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Subject: EPS-ESE DIB Council Update Spring 2021

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EPS-ESE DIB Council Update Spring 2021

We hope that you all are doing well and staying safe and healthy. Please see below for updates on diversity, inclusion, and belonging (DIB) efforts conducted in EPS-ESE during Spring 2021.

Council Updates

- **Structure Change:** The EPS-ESE DIB Committee is now the EPS-ESE DIB Council, which is composed of the co-chairs of each working group.
- **New Members:** We welcome Campbell Halligan, the new EPS Academic Programs Manager and DIB Council Chair, and Ann Greaney-Williams, the SEAS Graduate Academic Program Administrator and a new DIB Council member.
- **Departing Members:** We are very grateful for the efforts of former DIB Chair Esther James and DIB Committee Members Madison Goldberg, Elida Kocharian, and Jill Larson during their time on the Committee.
- **Active Recruitment:** We are currently recruiting new members! If you are interested in joining the Council, please submit a statement of interest to [Campbell](#) as soon as possible.
- **Climate Survey Results Discussion:** We held a follow-up discussion to the EPS/ESE Climate Survey results on April 29. Slides and notes from the discussion can be found on the EPS DIB [website](#). You can also find the DIB-related excerpts from the EPS Visiting Committee report on the [website](#). Many thanks to the Workshops, Resources, & Colloquia working group for their efforts in planning this event.

Resources

- [EPS-ESE Diversity, Inclusion, and Belonging Council](#)
 - [EPS-ESE DIB Reporting and Feedback page](#)
 - [EPS/ESE DIB Anonymous Feedback form](#)
 - [EPS-ESE DIB Scorecard](#)
- [SEAS Office of Diversity, Inclusion, and Belonging](#)
- [FAS Office for Diversity, Inclusion, and Belonging](#)

Working Group Updates

Undergraduate Student Recruitment and Retention

Contacts: [Madison Goldberg](#) and [Elida Kocharian](#) (both recently graduated)

- Hosted an EPS open house for prospective concentrators (our third one this year!)
- Hosted a Visitas GeoSoc meet-and-greet for prefrash
- Continuation of EPS Advising Buddies (this marks a full academic year of the program)
- Currently compiling a Mental Health Resources webpage for the DIB website
- Development of the third EPS Summer Short-Term Research Program

Graduate Student Recruitment and Retention

Contact: [Hannah Nesser](#)

- **Event planning checklist:** Developing a checklist of DIB considerations for planning, holding, and reflecting upon graduate student events
- **Academic skills resources:** Creating a list of resources for academic skills development (including information on presentations, reading and writing scientific papers, mentorship, and more)
- **Training for graduate students:** Collaborating with the Workshops, Resources, and Colloquia working group to hold training sessions for graduate students on skills pertinent to DIB efforts

Graduate and Undergraduate Research Opportunities

Contacts: [Nadja Drabon](#) and [Ann Greaney-Williams](#)

- Working to develop a grant proposal for an NSF Research Experience for Undergraduates (REU) in EPS-ESE. This team is actively seeking descriptions of sample REU projects to illustrate the kinds of research that summer visitors would engage in at Harvard. We invite any faculty interested in contributing to an EPS REU program to contact [Loretta Mickley](#), Nadja, and Ann.
- The E3 (Evolution, Ecology, and Environment) REU program run by OEB is inviting EPS faculty and graduate students to participate in their program this year by attending one or more of the weekly mentorship events. You can sign up to participate [here](#).

Workshops, Resources, and Colloquia

Contact: [Emily Bowman](#)

- **February 8:** *Implicit bias: Can it be changed over the long-term?* - Tessa Charlesworth, Ph.D. Student, Department of Psychology, Harvard University
- **February 22:** *Creating Inclusive Communities of Learning in the Classroom and Beyond* - Dr. Anita Stone Marshall, Lecturer, Department of Geological Sciences, University of Florida, Gainesville
- **April 26:** *Diversity Isn't just the Right Thing to Do; Diversity Helps Us Get the Right Answers* - Dr. Naomi Oreskes, Henry Charles Lea Professor of the History of Science, Harvard University
- Abstracts and recordings of the talks can be found on the [EPS DIB website](#)
- Planned a follow-up discussion to the EPS/ESE Climate Survey Results on April 29 (slides and notes from the discussion can be found on the [EPS DIB website](#))
- Followed up with faculty to help add FAQs for prospective students to their websites in order to lower admission barriers
- Developing a department-wide training schedule

History of Racism, Imagery, and Signage

Contact: [Jon Proctor](#)

- Completed one-page summaries on the legacies and contributions to racism of [Louis Agassiz](#) and [Nathaniel Shaler](#). The goal of these summaries is to facilitate learning within the department and provide content to other working groups.
- In the process of cataloging and reviewing the images on our walls. Specific pieces honoring Shaler and Agassiz have either been covered or are in the process of being removed in recognition of their abhorrent support and promotion of scientific racism. We are currently soliciting recommendations for images and artwork celebrating women and minorities in the earth sciences.

Additional Updates

Office Hours

Contact: [Jon Proctor](#)

- Held monthly office hours on topics ranging from strategies to reduce prejudice, to the results of the departmental climate survey, to national current events affecting the community such as racially motivated acts of violence

Anti-Racism Reading Group

Contacts: [Kaitlyn Loftus](#), [Hannah Nesser](#), and [Haley Olson](#)

- Participated in a national geosciences anti-racism curriculum, [Unlearning Racism in Geoscience \(URGE\)](#). You can find the documents we developed on [our URGE site](#).
- Our URGE pod will meet with departmental and DIB leadership to discuss next steps based on our main takeaways

- Our ONCE pod will meet with departmental and DIB leadership to discuss next steps based on our main takeaways

- This summer, we will meet once a month to discuss an article (June and August) or book (July). Please contact Kait, Hannah, and Haley with any suggested readings.

*A special thank you to Hannah Nesser for putting together our spring 2021 newsletter!

-Campbell Halligan and the DIB Council

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