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

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!
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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
“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.”
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
A FALSE ASSUMPTION

ACTION

SCARY!
Opportunity

Experience
Individuals are not able to bring all of themselves to the research enterprise... hindering both the individual and the enterprise.
Sociological problems.
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.
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.
<table>
<thead>
<tr>
<th>ISSUE</th>
<th>PERSONAL</th>
<th>PROFESSIONAL</th>
</tr>
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<tbody>
<tr>
<td>Microaggressions</td>
<td>Psychological impacts/damage.</td>
<td>Impact on planning, writing, teaching, etc.</td>
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<td>Demanding Greater Performance</td>
<td>Unrealistic expectations hinder work/life balance.</td>
<td>Appointed “advisor” to all the URM students takes time away from career building.</td>
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<td>Minimizing Achievements</td>
<td>Piling of emotional labor to constantly explain “why” the work is important.</td>
<td>Little to no conversion of BI currency to the meritocracy.</td>
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<td>Persistent Marginalization</td>
<td>Lack of trust in humanity. Depression.</td>
<td>Potential impact on networking and professional collaboration.</td>
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Intersectionality.
Isolation in isolated locations.
Improve interactions between white colleagues & colleagues of color.