



**DEI & THE GEOSCIENCES:
LESSONS LEARNED BASED ON A DECADE OF
AGU/GEOSCIENCE EXPERIENCES**

1
00:00:05,030 --> 00:00:02,710
plan with these two components is to

2
00:00:06,869 --> 00:00:05,040
lead a shift to a more inclusive

3
00:00:09,830 --> 00:00:06,879
geosciences culture

4
00:00:14,549 --> 00:00:09,840
where all people feel safe and welcome

5
00:00:19,830 --> 00:00:16,230
so just a little bit about the landing

6
00:00:22,230 --> 00:00:19,840
academy it is a two-year program

7
00:00:23,029 --> 00:00:22,240
it is cohort based

8
00:00:27,349 --> 00:00:23,039
the

9
00:00:31,029 --> 00:00:27,359
cohort

10
00:00:34,470 --> 00:00:31,039
and the program consists of in-person

11
00:00:36,709 --> 00:00:34,480
hybrid and virtual meetings that are

12
00:00:38,150 --> 00:00:36,719
rooted in

13
00:00:39,990 --> 00:00:38,160

diversity equity and inclusion

14

00:00:41,750 --> 00:00:40,000

scholarship

15

00:00:44,549 --> 00:00:41,760

it's professional development throughout

16

00:00:47,270 --> 00:00:44,559

the two years and the latter part of the

17

00:00:49,190 --> 00:00:47,280

year is pardon me the latter part of the

18

00:00:51,350 --> 00:00:49,200

second year or the latter part of the

19

00:00:53,670 --> 00:00:51,360

academy is focused on a broadening

20

00:00:55,910 --> 00:00:53,680

participation project wherein the

21

00:00:57,430 --> 00:00:55,920

academy fellows take what they have

22

00:00:59,910 --> 00:00:57,440

learned

23

00:01:02,630 --> 00:00:59,920

for the first year and

24

00:01:04,710 --> 00:01:02,640

apply it at their institution to create

25

00:01:06,870 --> 00:01:04,720

change

26

00:01:09,350 --> 00:01:06,880

the landing academy cohort 2

27

00:01:12,550 --> 00:01:09,360

applications are open

28

00:01:14,149 --> 00:01:12,560

so please consider joining us um

29

00:01:16,149 --> 00:01:14,159

and applying for the program the

30

00:01:18,950 --> 00:01:16,159

deadline is june 1st

31

00:01:19,910 --> 00:01:18,960

of this year at midnight

32

00:01:21,990 --> 00:01:19,920

um

33

00:01:24,550 --> 00:01:22,000

and the application you can find there

34

00:01:27,749 --> 00:01:24,560

at that url it'll also

35

00:01:29,429 --> 00:01:27,759

also put it at the end of this talk

36

00:01:32,069 --> 00:01:29,439

and i want to emphasize here that the

37

00:01:33,910 --> 00:01:32,079

second cohort of academy participants

38

00:01:36,550 --> 00:01:33,920

will focus on building capacity for

39

00:01:38,469 --> 00:01:36,560

those individuals at mid-career

40

00:01:41,030 --> 00:01:38,479

and in positions to affect change at a

41

00:01:42,710 --> 00:01:41,040

u.s academic academic adjacent or

42

00:01:44,710 --> 00:01:42,720

research institutions and there are a

43

00:01:48,630 --> 00:01:44,720

lot of reasons why we

44

00:01:50,950 --> 00:01:48,640

are doing it this way and i'd be glad to

45

00:01:52,710 --> 00:01:50,960

answer any questions that you may have

46

00:01:54,469 --> 00:01:52,720

but for this second time we're looking

47

00:01:56,069 --> 00:01:54,479

for mid-career

48

00:01:57,990 --> 00:01:56,079

applicants and if you've got any

49

00:02:01,830 --> 00:01:58,000

questions at all please email us at

50

00:02:05,910 --> 00:02:03,429

but i want to go ahead and move on to

51
00:02:08,070 --> 00:02:05,920
the the other part of

52
00:02:09,669 --> 00:02:08,080
the landing project the community of

53
00:02:14,630 --> 00:02:09,679
practice

54
00:02:16,150 --> 00:02:14,640
a registered access virtual platform of

55
00:02:18,710 --> 00:02:16,160
resources

56
00:02:21,830 --> 00:02:18,720
to develop virtual and in-person events

57
00:02:25,670 --> 00:02:21,840
to engage and support a broad community

58
00:02:27,510 --> 00:02:25,680
of current and aspiring dei champions

59
00:02:29,030 --> 00:02:27,520
and before

60
00:02:30,790 --> 00:02:29,040
landing launched the community of

61
00:02:32,150 --> 00:02:30,800
practice there was no collective

62
00:02:33,830 --> 00:02:32,160
community

63
00:02:35,910 --> 00:02:33,840

to support diversity equity and

64

00:02:38,070 --> 00:02:35,920

inclusion champions networking and

65

00:02:39,750 --> 00:02:38,080

professional development needs for

66

00:02:41,030 --> 00:02:39,760

geoscientists or earth and space

67

00:02:42,390 --> 00:02:41,040

scientists

68

00:02:44,309 --> 00:02:42,400

specifically

69

00:02:49,030 --> 00:02:44,319

and so what the community of practice

70

00:02:52,550 --> 00:02:49,040

offers is training scholarly resources

71

00:02:55,350 --> 00:02:52,560

policy documents um peer mentoring

72

00:02:57,350 --> 00:02:55,360

and promotion of opportunities to learn

73

00:02:59,830 --> 00:02:57,360

more about diversity equity and

74

00:03:02,550 --> 00:02:59,840

inclusion

75

00:03:05,670 --> 00:03:02,560

we have a dedicated community manager

76
00:03:08,390 --> 00:03:05,680
and we also have community ambassadors

77
00:03:10,710 --> 00:03:08,400
and these are people who are active in

78
00:03:13,589 --> 00:03:10,720
justice equity diversity and inclusion

79
00:03:15,990 --> 00:03:13,599
work within the earth and space sciences

80
00:03:19,110 --> 00:03:16,000
and they are our partners in

81
00:03:20,790 --> 00:03:19,120
facilitating discussions and structuring

82
00:03:24,229 --> 00:03:20,800
and setting up

83
00:03:27,190 --> 00:03:25,910
there are a lot of what we think are

84
00:03:29,270 --> 00:03:27,200
great features of the community of

85
00:03:32,710 --> 00:03:29,280
practice like a resource library with

86
00:03:35,990 --> 00:03:32,720
over right now over 700 resources

87
00:03:37,830 --> 00:03:36,000
we have a section in the cop on language

88
00:03:40,070 --> 00:03:37,840

because language is fluid and always

89

00:03:43,030 --> 00:03:40,080

changing and so this is a place where we

90

00:03:45,110 --> 00:03:43,040

hope people go to to learn about that we

91

00:03:47,830 --> 00:03:45,120

also have a place for dei news and

92

00:03:50,309 --> 00:03:47,840

events so things that happen

93

00:03:52,309 --> 00:03:50,319

within institutions and also

94

00:03:56,309 --> 00:03:52,319

within the world that are of interest to

95

00:03:58,470 --> 00:03:56,319

diversity equity and inclusion issues

96

00:04:00,869 --> 00:03:58,480

we'd like to invite you to the community

97

00:04:03,030 --> 00:04:00,879

of practice webinar series

98

00:04:05,509 --> 00:04:03,040

and this series highlights

99

00:04:07,190 --> 00:04:05,519

a variety of dei champions personal

100

00:04:08,710 --> 00:04:07,200

journeys and impacts and lessons they've

101
00:04:11,429 --> 00:04:08,720
learned along the way

102
00:04:14,390 --> 00:04:11,439
the next one is going to be may 25th by

103
00:04:17,670 --> 00:04:14,400
dr raj pendya he is the vice president

104
00:04:19,349 --> 00:04:17,680
of thriving earth exchange at adagu

105
00:04:21,830 --> 00:04:19,359
and then we have dr marshall shepard

106
00:04:23,909 --> 00:04:21,840
speaking in june and he is a professor

107
00:04:27,110 --> 00:04:23,919
of geography and atmospheric sciences

108
00:04:28,950 --> 00:04:27,120
from the university of georgia

109
00:04:31,510 --> 00:04:28,960
and i want to end with this this is our

110
00:04:32,950 --> 00:04:31,520
newest part of landing this is landing

111
00:04:35,030 --> 00:04:32,960
prfp

112
00:04:36,870 --> 00:04:35,040
or a postdoctoral research fellows

113
00:04:38,790 --> 00:04:36,880

program within the leadership academy

114

00:04:40,469 --> 00:04:38,800

and network for diversity and inclusion

115

00:04:42,629 --> 00:04:40,479

in the geosciences

116

00:04:44,790 --> 00:04:42,639

and our goal with landing prfp is that

117

00:04:46,790 --> 00:04:44,800

it would fill a gap in the landscape of

118

00:04:49,990 --> 00:04:46,800

professional development resources for

119

00:04:52,469 --> 00:04:50,000

early career earth and space scientists

120

00:04:54,390 --> 00:04:52,479

so there are two goals one is to

121

00:04:57,510 --> 00:04:54,400

leverage the landing community of

122

00:04:59,189 --> 00:04:57,520

practice resource to provide a curated

123

00:05:01,749 --> 00:04:59,199

learning experience for post-doc

124

00:05:02,870 --> 00:05:01,759

scholars and then the second is to build

125

00:05:04,950 --> 00:05:02,880

professional

126
00:05:07,110 --> 00:05:04,960
networks for diversity equity and

127
00:05:09,270 --> 00:05:07,120
inclusion champions among

128
00:05:12,790 --> 00:05:09,280
postdoc scholars and among other

129
00:05:14,870 --> 00:05:12,800
diversity equity inclusion leaders

130
00:05:17,510 --> 00:05:14,880
i think of it as kind of a hybrid um

131
00:05:20,550 --> 00:05:17,520
between an academy and a community of

132
00:05:21,909 --> 00:05:20,560
practice this is also a two-year program

133
00:05:24,629 --> 00:05:21,919
right now we have national science

134
00:05:26,550 --> 00:05:24,639
foundation funding for division of ocean

135
00:05:29,510 --> 00:05:26,560
sciences and office of polar program

136
00:05:32,950 --> 00:05:29,520
post-doctoral scholars but we have

137
00:05:35,909 --> 00:05:32,960
plans to expand this to all postdoctoral

138
00:05:38,310 --> 00:05:35,919

scholars regardless of nsf funding

139

00:05:41,189 --> 00:05:38,320

there's about 30 hours of professional

140

00:05:43,270 --> 00:05:41,199

development involved we also have hybrid

141

00:05:45,990 --> 00:05:43,280

summits and meetings and we have a

142

00:05:48,629 --> 00:05:46,000

recognition reception at the end of the

143

00:05:51,430 --> 00:05:48,639

prfp program

144

00:05:53,350 --> 00:05:51,440

and so i'll end with this our vision for

145

00:05:57,029 --> 00:05:53,360

landing the academy plus the community

146

00:05:58,550 --> 00:05:57,039

of practice plus the postdoc program

147

00:06:01,189 --> 00:05:58,560

is that we think this will have very

148

00:06:02,550 --> 00:06:01,199

high impact potential putting dei

149

00:06:04,150 --> 00:06:02,560

champions

150

00:06:07,270 --> 00:06:04,160

out into the earth and space sciences

151
00:06:09,350 --> 00:06:07,280
world to champion change to shift to a

152
00:06:11,749 --> 00:06:09,360
more inclusive geosciences

153
00:06:13,749 --> 00:06:11,759
we have broad partnerships with other

154
00:06:15,590 --> 00:06:13,759
associations we're actively looking for

155
00:06:17,110 --> 00:06:15,600
other partnerships in

156
00:06:18,830 --> 00:06:17,120
other sectors

157
00:06:23,029 --> 00:06:18,840
and the model that we have is

158
00:06:26,150 --> 00:06:23,039
sustainable um we have nsf funding for

159
00:06:28,230 --> 00:06:26,160
four to five years and agu is very much

160
00:06:31,749 --> 00:06:28,240
involved and committed to this project

161
00:06:33,110 --> 00:06:31,759
and so we will have um landing very well

162
00:06:35,270 --> 00:06:33,120
into the future

163
00:06:41,110 --> 00:06:35,280

so thank you so much and at the end of

164

00:06:46,550 --> 00:06:43,990

thank you margaret i appreciate that

165

00:06:49,270 --> 00:06:46,560

i now have the opportunity to introduce

166

00:06:51,430 --> 00:06:49,280

lisa white so

167

00:06:53,589 --> 00:06:51,440

billy mentioned it takes

168

00:06:56,550 --> 00:06:53,599

a village or takes a team to keep us all

169

00:06:59,830 --> 00:06:56,560

focused on our dei commitment and lisa

170

00:07:01,350 --> 00:06:59,840

is very much a leader in that effort

171

00:07:03,029 --> 00:07:01,360

lisa is the director of education and

172

00:07:06,230 --> 00:07:03,039

outreach at the university of california

173

00:07:08,150 --> 00:07:06,240

museum of paleontology since 2019 she's

174

00:07:09,670 --> 00:07:08,160

also served as the chair of the agu

175

00:07:10,629 --> 00:07:09,680

diversity and inclusion advisory

176
00:07:12,790 --> 00:07:10,639
committee

177
00:07:14,309 --> 00:07:12,800
she's a former professor of geosciences

178
00:07:15,830 --> 00:07:14,319
and associate dean of the college of

179
00:07:17,909 --> 00:07:15,840
sciences and engineering at san

180
00:07:19,430 --> 00:07:17,919
francisco state university

181
00:07:21,830 --> 00:07:19,440
she was elected to the california

182
00:07:23,510 --> 00:07:21,840
academy of sciences in 2000

183
00:07:26,390 --> 00:07:23,520
and is a fellow of the geological

184
00:07:29,189 --> 00:07:26,400
society of america in 2009

185
00:07:32,070 --> 00:07:29,199
dr white was awarded a phd in 1989 from

186
00:07:35,110 --> 00:07:32,080
the university of california santa cruz

187
00:07:37,029 --> 00:07:35,120
so welcome lisa

188
00:07:38,309 --> 00:07:37,039

thank you so much susan it's a pleasure

189

00:07:39,430 --> 00:07:38,319

to be here

190

00:07:42,550 --> 00:07:39,440

thank you

191

00:07:44,230 --> 00:07:42,560

lisa i was motivated by billy's

192

00:07:46,390 --> 00:07:44,240

sharing of personal stories and

193

00:07:47,990 --> 00:07:46,400

motivation and my first question to you

194

00:07:49,189 --> 00:07:48,000

is i'm going to share a personal story

195

00:07:51,909 --> 00:07:49,199

because you and i

196

00:07:53,430 --> 00:07:51,919

received our phd in the same year

197

00:07:56,309 --> 00:07:53,440

and um

198

00:07:57,830 --> 00:07:56,319

my story is that when i defended my phd

199

00:07:59,830 --> 00:07:57,840

i was about two weeks away from

200

00:08:01,670 --> 00:07:59,840

delivering my first child

201
00:08:04,230 --> 00:08:01,680
and at the end of my defense which i

202
00:08:05,749 --> 00:08:04,240
passed happily there was a reception and

203
00:08:08,469 --> 00:08:05,759
one of my committee members came up to

204
00:08:10,629 --> 00:08:08,479
me and said he was sorry to see that i

205
00:08:11,990 --> 00:08:10,639
was expecting a child because he was

206
00:08:13,350 --> 00:08:12,000
hoping that i would have a career in

207
00:08:15,670 --> 00:08:13,360
science

208
00:08:18,309 --> 00:08:15,680
um not exactly the you know the remark

209
00:08:20,550 --> 00:08:18,319
that i wanted but i was thinking wow

210
00:08:22,550 --> 00:08:20,560
that was a long time ago and in the

211
00:08:25,589 --> 00:08:22,560
early part of my career also i was

212
00:08:28,230 --> 00:08:25,599
repeatedly told that if i paid attention

213
00:08:30,150 --> 00:08:28,240

to mentoring and diversity that people

214

00:08:31,270 --> 00:08:30,160

would think i was less serious about my

215

00:08:33,509 --> 00:08:31,280

science

216

00:08:36,310 --> 00:08:33,519

and so i wanted to ask you

217

00:08:37,909 --> 00:08:36,320

was there a time lisa over the span of

218

00:08:40,870 --> 00:08:37,919

your career

219

00:08:43,589 --> 00:08:40,880

where you also were worried about

220

00:08:46,550 --> 00:08:43,599

spending time on these issues that you

221

00:08:48,710 --> 00:08:46,560

care very passionate about

222

00:08:50,710 --> 00:08:48,720

absolutely and

223

00:08:52,389 --> 00:08:50,720

i remembered even in graduate school at

224

00:08:54,070 --> 00:08:52,399

uc santa cruz

225

00:08:56,470 --> 00:08:54,080

getting involved in some outreach

226

00:08:59,829 --> 00:08:56,480

projects from you know supporting

227

00:09:02,550 --> 00:08:59,839

science fairs in town to mentoring

228

00:09:04,949 --> 00:09:02,560

african-american undergraduates at santa

229

00:09:07,269 --> 00:09:04,959

cruz because they were so isolated but i

230

00:09:11,910 --> 00:09:07,279

had to do it on the sneak because you

231

00:09:14,710 --> 00:09:11,920

know there was so much uh unspoken

232

00:09:16,790 --> 00:09:14,720

attitude uh discouraging

233

00:09:18,230 --> 00:09:16,800

you know especially early careers from

234

00:09:20,710 --> 00:09:18,240

working on

235

00:09:22,949 --> 00:09:20,720

diversity and inclusion and mentoring

236

00:09:25,430 --> 00:09:22,959

and you know collaborative efforts that

237

00:09:28,150 --> 00:09:25,440

were outside the department

238

00:09:31,430 --> 00:09:28,160

so i know we'll touch on this later but

239

00:09:32,550 --> 00:09:31,440

it just gives me so much pleasure to see

240

00:09:34,949 --> 00:09:32,560

the

241

00:09:37,590 --> 00:09:34,959

role now of some early career scientists

242

00:09:40,389 --> 00:09:37,600

in our network at really leading change

243

00:09:42,790 --> 00:09:40,399

uh particularly in some of the upcoming

244

00:09:43,750 --> 00:09:42,800

upcoming conferences that they're going

245

00:09:45,269 --> 00:09:43,760

to lead

246

00:09:47,750 --> 00:09:45,279

so do you think i'm going to call it a

247

00:09:49,670 --> 00:09:47,760

stigma so do you think that stigma is

248

00:09:52,550 --> 00:09:49,680

gone lisa

249

00:09:55,910 --> 00:09:52,560

well it's not quite gone but uh thanks

250

00:09:58,070 --> 00:09:55,920

to a number of programs and efforts uh

251
00:10:00,230 --> 00:09:58,080
margaret highlighted the wonderful

252
00:10:03,430 --> 00:10:00,240
landing academy

253
00:10:06,550 --> 00:10:03,440
there is more prioritization

254
00:10:09,670 --> 00:10:06,560
of d i d i practices

255
00:10:11,430 --> 00:10:09,680
and with everything we've been through

256
00:10:14,550 --> 00:10:11,440
as a society

257
00:10:15,750 --> 00:10:14,560
and as a stem discipline the last two

258
00:10:18,150 --> 00:10:15,760
years

259
00:10:19,430 --> 00:10:18,160
you really can't turn away now from the

260
00:10:20,870 --> 00:10:19,440
need to

261
00:10:23,190 --> 00:10:20,880
prioritize

262
00:10:26,949 --> 00:10:23,200
diversity and inclusion

263
00:10:28,389 --> 00:10:26,959

to really accept opportunities to

264

00:10:30,310 --> 00:10:28,399

seek training

265

00:10:31,990 --> 00:10:30,320

in those areas there's just a there's a

266

00:10:33,269 --> 00:10:32,000

no excuses

267

00:10:35,190 --> 00:10:33,279

now

268

00:10:37,590 --> 00:10:35,200

really culture that we're in

269

00:10:40,389 --> 00:10:37,600

where it really does need to be central

270

00:10:43,190 --> 00:10:40,399

to most everything that we do

271

00:10:44,150 --> 00:10:43,200

because whether we're answering the call

272

00:10:46,710 --> 00:10:44,160

to

273

00:10:49,990 --> 00:10:46,720

workforce training in the future

274

00:10:52,630 --> 00:10:50,000

or really putting plans to action when

275

00:10:54,630 --> 00:10:52,640

it comes to collaborative effort and

276

00:10:57,509 --> 00:10:54,640

partnerships you can't do any of that

277

00:11:00,150 --> 00:10:57,519

effectively and grow our science

278

00:11:01,269 --> 00:11:00,160

without building more um diversity and

279

00:11:03,670 --> 00:11:01,279

inclusion

280

00:11:04,550 --> 00:11:03,680

uh and who that you're you're partnering

281

00:11:07,030 --> 00:11:04,560

with

282

00:11:09,590 --> 00:11:07,040

so i'd like to think we're now on the

283

00:11:10,790 --> 00:11:09,600

other end of um you know really

284

00:11:12,949 --> 00:11:10,800

accepting

285

00:11:15,590 --> 00:11:12,959

the need for change

286

00:11:17,990 --> 00:11:15,600

i share that optimism i'll also add that

287

00:11:19,670 --> 00:11:18,000

of course we have professional societies

288

00:11:21,670 --> 00:11:19,680

university institutes you know our

289

00:11:23,590 --> 00:11:21,680

federal agencies prioritizing it and i

290

00:11:26,310 --> 00:11:23,600

keep saying yes but we need to make sure

291

00:11:29,030 --> 00:11:26,320

that when we promote and reward

292

00:11:30,630 --> 00:11:29,040

individuals we need to um if that is a

293

00:11:33,030 --> 00:11:30,640

priority we need to make sure that we

294

00:11:34,550 --> 00:11:33,040

also reward people for work in that area

295

00:11:37,030 --> 00:11:34,560

so i do think those of us that are in

296

00:11:39,829 --> 00:11:37,040

leadership positions at universities

297

00:11:42,069 --> 00:11:39,839

institute etc we need to be more

298

00:11:43,750 --> 00:11:42,079

broad in terms of what what work counts

299

00:11:46,470 --> 00:11:43,760

because clearly there's work involved

300

00:11:48,870 --> 00:11:46,480

here right so you know lisa billy and

301
00:11:52,310 --> 00:11:48,880
margaret did a great job talking about

302
00:11:54,150 --> 00:11:52,320
agu's you know programs and um just sort

303
00:11:55,509 --> 00:11:54,160
of the impact they're having but i was

304
00:11:57,269 --> 00:11:55,519
wondering if you could give us a little

305
00:11:59,110 --> 00:11:57,279
inside look in terms of the work of the

306
00:12:04,230 --> 00:11:59,120
committee so you've been in the chair of

307
00:12:06,069 --> 00:12:04,240
agu's dei advisory committee since 2019

308
00:12:08,310 --> 00:12:06,079
and what are what do you think or what

309
00:12:11,350 --> 00:12:08,320
would you say are the main issues that

310
00:12:13,110 --> 00:12:11,360
your group grapples with

311
00:12:15,190 --> 00:12:13,120
well there are a number of them and and

312
00:12:18,389 --> 00:12:15,200
i've been very fortunate to chair this

313
00:12:21,750 --> 00:12:18,399

committee um the members are

314

00:12:23,910 --> 00:12:21,760

uh terrific they're active in ndi and

315

00:12:25,910 --> 00:12:23,920

and they came to the committee

316

00:12:29,590 --> 00:12:25,920

you know really passionate and motivated

317

00:12:31,990 --> 00:12:29,600

to make change like me many of them are

318

00:12:34,310 --> 00:12:32,000

long time members i joined agu when i

319

00:12:36,710 --> 00:12:34,320

would was an undergraduate you know

320

00:12:39,509 --> 00:12:36,720

having gone to

321

00:12:41,350 --> 00:12:39,519

college in the bay area and specifically

322

00:12:44,310 --> 00:12:41,360

my undergraduate years at san francisco

323

00:12:46,949 --> 00:12:44,320

state it was easy to just go down to the

324

00:12:49,350 --> 00:12:46,959

fall meeting every year and i remember

325

00:12:51,509 --> 00:12:49,360

when it was at one hotel the jacktar

326

00:12:53,509 --> 00:12:51,519

hotel in san francisco and it was a

327

00:12:55,590 --> 00:12:53,519

great opportunity to meet scientists

328

00:12:58,230 --> 00:12:55,600

that were in town for that

329

00:13:01,110 --> 00:12:58,240

so when i think about my own experience

330

00:13:02,470 --> 00:13:01,120

as an agu member and now in a leadership

331

00:13:04,790 --> 00:13:02,480

position

332

00:13:07,829 --> 00:13:04,800

it's been terrific to

333

00:13:10,629 --> 00:13:07,839

really work closely with agu leadership

334

00:13:12,150 --> 00:13:10,639

we're proud as a committee of being able

335

00:13:14,310 --> 00:13:12,160

to advise the

336

00:13:16,310 --> 00:13:14,320

the new dashboard that launched a couple

337

00:13:18,069 --> 00:13:16,320

of years ago so

338

00:13:20,949 --> 00:13:18,079

members can

339

00:13:24,550 --> 00:13:20,959

track

340

00:13:28,710 --> 00:13:24,560

uh who is part of agu who publishes

341

00:13:31,350 --> 00:13:28,720

how uh well or maybe we don't uh so i do

342

00:13:34,069 --> 00:13:31,360

it so well sometimes just attract uh

343

00:13:35,430 --> 00:13:34,079

representation and participation

344

00:13:37,430 --> 00:13:35,440

it's also been

345

00:13:39,430 --> 00:13:37,440

terrific as a member of the committee

346

00:13:40,949 --> 00:13:39,440

and chair of the committee

347

00:13:42,790 --> 00:13:40,959

to

348

00:13:44,949 --> 00:13:42,800

influence the

349

00:13:46,389 --> 00:13:44,959

kinds of sessions and programming at

350

00:13:48,870 --> 00:13:46,399

fall meeting

351
00:13:51,189 --> 00:13:48,880
there's just really been an explosion

352
00:13:54,310 --> 00:13:51,199
uh of opportunities

353
00:13:56,069 --> 00:13:54,320
for individuals active in dii efforts to

354
00:13:58,230 --> 00:13:56,079
share their work

355
00:14:01,590 --> 00:13:58,240
and whether it's informal sessions or

356
00:14:03,750 --> 00:14:01,600
town halls or informal gathering

357
00:14:04,790 --> 00:14:03,760
we've really seen an increase

358
00:14:06,790 --> 00:14:04,800
in that

359
00:14:08,870 --> 00:14:06,800
certainly during my time

360
00:14:10,310 --> 00:14:08,880
as chair and

361
00:14:13,509 --> 00:14:10,320
there are

362
00:14:16,949 --> 00:14:13,519
ways also that the work of

363
00:14:19,430 --> 00:14:16,959

individual members of the committee

364

00:14:22,310 --> 00:14:19,440

and the priorities of

365

00:14:23,990 --> 00:14:22,320

agu as a large professional organization

366

00:14:26,710 --> 00:14:24,000

intersect

367

00:14:29,110 --> 00:14:26,720

i was part of a team

368

00:14:31,189 --> 00:14:29,120

that led no time for silence

369

00:14:33,030 --> 00:14:31,199

so really recommending

370

00:14:34,310 --> 00:14:33,040

strategies

371

00:14:35,829 --> 00:14:34,320

and

372

00:14:37,910 --> 00:14:35,839

efforts to

373

00:14:39,910 --> 00:14:37,920

really change the culture

374

00:14:43,030 --> 00:14:39,920

in earth science

375

00:14:45,030 --> 00:14:43,040

whether you're at a funding federal

376

00:14:48,790 --> 00:14:45,040

agency or to university

377

00:14:51,269 --> 00:14:48,800

um just putting forth um really no

378

00:14:53,829 --> 00:14:51,279

excuse you know actionable steps to

379

00:14:55,269 --> 00:14:53,839

change and so at the same time that was

380

00:14:56,550 --> 00:14:55,279

happening

381

00:14:59,350 --> 00:14:56,560

agu

382

00:15:02,389 --> 00:14:59,360

released that eight action areas to

383

00:15:04,790 --> 00:15:02,399

combat systemic racism so it's been

384

00:15:06,629 --> 00:15:04,800

really terrific to just be in step on

385

00:15:09,829 --> 00:15:06,639

those efforts and feel like you're

386

00:15:12,550 --> 00:15:09,839

influencing you know a major uh earth

387

00:15:15,110 --> 00:15:12,560

and space science organization when it

388

00:15:16,389 --> 00:15:15,120

comes to defi yeah and importantly i'll

389

00:15:18,230 --> 00:15:16,399

add that for

390

00:15:20,069 --> 00:15:18,240

those eight steps and other actions we

391

00:15:20,870 --> 00:15:20,079

do have our metrics that are put in

392

00:15:23,430 --> 00:15:20,880

place

393

00:15:25,430 --> 00:15:23,440

um that's really led by billy because we

394

00:15:26,790 --> 00:15:25,440

know many of us have been talking about

395

00:15:28,790 --> 00:15:26,800

di

396

00:15:32,790 --> 00:15:28,800

for decades but it's really nice to have

397

00:15:34,710 --> 00:15:32,800

some measurable um action that can um

398

00:15:35,990 --> 00:15:34,720

be measured with with those metrics i'm

399

00:15:37,269 --> 00:15:36,000

going to ask you one more question i'm

400

00:15:39,509 --> 00:15:37,279

going to open it up

401
00:15:42,949 --> 00:15:39,519
to questions from the audience to you

402
00:15:45,269 --> 00:15:42,959
and billy and also margaret

403
00:15:49,030 --> 00:15:45,279
so lisa is there do you i know this is

404
00:15:50,949 --> 00:15:49,040
almost impossible to answer but um

405
00:15:53,030 --> 00:15:50,959
if you could change one thing what do

406
00:15:55,829 --> 00:15:53,040
you think could really accelerate our

407
00:15:58,550 --> 00:15:55,839
efforts to increase the diversity in

408
00:16:00,470 --> 00:15:58,560
geosciences we saw those charts that

409
00:16:02,790 --> 00:16:00,480
that margaret had up and sort of the

410
00:16:03,749 --> 00:16:02,800
whiteness of the geosciences

411
00:16:05,110 --> 00:16:03,759
what's

412
00:16:07,829 --> 00:16:05,120
i don't know or maybe it's just all

413
00:16:09,350 --> 00:16:07,839

these collective efforts we need to make

414

00:16:11,509 --> 00:16:09,360

but is there something you wish that we

415

00:16:14,310 --> 00:16:11,519

could accelerate that would really have

416

00:16:16,470 --> 00:16:14,320

a step change in um

417

00:16:19,189 --> 00:16:16,480

in our diversity

418

00:16:21,430 --> 00:16:19,199

yeah it's tough because there's so many

419

00:16:24,470 --> 00:16:21,440

areas that we need to continue to work

420

00:16:27,189 --> 00:16:24,480

on and prioritize and change but

421

00:16:29,829 --> 00:16:27,199

you know a lot of my current position at

422

00:16:31,269 --> 00:16:29,839

the museum of paleontology is about

423

00:16:35,189 --> 00:16:31,279

communicating

424

00:16:39,110 --> 00:16:35,199

science so just getting researchers

425

00:16:42,150 --> 00:16:39,120

graduate students lead us to think

426
00:16:44,069 --> 00:16:42,160
about how others see their work and the

427
00:16:47,269 --> 00:16:44,079
more skilled we can be

428
00:16:49,350 --> 00:16:47,279
at sharing our science

429
00:16:51,749 --> 00:16:49,360
emphasizing the importance of what it is

430
00:16:55,990 --> 00:16:51,759
that we do and exciting

431
00:16:59,430 --> 00:16:56,000
um others about the work of earth ocean

432
00:17:01,590 --> 00:16:59,440
space science then i think that is key

433
00:17:03,430 --> 00:17:01,600
because we of course have been told for

434
00:17:06,630 --> 00:17:03,440
so long you know we're the least diverse

435
00:17:09,110 --> 00:17:06,640
of all the sciences but we've also

436
00:17:11,029 --> 00:17:09,120
often heard that earth scientists

437
00:17:12,150 --> 00:17:11,039
traditionally haven't been very good at

438
00:17:13,990 --> 00:17:12,160

sharing

439

00:17:16,069 --> 00:17:14,000

uh what it is about their work that's

440

00:17:18,549 --> 00:17:16,079

important so i think if we can turn that

441

00:17:22,309 --> 00:17:18,559

corner more you know if we can be better

442

00:17:24,630 --> 00:17:22,319

communicators and get more buy-in

443

00:17:27,029 --> 00:17:24,640

from other individuals and get

444

00:17:29,350 --> 00:17:27,039

excitement around the you know

445

00:17:32,310 --> 00:17:29,360

fundamental aspects and importance of

446

00:17:35,510 --> 00:17:32,320

what we do then maybe that is kind of a

447

00:17:38,070 --> 00:17:35,520

different area priority um to get others

448

00:17:40,950 --> 00:17:38,080

to build that kind of awareness

449

00:17:43,830 --> 00:17:40,960

that may lead them to want to pursue

450

00:17:45,669 --> 00:17:43,840

uh areas of our discipline i like that i

451

00:17:47,990 --> 00:17:45,679

also um while you were talking i was

452

00:17:49,909 --> 00:17:48,000

thinking of that we also um

453

00:17:52,870 --> 00:17:49,919

need i think more personalization and

454

00:17:54,310 --> 00:17:52,880

show more uh passion about the you know

455

00:17:56,870 --> 00:17:54,320

in addition to being able to describe

456

00:17:59,350 --> 00:17:56,880

our science but also show that passion

457

00:18:01,430 --> 00:17:59,360

and personalization i was reminded of a

458

00:18:03,510 --> 00:18:01,440

quote last week in the new york times

459

00:18:06,310 --> 00:18:03,520

they were interviewing

460

00:18:08,630 --> 00:18:06,320

farrier ozell who led the large

461

00:18:10,390 --> 00:18:08,640

collaboration that took the first photos

462

00:18:12,950 --> 00:18:10,400

of the black hole the center of our

463

00:18:14,470 --> 00:18:12,960

galaxy and it was released last week

464

00:18:16,150 --> 00:18:14,480

and one of the first things she said at

465

00:18:18,470 --> 00:18:16,160

the press conference she said 20 years

466

00:18:20,230 --> 00:18:18,480

ago i fell in love with black holes and

467

00:18:22,390 --> 00:18:20,240

she just went on and sort of described

468

00:18:24,950 --> 00:18:22,400

this personal journey about her you know

469

00:18:26,310 --> 00:18:24,960

love for the science and so i appreciate

470

00:18:28,150 --> 00:18:26,320

you saying that we can all be better

471

00:18:30,070 --> 00:18:28,160

communicators

472

00:18:32,870 --> 00:18:30,080

i speaking of communication i'm going to

473

00:18:34,870 --> 00:18:32,880

stop talking and ask anyone here or

474

00:18:36,710 --> 00:18:34,880

online if they have any questions for

475

00:18:39,830 --> 00:18:36,720

billy margaret

476
00:18:42,630 --> 00:18:39,840
or lisa please come to the mics

477
00:18:44,230 --> 00:18:42,640
and please go ahead with your question

478
00:18:46,310 --> 00:18:44,240
hi i'm jen

479
00:18:48,070 --> 00:18:46,320
at the university of colorado boulder uh

480
00:18:49,990 --> 00:18:48,080
i have two questions both of which i

481
00:18:52,150 --> 00:18:50,000
think are for all three of you or

482
00:18:54,470 --> 00:18:52,160
whoever feels like they can best answer

483
00:18:57,430 --> 00:18:54,480
it um the first is

484
00:18:59,990 --> 00:18:57,440
is aj working on tracking um disability

485
00:19:02,310 --> 00:19:00,000
as a metric for diversity and inclusion

486
00:19:03,430 --> 00:19:02,320
and what initiatives are being worked on

487
00:19:05,590 --> 00:19:03,440
to

488
00:19:09,350 --> 00:19:05,600

increase increase diversity inclusion

489

00:19:09,360 --> 00:19:14,630

billy

490

00:19:19,270 --> 00:19:16,630

yeah that's a great question so i will

491

00:19:22,830 --> 00:19:19,280

say that agu is prioritizing

492

00:19:25,350 --> 00:19:22,840

uh our efforts towards access for

493

00:19:26,710 --> 00:19:25,360

all tracking is a little bit more

494

00:19:29,029 --> 00:19:26,720

difficult because there are people with

495

00:19:31,110 --> 00:19:29,039

disabilities who don't disclose unless

496

00:19:33,029 --> 00:19:31,120

until we find a way that

497

00:19:35,029 --> 00:19:33,039

individuals are disclosing

498

00:19:37,510 --> 00:19:35,039

uh their any disabilities they might

499

00:19:39,830 --> 00:19:37,520

have is difficult to track but we do try

500

00:19:40,630 --> 00:19:39,840

to accommodate i think as you will see

501
00:19:46,870 --> 00:19:40,640
in

502
00:19:48,789 --> 00:19:46,880
we always ask is there any way any

503
00:19:50,150 --> 00:19:48,799
accommodations you need

504
00:19:51,909 --> 00:19:50,160
in this in

505
00:19:53,669 --> 00:19:51,919
in attending the meetings and we always

506
00:19:55,909 --> 00:19:53,679
go to go out of our way to try to

507
00:19:58,230 --> 00:19:55,919
accommodate that so it is certainly on

508
00:20:00,789 --> 00:19:58,240
our radar as you as we think about the

509
00:20:03,190 --> 00:20:00,799
uh what margaret disclosed in the uh

510
00:20:05,590 --> 00:20:03,200
atlanta academy there's emphasis there

511
00:20:07,990 --> 00:20:05,600
there's even a community that's led

512
00:20:10,390 --> 00:20:08,000
there around the whole issue of access

513
00:20:14,149 --> 00:20:12,149

making sure we are totally inclusive so

514

00:20:15,909 --> 00:20:14,159

there's a lot more we need to do

515

00:20:17,830 --> 00:20:15,919

it is on our radar but if you ask me

516

00:20:19,909 --> 00:20:17,840

today what's the metrics or the numbers

517

00:20:21,669 --> 00:20:19,919

behind progress i could not give you

518

00:20:24,310 --> 00:20:21,679

that but it's certainly something we're

519

00:20:25,510 --> 00:20:24,320

working towards

520

00:20:27,350 --> 00:20:25,520

thank you

521

00:20:29,110 --> 00:20:27,360

um heather is someone tracking the

522

00:20:30,710 --> 00:20:29,120

questions if anything's coming in in the

523

00:20:31,830 --> 00:20:30,720

chat

524

00:20:33,270 --> 00:20:31,840

there's nothing

525

00:20:35,270 --> 00:20:33,280

okay all right but someone will let me

526

00:20:37,990 --> 00:20:35,280

know if there is all right

527

00:20:39,750 --> 00:20:38,000

so second yes go ahead different topic

528

00:20:42,470 --> 00:20:39,760

question um

529

00:20:43,990 --> 00:20:42,480

i really appreciate that we have added

530

00:20:44,710 --> 00:20:44,000

um

531

00:20:49,029 --> 00:20:44,720

or

532

00:20:51,830 --> 00:20:49,039

scientific misconduct i'm curious

533

00:20:54,470 --> 00:20:51,840

what consequences there are or we could

534

00:20:55,669 --> 00:20:54,480

work towards developing within agu for

535

00:20:58,710 --> 00:20:55,679

those people who are essentially

536

00:20:59,909 --> 00:20:58,720

protecting the harassers or who are

537

00:21:01,750 --> 00:20:59,919

enabling

538

00:21:03,430 --> 00:21:01,760

because that is

539

00:21:05,270 --> 00:21:03,440

a significant consequence on the

540

00:21:06,070 --> 00:21:05,280

community when there's someone who you

541

00:21:08,390 --> 00:21:06,080

know

542

00:21:10,549 --> 00:21:08,400

pushes those reports off to the side but

543

00:21:13,190 --> 00:21:10,559

those community members oftentimes face

544

00:21:15,110 --> 00:21:13,200

significantly less consequences than

545

00:21:17,110 --> 00:21:15,120

those who are actively doing any

546

00:21:20,149 --> 00:21:17,120

harassment just by causing similar

547

00:21:24,630 --> 00:21:22,149

you want to talk about our ethics yeah

548

00:21:27,750 --> 00:21:24,640

so that's another great question and

549

00:21:29,669 --> 00:21:27,760

point uh we we spend a lot of time

550

00:21:31,710 --> 00:21:29,679

on following up with anyone who's

551
00:21:35,029 --> 00:21:31,720
feeling any issues around

552
00:21:37,110 --> 00:21:35,039
retaliation or discomfort or

553
00:21:39,190 --> 00:21:37,120
ethics related you'd be surprised at how

554
00:21:41,029 --> 00:21:39,200
much time you actually spend on that and

555
00:21:44,870 --> 00:21:41,039
the follow-up on that

556
00:21:46,149 --> 00:21:44,880
the whole issue on on those who

557
00:21:47,590 --> 00:21:46,159
enable

558
00:21:48,950 --> 00:21:47,600
it's kind of tough to get your arms

559
00:21:51,350 --> 00:21:48,960
around it unless somebody is

560
00:21:53,190 --> 00:21:51,360
specifically pointing out

561
00:21:56,070 --> 00:21:53,200
who those other individuals are whether

562
00:21:58,710 --> 00:21:56,080
we can actually point to

563
00:22:00,549 --> 00:21:58,720

within home institutions uh what is

564

00:22:02,870 --> 00:22:00,559

actually transferred our other

565

00:22:04,149 --> 00:22:02,880

limitation is in a lot of cases if

566

00:22:06,549 --> 00:22:04,159

that's happening within a home

567

00:22:09,190 --> 00:22:06,559

institution we really

568

00:22:11,190 --> 00:22:09,200

in agu don't have a

569

00:22:13,830 --> 00:22:11,200

means or reach into a home institution

570

00:22:15,510 --> 00:22:13,840

to address those items so we ask people

571

00:22:17,590 --> 00:22:15,520

to be forthcoming

572

00:22:19,430 --> 00:22:17,600

uh and try to support them and coming

573

00:22:21,190 --> 00:22:19,440

forward just knowing that we are going

574

00:22:22,470 --> 00:22:21,200

to support you when you come forward and

575

00:22:24,149 --> 00:22:22,480

there are and

576

00:22:26,470 --> 00:22:24,159

the other thing that you probably i'm

577

00:22:30,230 --> 00:22:26,480

sure you don't know is that uh as we

578

00:22:33,029 --> 00:22:30,240

follow up on cases we don't make them

579

00:22:34,870 --> 00:22:33,039

we provide a broad report at the end of

580

00:22:37,350 --> 00:22:34,880

each year about the actions we're taking

581

00:22:39,029 --> 00:22:37,360

but we don't give specifics so unless

582

00:22:40,789 --> 00:22:39,039

you are actually involved in the case

583

00:22:42,390 --> 00:22:40,799

you probably would not know but anyone

584

00:22:44,710 --> 00:22:42,400

who's involved in bringing complaints

585

00:22:46,470 --> 00:22:44,720

has been fully aware of the actions and

586

00:22:48,710 --> 00:22:46,480

consequences and i think we have a proud

587

00:22:51,110 --> 00:22:48,720

traveling record i know me too susan's

588

00:22:53,110 --> 00:22:51,120

been involved with us trying to

589

00:22:54,470 --> 00:22:53,120

not trying to with it following up on

590

00:22:55,590 --> 00:22:54,480

all the cases that are brought to our

591

00:22:57,510 --> 00:22:55,600

attention

592

00:22:59,430 --> 00:22:57,520

yeah just as a follow-up of that we do

593

00:23:01,909 --> 00:22:59,440

have an agu ethics chair that is the

594

00:23:04,070 --> 00:23:01,919

past past president so when complaints

595

00:23:05,590 --> 00:23:04,080

come in to the agu staff those

596

00:23:07,750 --> 00:23:05,600

complaints you know i'm going to say we

597

00:23:09,830 --> 00:23:07,760

have an agu jurisdiction complaints come

598

00:23:11,830 --> 00:23:09,840

in about people's behavior at meetings

599

00:23:14,149 --> 00:23:11,840

or through the publication process

600

00:23:16,070 --> 00:23:14,159

anything that touches agu

601
00:23:18,950 --> 00:23:16,080
billy and his staff handle those

602
00:23:20,230 --> 00:23:18,960
complaints some of them rise to the case

603
00:23:22,549 --> 00:23:20,240
where we need to have an ad hoc

604
00:23:24,310 --> 00:23:22,559
committee that investigates that and

605
00:23:26,470 --> 00:23:24,320
there are consequences people have been

606
00:23:27,990 --> 00:23:26,480
barred from meetings people been barred

607
00:23:30,549 --> 00:23:28,000
from publication

608
00:23:33,110 --> 00:23:30,559
in you know in severe cases people's

609
00:23:35,350 --> 00:23:33,120
membership can be taken away so some of

610
00:23:37,669 --> 00:23:35,360
those cases come to the board either the

611
00:23:40,950 --> 00:23:37,679
executive committee or the ag board as a

612
00:23:43,350 --> 00:23:40,960
whole in cases where the um

613
00:23:45,269 --> 00:23:43,360

the um i'm going to say punishment but

614

00:23:47,830 --> 00:23:45,279

the consequences of those rise to the

615

00:23:48,630 --> 00:23:47,840

level uh such the board should be aware

616

00:23:49,830 --> 00:23:48,640

so

617

00:23:51,750 --> 00:23:49,840

in the four years that i've been

618

00:23:54,310 --> 00:23:51,760

involved with this i've been very proud

619

00:23:56,070 --> 00:23:54,320

of the process but as billy said

620

00:23:57,750 --> 00:23:56,080

the members themselves aren't always

621

00:23:59,909 --> 00:23:57,760

aware of this even though you know

622

00:24:02,390 --> 00:23:59,919

things come in and we we do move them

623

00:24:03,430 --> 00:24:02,400

through this system so happy to talk to

624

00:24:05,269 --> 00:24:03,440

you more about that if you want to know

625

00:24:06,870 --> 00:24:05,279

about the process if i could just say

626

00:24:09,269 --> 00:24:06,880

that one other thing

627

00:24:11,110 --> 00:24:09,279

uh in our efforts at agu we we pride

628

00:24:12,390 --> 00:24:11,120

ourselves more on being at this

629

00:24:14,789 --> 00:24:12,400

educators

630

00:24:17,750 --> 00:24:14,799

as opposed to being at this police we do

631

00:24:19,029 --> 00:24:17,760

police but we also try to educate

632

00:24:20,070 --> 00:24:19,039

yeah

633

00:24:21,029 --> 00:24:20,080

jen

634

00:24:22,630 --> 00:24:21,039

hi

635

00:24:25,269 --> 00:24:22,640

a familiar face

636

00:24:27,750 --> 00:24:25,279

thank you so much for being here and for

637

00:24:28,549 --> 00:24:27,760

uh leading this session and for all you

638

00:24:30,710 --> 00:24:28,559

do

639

00:24:32,950 --> 00:24:30,720

with these efforts we had an amazing

640

00:24:35,350 --> 00:24:32,960

sunday workshops on bystander

641

00:24:37,269 --> 00:24:35,360

intervention as well i know you partner

642

00:24:39,029 --> 00:24:37,279

with the advanced geo program and that's

643

00:24:41,430 --> 00:24:39,039

absolutely fantastic and i know they

644

00:24:43,269 --> 00:24:41,440

have a new paper out on the

645

00:24:45,590 --> 00:24:43,279

as well

646

00:24:48,630 --> 00:24:45,600

for folks to check out on critical

647

00:24:50,630 --> 00:24:48,640

feminist uh theory for bystander

648

00:24:51,909 --> 00:24:50,640

intervention and effects of that anyway

649

00:24:53,190 --> 00:24:51,919

my question

650

00:24:55,710 --> 00:24:53,200

uh relates to something i've been

651
00:24:59,909 --> 00:24:55,720
thinking about with regard to kind of

652
00:25:01,590 --> 00:24:59,919
fundraising and money for dei

653
00:25:04,630 --> 00:25:01,600
at

654
00:25:05,990 --> 00:25:04,640
in scientific societies such as agu and

655
00:25:09,590 --> 00:25:06,000
what can we

656
00:25:13,029 --> 00:25:09,600
as a community do to

657
00:25:14,950 --> 00:25:13,039
you know boost the funding basically for

658
00:25:17,430 --> 00:25:14,960
the grassroots

659
00:25:20,149 --> 00:25:17,440
efforts

660
00:25:21,430 --> 00:25:20,159
that are just springing up

661
00:25:26,549 --> 00:25:21,440
so

662
00:25:28,710 --> 00:25:26,559
lot of them are not quite

663
00:25:30,870 --> 00:25:28,720

supported financially

664

00:25:32,070 --> 00:25:30,880

to the levels where they could be so you

665

00:25:34,470 --> 00:25:32,080

know what can we do to kind of

666

00:25:36,549 --> 00:25:34,480

accelerate that fundraising for the

667

00:25:38,630 --> 00:25:36,559

grassroots dei

668

00:25:39,990 --> 00:25:38,640

uh committees thank you i'm going to

669

00:25:41,269 --> 00:25:40,000

start with that but really hand it over

670

00:25:45,190 --> 00:25:41,279

to billy

671

00:25:46,630 --> 00:25:45,200

and i will say that agu when um

672

00:25:49,430 --> 00:25:46,640

started

673

00:25:52,710 --> 00:25:49,440

investing in dei initiatives really um

674

00:25:53,669 --> 00:25:52,720

as a strategic you know initiatives and

675

00:25:58,549 --> 00:25:53,679

so

676
00:26:00,070 --> 00:25:58,559
but now at this point the programs that

677
00:26:02,230 --> 00:26:00,080
billy talked about and margaret talked

678
00:26:04,070 --> 00:26:02,240
about we're really uh getting outside

679
00:26:06,470 --> 00:26:04,080
you know funding from federal agencies

680
00:26:07,750 --> 00:26:06,480
and also from foundation so it could be

681
00:26:09,510 --> 00:26:07,760
that you know billy said we don't want

682
00:26:11,669 --> 00:26:09,520
to police out things we want to educate

683
00:26:12,549 --> 00:26:11,679
it could be that agu also is helping

684
00:26:16,390 --> 00:26:12,559
others

685
00:26:19,590 --> 00:26:16,400
resources so billy do you want to talk

686
00:26:22,230 --> 00:26:19,600
about how we've been successful or

687
00:26:23,430 --> 00:26:22,240
yeah in the funding side of things thank

688
00:26:25,430 --> 00:26:23,440

you that's a great question i don't know

689

00:26:27,029 --> 00:26:25,440

what i i want to have

690

00:26:29,830 --> 00:26:27,039

margaret also have a chance to answer

691

00:26:32,149 --> 00:26:29,840

some questions but uh yeah from an

692

00:26:33,830 --> 00:26:32,159

external funding standpoint as susan

693

00:26:35,269 --> 00:26:33,840

said uh

694

00:26:40,230 --> 00:26:35,279

ndi

695

00:26:41,590 --> 00:26:40,240

early on and now we're getting to the

696

00:26:43,669 --> 00:26:41,600

point where

697

00:26:45,350 --> 00:26:43,679

the the work of that funding has

698

00:26:47,029 --> 00:26:45,360

provided some seed and now it's

699

00:26:49,510 --> 00:26:47,039

attracting because people are seeing the

700

00:26:51,269 --> 00:26:49,520

consequence of the work so we're seeing

701
00:26:53,110 --> 00:26:51,279
additional funds become available

702
00:26:55,909 --> 00:26:53,120
externally and we've been

703
00:26:58,149 --> 00:26:55,919
fortunate to secure some of those funds

704
00:27:00,549 --> 00:26:58,159
but what we're seeing now is

705
00:27:03,110 --> 00:27:00,559
is an explosion of interest

706
00:27:05,750 --> 00:27:03,120
and additional funding opportunities

707
00:27:08,310 --> 00:27:05,760
that we actually partner with others to

708
00:27:09,669 --> 00:27:08,320
help them secure funds as well so i

709
00:27:11,750 --> 00:27:09,679
can't tell you how many levels of

710
00:27:13,990 --> 00:27:11,760
support we write for other groups who

711
00:27:16,549 --> 00:27:14,000
are trying to get funding and we we

712
00:27:18,230 --> 00:27:16,559
always try to collaborate and cooperate

713
00:27:19,190 --> 00:27:18,240

with any group we think have a great

714

00:27:22,149 --> 00:27:19,200

idea

715

00:27:23,909 --> 00:27:22,159

and offer them additional agu resources

716

00:27:26,630 --> 00:27:23,919

in terms of our ability to amplify their

717

00:27:28,549 --> 00:27:26,640

work or devise spaces or whatever we can

718

00:27:30,789 --> 00:27:28,559

do to support them so

719

00:27:33,110 --> 00:27:30,799

if you or were anyone in this room who

720

00:27:34,549 --> 00:27:33,120

are aware of initiatives that you might

721

00:27:36,710 --> 00:27:34,559

be considering and

722

00:27:39,029 --> 00:27:36,720

are securing funding for

723

00:27:41,190 --> 00:27:39,039

we're happy to talk with you about that

724

00:27:44,470 --> 00:27:41,200

if there's a way that age you can help

725

00:27:47,110 --> 00:27:44,480

support your efforts let us know uh you

726

00:27:50,870 --> 00:27:47,120

know we we're our staff is small but

727

00:27:52,389 --> 00:27:50,880

we're mighty uh but but we do

728

00:27:53,990 --> 00:27:52,399

we value

729

00:27:55,750 --> 00:27:54,000

the ability to scale up and have an

730

00:27:57,430 --> 00:27:55,760

additional impact through partnership

731

00:27:59,350 --> 00:27:57,440

with others and so that's that's part of

732

00:28:00,789 --> 00:27:59,360

our strategy going forward

733

00:28:02,710 --> 00:28:00,799

actually it's nice to think of that as

734

00:28:04,789 --> 00:28:02,720

well because you know jen a lot of times

735

00:28:06,710 --> 00:28:04,799

if there's a group at a university or

736

00:28:08,789 --> 00:28:06,720

institute and they have a one-off

737

00:28:10,470 --> 00:28:08,799

program right and it's nice to think

738

00:28:12,310 --> 00:28:10,480

about where could we

739

00:28:15,350 --> 00:28:12,320

you know get some funding to be part of

740

00:28:17,029 --> 00:28:15,360

this larger effort um and some and you

741

00:28:18,710 --> 00:28:17,039

can think about

742

00:28:20,310 --> 00:28:18,720

um like billy said aj is willing to

743

00:28:22,070 --> 00:28:20,320

write those letters of support lisa

744

00:28:25,190 --> 00:28:22,080

margaret do you have anything to add to

745

00:28:28,789 --> 00:28:25,200

what billy said lisa i see you know

746

00:28:31,669 --> 00:28:28,799

i do i am nodding i wanted to mention

747

00:28:33,990 --> 00:28:31,679

uh the possibility of just exploring

748

00:28:37,350 --> 00:28:34,000

some of the private uh foundations when

749

00:28:39,669 --> 00:28:37,360

it comes to funding dii efforts so

750

00:28:43,669 --> 00:28:39,679

blackened marine science which started

751
00:28:46,789 --> 00:28:43,679
as a you know twitter hashtag following

752
00:28:49,110 --> 00:28:46,799
and did some weeks that focused on

753
00:28:51,830 --> 00:28:49,120
black scientist participation marine

754
00:28:53,350 --> 00:28:51,840
science they recently received a

755
00:28:54,710 --> 00:28:53,360
two-year award from the packard

756
00:28:58,149 --> 00:28:54,720
foundation

757
00:28:59,029 --> 00:28:58,159
which will fund a full-time individual

758
00:29:01,430 --> 00:28:59,039
to

759
00:29:04,789 --> 00:29:01,440
really manage and grow the program

760
00:29:07,909 --> 00:29:04,799
and so i found that very uh promising

761
00:29:10,230 --> 00:29:07,919
uh for maybe future opportunities to

762
00:29:13,190 --> 00:29:10,240
build what started really as grassroots

763
00:29:15,269 --> 00:29:13,200

you know organizations and efforts to

764

00:29:16,950 --> 00:29:15,279

grow and um and the gordon and betty

765

00:29:19,190 --> 00:29:16,960

moore foundation

766

00:29:22,630 --> 00:29:19,200

which does tend to fund

767

00:29:25,990 --> 00:29:22,640

a lot of earth and environmental

768

00:29:28,070 --> 00:29:26,000

science related efforts um is also

769

00:29:31,430 --> 00:29:28,080

starting to really look at

770

00:29:33,350 --> 00:29:31,440

um di efforts within

771

00:29:34,870 --> 00:29:33,360

the earth and earth sciences so i just

772

00:29:36,389 --> 00:29:34,880

wanted to mention those two private

773

00:29:37,669 --> 00:29:36,399

foundations

774

00:29:39,269 --> 00:29:37,679

thank you lisa margaret do you have

775

00:29:41,510 --> 00:29:39,279

anything to add

776

00:29:43,269 --> 00:29:41,520

yes i'll just add that um

777

00:29:45,269 --> 00:29:43,279

with the national science foundation the

778

00:29:47,590 --> 00:29:45,279

two review criteria intellectual merit

779

00:29:51,190 --> 00:29:47,600

and broader impacts the broader impacts

780

00:29:55,190 --> 00:29:51,200

um is a great place to put in the um

781

00:29:56,870 --> 00:29:55,200

those kinds of projects and efforts and

782

00:29:58,389 --> 00:29:56,880

nsf has gotten

783

00:30:00,470 --> 00:29:58,399

recently a lot

784

00:30:02,789 --> 00:30:00,480

of additional funding to address

785

00:30:04,870 --> 00:30:02,799

diversity equity and inclusion

786

00:30:07,669 --> 00:30:04,880

so talk to your program officer and this

787

00:30:09,909 --> 00:30:07,679

is as a former program officer talk

788

00:30:12,870 --> 00:30:09,919

always to your program officers about

789

00:30:16,470 --> 00:30:12,880

any idea um the

790

00:30:17,669 --> 00:30:16,480

director for geosciences is very much um

791

00:30:19,190 --> 00:30:17,679

i think on the

792

00:30:20,470 --> 00:30:19,200

cutting edge of these things so

793

00:30:23,350 --> 00:30:20,480

definitely

794

00:30:25,269 --> 00:30:23,360

seek them out

795

00:30:27,510 --> 00:30:25,279

thank you margaret

796

00:30:28,630 --> 00:30:27,520

any other questions

797

00:30:31,110 --> 00:30:28,640

jen

798

00:30:33,430 --> 00:30:31,120

i think another one yes we have to tell

799

00:30:35,350 --> 00:30:33,440

you yeah happy to have your question

800

00:30:39,269 --> 00:30:35,360

um so there's also some things i've

801
00:30:41,750 --> 00:30:39,279
heard that um that universities can do

802
00:30:44,070 --> 00:30:41,760
to help with this um and i'm wondering

803
00:30:48,310 --> 00:30:44,080
if there's ways that societies like agu

804
00:30:51,830 --> 00:30:48,320
can kind of put together like a little

805
00:30:54,549 --> 00:30:51,840
tally or checklist of of easy things

806
00:30:55,350 --> 00:30:54,559
that universities can change like

807
00:30:57,669 --> 00:30:55,360
um

808
00:30:59,990 --> 00:30:57,679
the reimburs and i know you

809
00:31:03,430 --> 00:31:00,000
know you mean like best

810
00:31:05,750 --> 00:31:03,440
but changing things like um

811
00:31:08,070 --> 00:31:05,760
reimbursement instead of reimbursement

812
00:31:09,269 --> 00:31:08,080
fronting the funds right that's a big

813
00:31:12,070 --> 00:31:09,279

thing a lot of

814

00:31:13,669 --> 00:31:12,080

students don't have uh particularly from

815

00:31:15,669 --> 00:31:13,679

you know poorer socioeconomic

816

00:31:18,149 --> 00:31:15,679

backgrounds cannot front the funds or

817

00:31:20,950 --> 00:31:18,159

don't feel comfortable asking you know

818

00:31:22,549 --> 00:31:20,960

to front the funds um so so that's

819

00:31:24,549 --> 00:31:22,559

something and i know we've recently i

820

00:31:26,630 --> 00:31:24,559

think changed that at georgia tech but

821

00:31:28,230 --> 00:31:26,640

it seems like it was under you that it

822

00:31:30,549 --> 00:31:28,240

changed so maybe other schools don't

823

00:31:32,470 --> 00:31:30,559

know that it needs changing

824

00:31:33,590 --> 00:31:32,480

and uh what else there's other some

825

00:31:36,230 --> 00:31:33,600

other well

826
00:31:38,149 --> 00:31:36,240
gre obviously there's the big argument

827
00:31:40,789 --> 00:31:38,159
for that but like a little checklist

828
00:31:42,070 --> 00:31:40,799
like that to make sure just an idea no

829
00:31:44,310 --> 00:31:42,080
actually no it's very interesting

830
00:31:47,350 --> 00:31:44,320
because some things might seem small

831
00:31:48,870 --> 00:31:47,360
right to us but they are hurdles and so

832
00:31:50,389 --> 00:31:48,880
it could be a

833
00:31:52,070 --> 00:31:50,399
here's a list of things that you know

834
00:31:53,110 --> 00:31:52,080
that you can do some may take you know

835
00:31:54,870 --> 00:31:53,120
just

836
00:31:56,630 --> 00:31:54,880
10 minutes nothing takes 10 minutes but

837
00:31:57,430 --> 00:31:56,640
some may take a short amount of time and

838
00:31:59,110 --> 00:31:57,440

others

839

00:32:01,190 --> 00:31:59,120

could be a longer investment but i think

840

00:32:03,110 --> 00:32:01,200

that's nice i think that's a good idea

841

00:32:06,149 --> 00:32:03,120

yeah and just building on that i know

842

00:32:08,470 --> 00:32:06,159

the igen program that i mentioned where

843

00:32:10,389 --> 00:32:08,480

if the agu bridge is part of that the

844

00:32:13,269 --> 00:32:10,399

program is not just about supporting

845

00:32:15,669 --> 00:32:13,279

students it's also about supporting

846

00:32:17,430 --> 00:32:15,679

those inclusive practices in the

847

00:32:20,230 --> 00:32:17,440

organizations in the institutions

848

00:32:22,950 --> 00:32:20,240

they're going to so the the departments

849

00:32:26,549 --> 00:32:24,070

not only

850

00:32:28,789 --> 00:32:26,559

abide by but they share their practices

851
00:32:30,710 --> 00:32:28,799
for what makes an inclusive department

852
00:32:32,310 --> 00:32:30,720
that's going to attract and retain these

853
00:32:33,669 --> 00:32:32,320
students and some of the practices

854
00:32:35,590 --> 00:32:33,679
you're talking about i'm sure are part

855
00:32:37,110 --> 00:32:35,600
of the things being discussed there so

856
00:32:39,350 --> 00:32:37,120
there's a way we can probably more

857
00:32:41,430 --> 00:32:39,360
proactively share those practices beyond

858
00:32:45,029 --> 00:32:41,440
just those institutions who are part of

859
00:32:46,950 --> 00:32:45,039
ig so that's a great report

860
00:32:48,549 --> 00:32:46,960
thank you i'm going to close this

861
00:32:51,190 --> 00:32:48,559
session just with one observation

862
00:32:53,269 --> 00:32:51,200
actually based on on jen's question uh

863
00:32:55,669 --> 00:32:53,279

they're absolutely agu is doing a lot

864

00:32:57,509 --> 00:32:55,679

the universities have work to do and we

865

00:32:58,789 --> 00:32:57,519

can come up with your to-do list but i

866

00:33:00,310 --> 00:32:58,799

think it's always important for us to

867

00:33:01,830 --> 00:33:00,320

remember what we can do you know as

868

00:33:03,509 --> 00:33:01,840

individuals and i think one of the most

869

00:33:05,750 --> 00:33:03,519

important thing we can do

870

00:33:07,350 --> 00:33:05,760

is to share our stories regardless of

871

00:33:08,470 --> 00:33:07,360

what we look like all of us have had

872

00:33:09,990 --> 00:33:08,480

struggles

873

00:33:13,110 --> 00:33:10,000

as we move through our scientific

874

00:33:14,630 --> 00:33:13,120

careers and oftentimes i think

875

00:33:16,310 --> 00:33:14,640

students

876

00:33:18,149 --> 00:33:16,320

don't see those struggles they think

877

00:33:19,750 --> 00:33:18,159

that there's just sort of one path

878

00:33:21,269 --> 00:33:19,760

that's paved for certain people that

879

00:33:23,029 --> 00:33:21,279

look a certain way

880

00:33:25,029 --> 00:33:23,039

in science and so i think to the degree

881

00:33:27,430 --> 00:33:25,039

to which we can share our personal

882

00:33:29,830 --> 00:33:27,440

stories with students and encourage them

883

00:33:31,830 --> 00:33:29,840

and mentor them is a great way that we

884

00:33:33,830 --> 00:33:31,840

personally can really

885

00:33:36,149 --> 00:33:33,840

create a more diverse and inclusive and

886

00:33:37,909 --> 00:33:36,159

supportive community

887

00:33:40,230 --> 00:33:37,919

so with that i want to thank all of you

888

00:33:41,830 --> 00:33:40,240

here small but mighty group there and