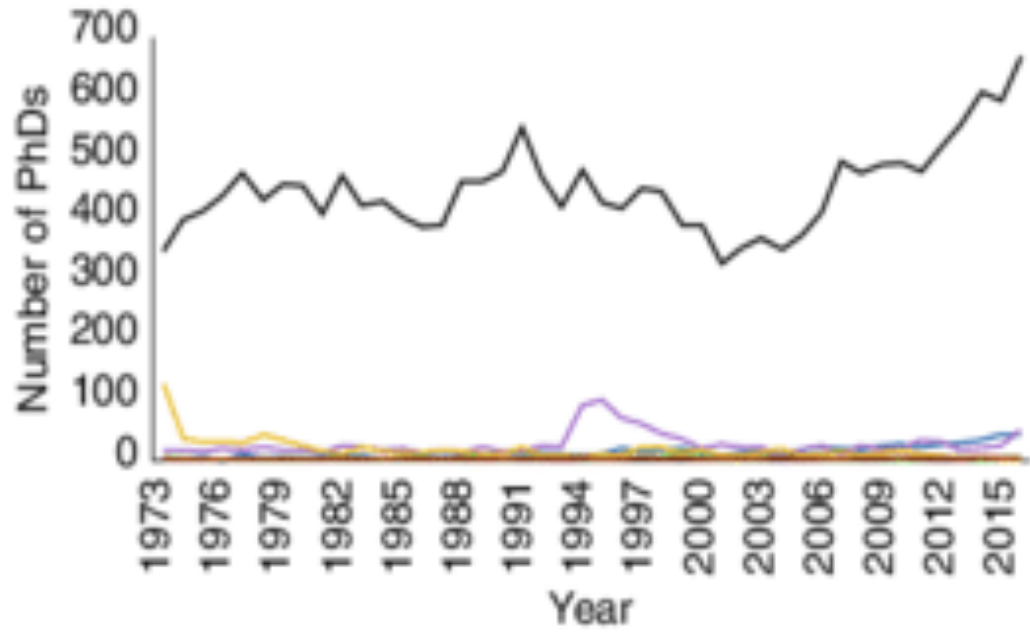
JEDI stuff...

- We want solutions
- We don't have all the data and our sample sizes are often inadequate
- So we make assumptions
- **Assumptions open the door to bias**



↑
SCARY!
o

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

**Bernard &
Cooperdock 2018**





Opportunity



Experience

**PROGRAM
ENVIRONMENT**



PARTICIPANT

Individuals are not able to bring all of themselves to the research enterprise... hindering both the individual and the enterprise.

Sociological problems.



Experience

The background is a blue-tinted photograph of a Gothic-style building, likely a university or government building. It features a large, ornate clock tower with intricate carvings and a central clock face. The architecture includes pointed arches, decorative stonework, and a series of windows. The overall tone is academic and historical.

SOCIAL SCIENCES

Considerations

Understand that...

Natives, Mexicans, Puerto Ricans and Africans were “involuntarily incorporated” into the U.S.

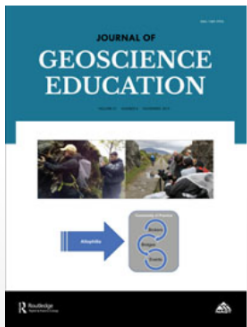
Let people of color:

- tell their **own stories**


- have their **own spaces**

Critical self reflection by white colleagues and administrators.

 Taylor & Francis Online



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This Journal

< **Volume 67, 2019** Vol 66, 2018 Vol 65, 2017 >

< Issue **4** Issue 3 Issue 2 Issue 1 >

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New Developments in Diversity and Inclusiveness in the Geosciences

Editorial

Editorial
[New developments in diversity and inclusiveness in geosciences](#) >

Alexander E. Gates, Karen McNeal, Eric Riggs, Susan Sullivan & Diana Dalbotten

Pages: 285-286

Published online: 16 Oct 2019

**Recognition that bias impacts
tenure, promotion & awards.**

**Mentoring, support,
assistance and allyship is key.**

Take homes:

- Develop cross racial relationships.**
- Develop racial stamina.**
- Be human.**
- It's okay to be quiet and just listen.**

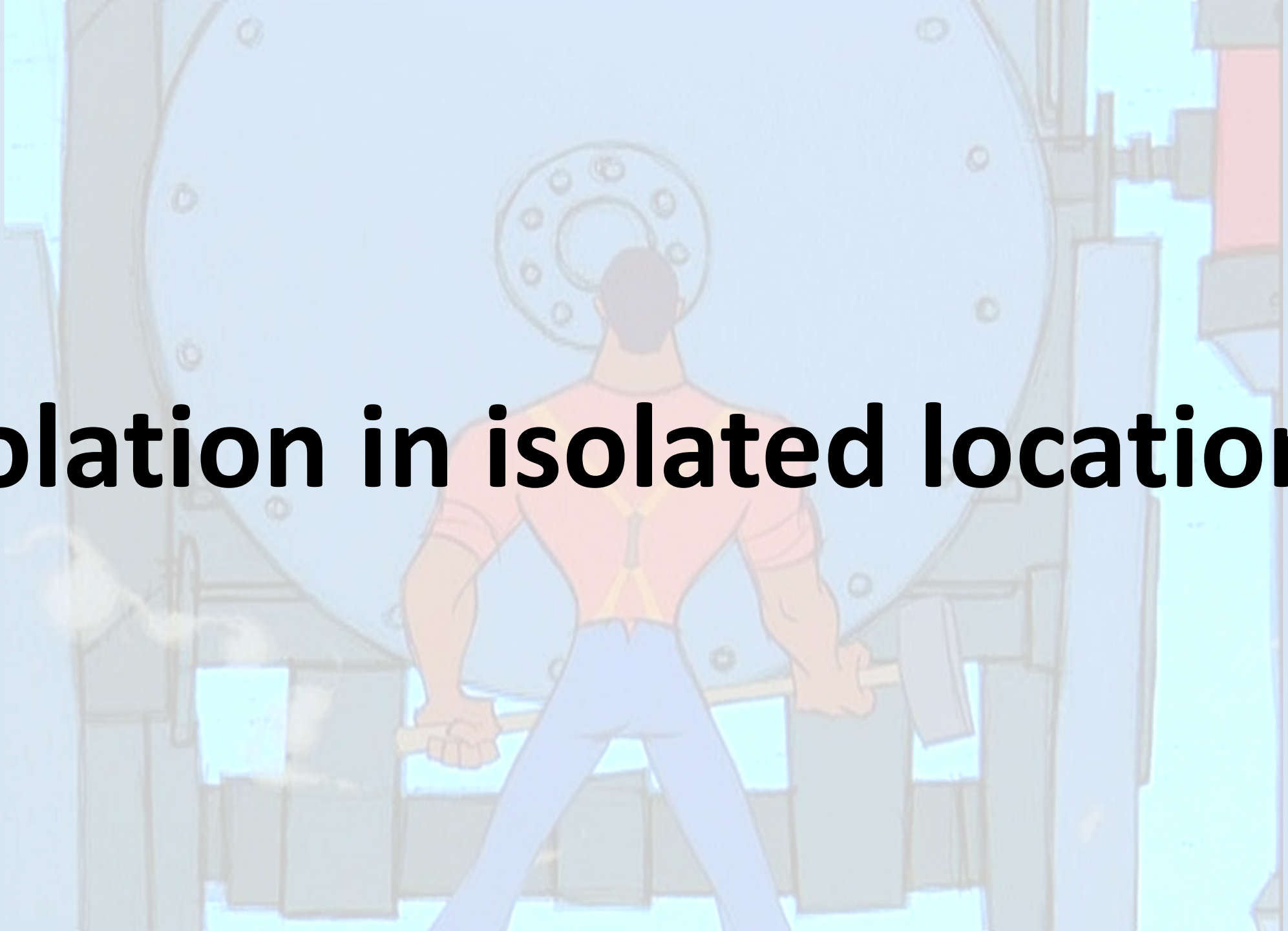
?S

ISSUE	PERSONAL	PROFESSIONAL
Imposter Syndrome	Fear of failure. Cycle of perfectionism.	Hesitance in seeking assistance. Procrastination.
Presumed Incompetence	Could induce imposter syndrome. Deflation of self worth.	Overexertion to “prove” oneself. Patronizing “surprise”.
Microaggressions	Psychological impacts/damage.	Impact on planning, writing, teaching, etc.
Demanding Greater Performance	Unrealistic expectations hinder work/life balance.	Appointed “advisor” to all the URM students takes time away from career building.
Minimizing Achievements	Piling of emotional labor to constantly explain “why” the work is important.	Little to no conversion of BI currency to the meritocracy.
Persistent Marginalization	Lack of trust in humanity. Depression.	Potential impact on networking and professional collaboration.



Intersectionality.

Isolation in isolated locations.





**Improve interactions between
white colleagues &
colleagues of color.**