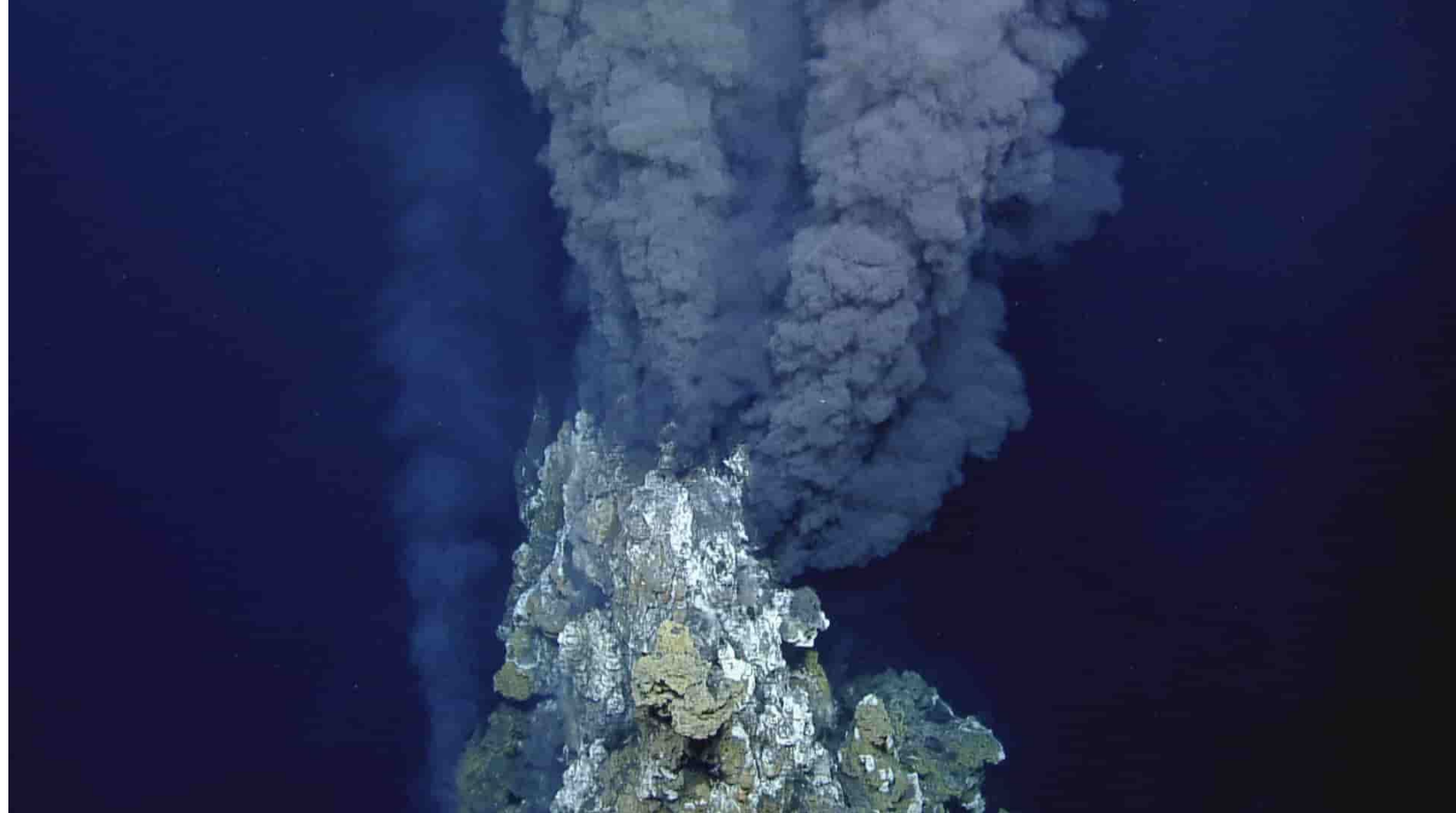


# Science Does Not Conduct Itself. So, Who's Conducting?



**Brandon Jones  
National Science  
Foundation/Geosciences**



# B-JEDI

**B**elonging – supportive environment

**J**ustice – dismantling barriers

**E**quity – access to resources

**D**iversity – differences

**I**nclusion – valuing and centering differences

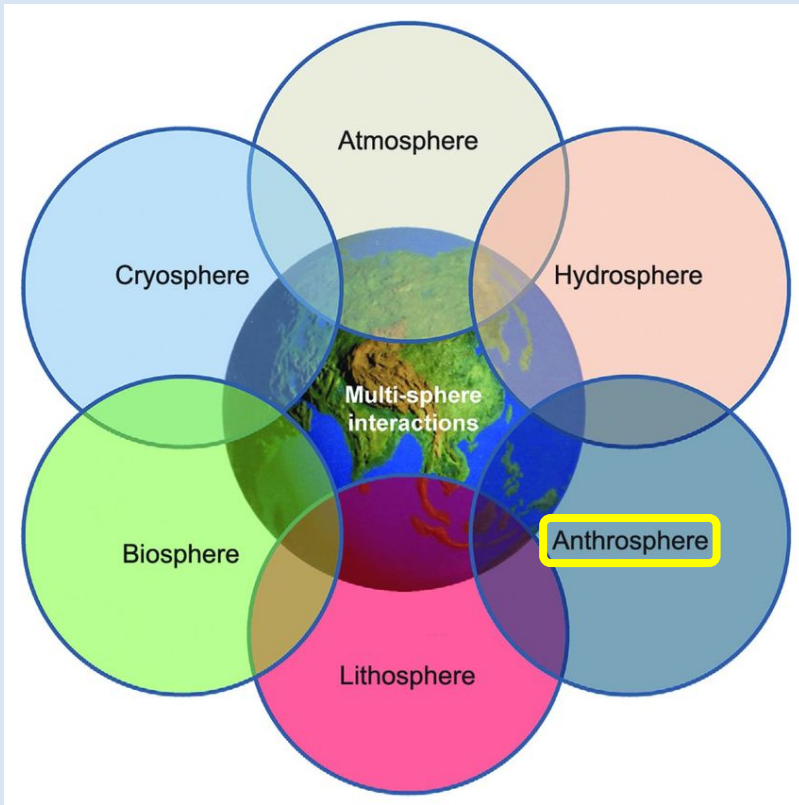
**1 – the STEM workforce cannot operate at full capacity if all available/qualified minds are not engaged.**

**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.***

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

# perspective





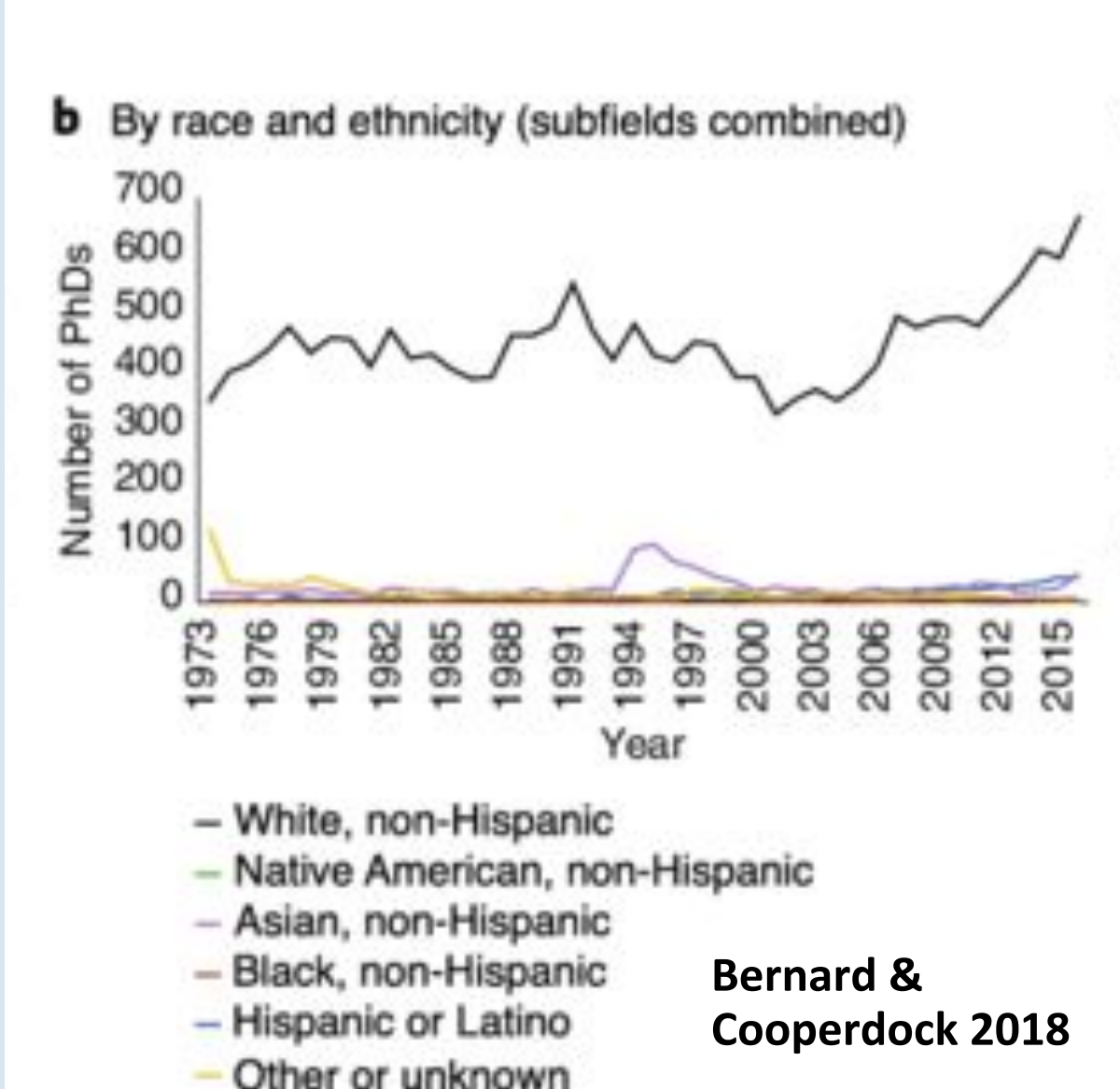
Propounded during the second half of the 19th century, the concept of Manifest Destiny held that it was *the divinely ordained right of the United States to expand its borders* to the Pacific Ocean and beyond. Before the American Civil War the idea of Manifest Destiny was used to validate continental acquisitions in the Oregon Country, Texas, New Mexico, and California. Later it was used to justify the purchase of Alaska and annexation of Hawaii.



**BIPOC ancestors  
were “involuntarily  
incorporated”  
into the U.S.**



# No progress on diversity in 40 years | Nature Geoscience



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GEOLOGY

REPORT OF THE FIRST NATIONAL CONFERENCE  
ON MINORITY PARTICIPATION IN EARTH SCIENCE  
AND MINERAL ENGINEERING

Sponsored by the Department of the Interior  
and  
the Colorado School of Mines

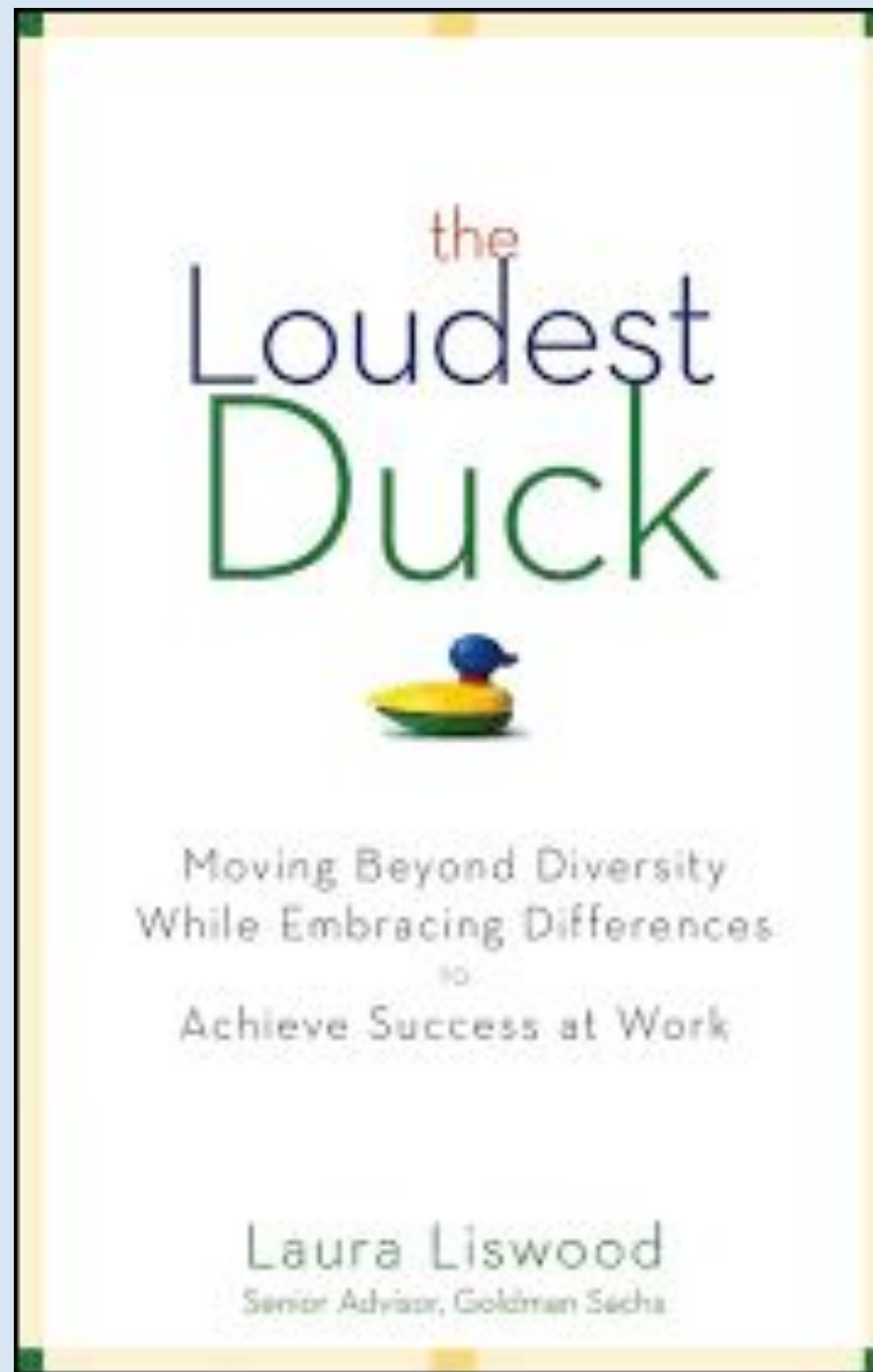
June 7 to 9, 1972

Cecil H. and Ida Green Graduate and Professional Center  
Golden, Colorado

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*Assumptions*  
related to  
who conducts  
Geoscience  
research.



**Western:**  
The squeaky  
wheel gets  
the grease.

**Chinese:**  
The loudest duck  
gets shot !

**Assumptions  
related to where  
Geoscience  
research is  
conducted.**

Public Land and Resources Law Review

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Volume 23

## Ethnic Cleansing and America's Creation of National Parks

Isaac Kantor

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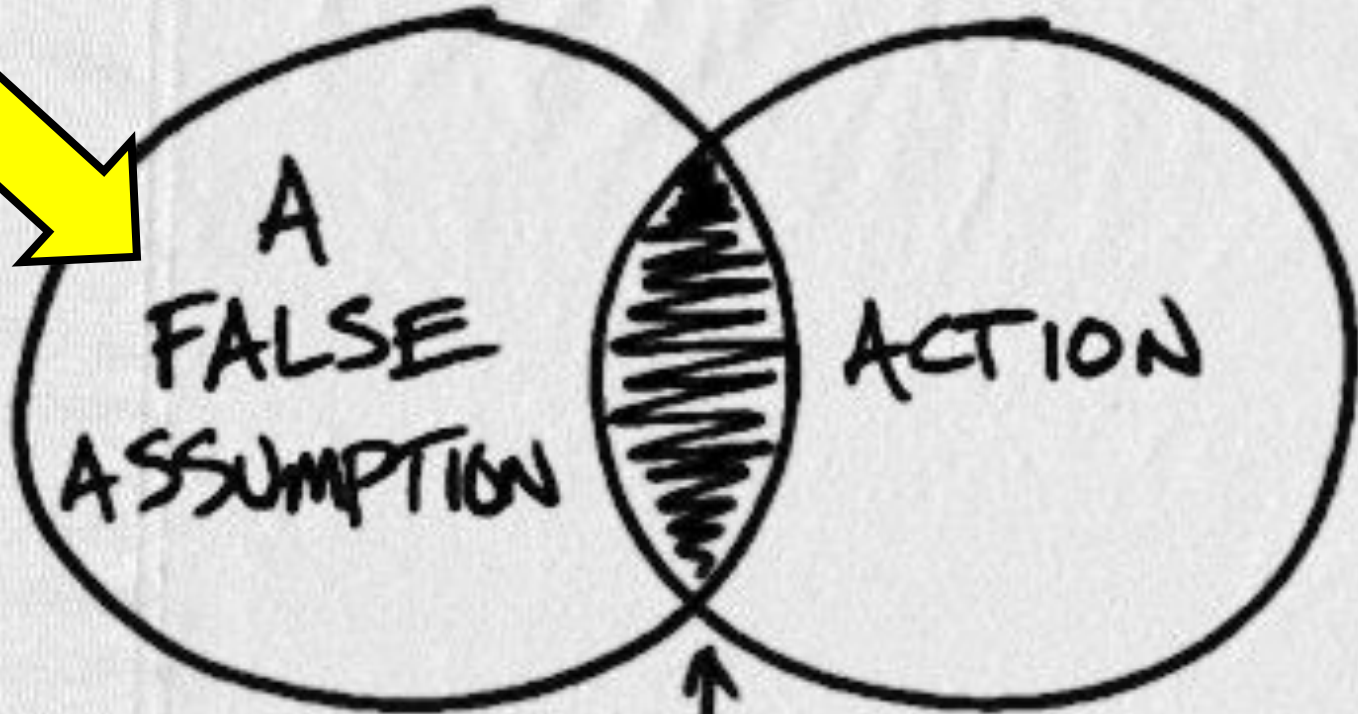
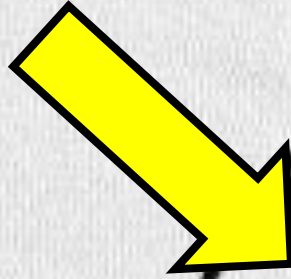
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## ***Ethnic Cleansing and America's Creation of National Parks***

**Isaac Kantor**

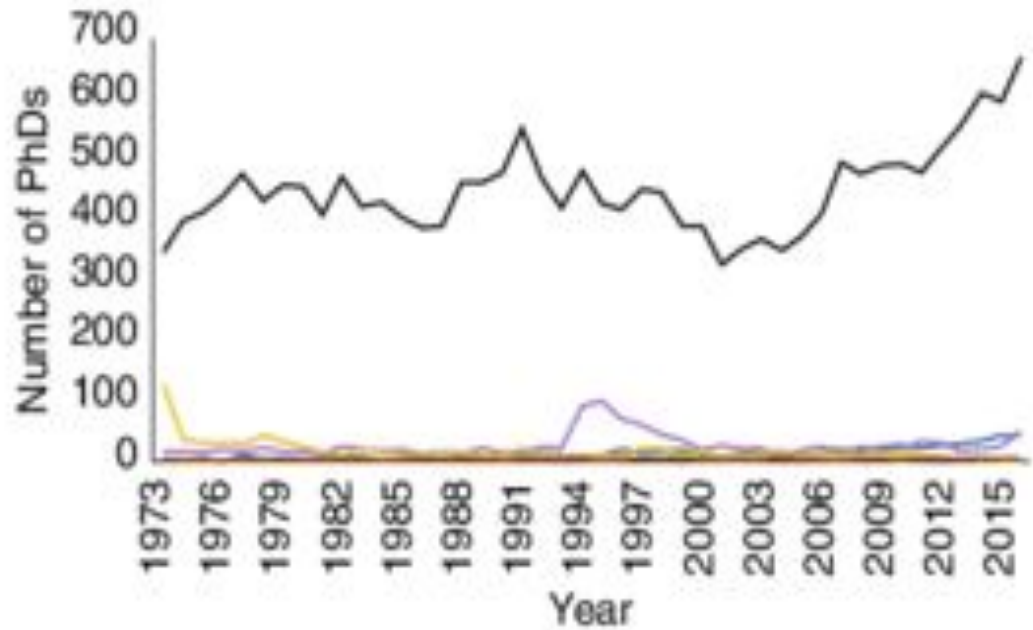
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**"Once we were in our own country and we were seldom hungry, for then the two-leggeds and the four-leggeds lived together like relatives ... [b]ut the [Americans] came, and they have made little islands for us and other little islands for the four-leggeds,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



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**



**Sociological  
problems rather  
than STEM or  
programmatic  
issues.**



**Experience**



**PROGRAM  
ENVIRONMENT**



**PARTICIPANT**

I used to think the **top environmental problems** were **biodiversity loss, ecosystem collapse** and **climate change**.

I thought that **thirty years of good science** could **address these problems**.

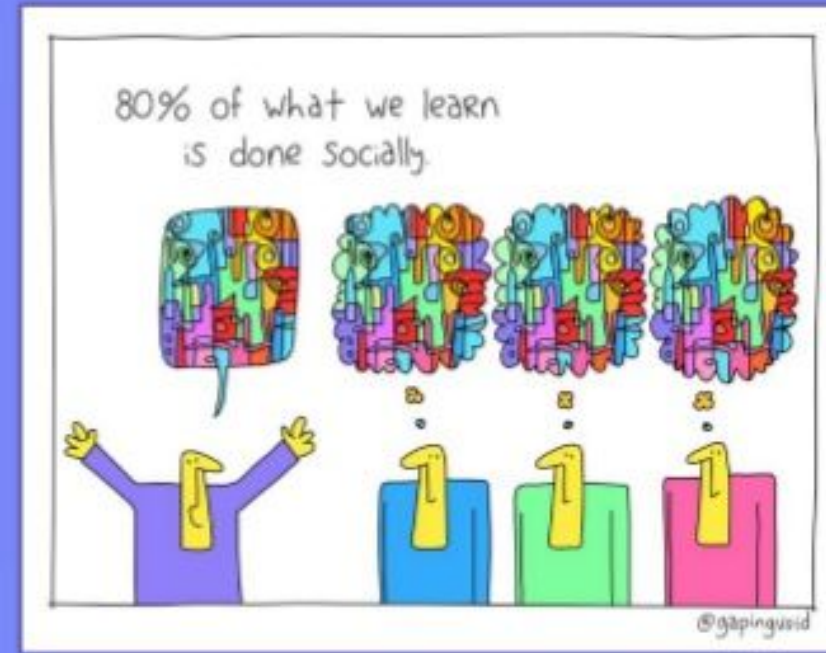
**I was wrong.**

The top environmental problems are **selfishness, greed and apathy**, and to deal with these we need a **cultural and spiritual transformation**.



**And we scientists don't know how to do that.**

Culture change  
isn't simply  
a business  
initiative, it's a  
**social** initiative.



**Social & Behavioral  
Sciences**

# **NSF: GOLD-EN Program**

## **Geoscience Opportunities for Leadership in Diversity – Expanding the Network**

- **Cultivate “diversity champions” (critical for GEO)**
- **Leadership & Professional Development**
- **To expand the reach of current GOLD efforts, bring to scale related diversity activities in the geosciences, or develop unique approaches for greater inclusion in the geoscience education and research community.**

**10 considerations...**  
**(besides mentoring and allyship)**

**Scientists seek other technical  
expertise for research, why not  
for B-JEDI?**

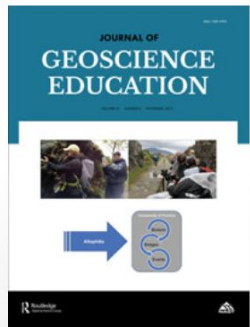


**Asset vs deficit.**

**Isolation in isolated locations.**

# Critical self reflection by white colleagues and administrators.

 Taylor & Francis Online



## Journal of Geoscience Education

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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  
hiring, awards, appointments,  
tenure & promotion.**

**Recognition of the multiple  
ways of “knowing”.**

**Trauma informed approaches.**

**Develop relationships.**

**Let underrepresented scholars:**

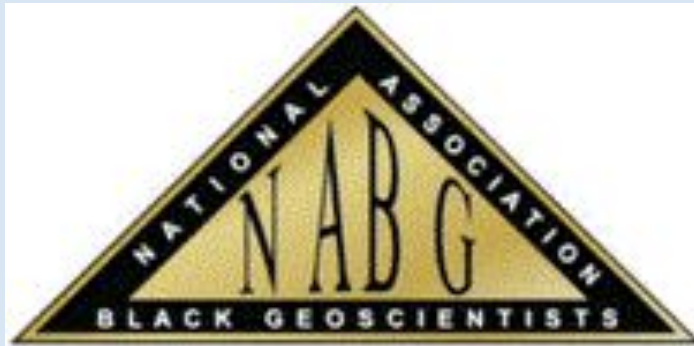
- tell their **own** stories**
- have their **own** spaces**



**It's okay to be quiet and  
listen.**

**Q&A**

# Q&A



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