**Winter Update, 2020/2021**

Update from your Diversity, Inclusion and Belonging Committee!
Read below to see who we are, what we've been up to, opportunities for involvement, and resources relevant to you.

### Our Mission

The Committee is charged with the tasks of collecting community-sourced concerns, leading community-wide events around issues of diversity and inclusion, and advising the Chairs on possible actions. As such, the committee serves as a central conduit for issues related to harassment and discrimination on the basis of race, color, religion, country of national origin, visa status, sexual orientation, gender identity, age, ability handicap, pregnancy status and other legally protected categories. The committee spearheads initiatives and recommends actions to support and retain a diverse and inclusive community of scholars, students, and staff.

### Our Members

Esther James (DIB Chair; Staff)
Steve Wofsy (DIB Chair; Faculty)
Hannah Nesser (Graduate Student)
Maddie Goldberg (Undergraduate Student)
Elida Kocharian (Undergraduate Student)
Jonathan Proctor (Postdoc)
Jill Larson (Staff) – outgoing member
Marine Denolle (Faculty) – outgoing member
Sophie Coulson (Graduate Student) – outgoing member
Ana Gonzalez-Nayeck (Graduate Student) – outgoing member
Jessica Smith (Research Associate) – outgoing member

### Seeking New Committee Members

We are currently seeking new DIB committee members. We are specifically recruiting members to fill vacant ESE staff, EPS grad students, and EPS postdoc roles. If you fall into one of these categories and are interested in contributing as a member of the DIB committee, please submit a statement expressing your interest in DIB-related work and reasons for wanting to join the committee as soon as possible or by **noon on Thursday (02/25/2021)** at the latest.

You are encouraged to include details about how you have been previously involved in DIB work. This submission can be anywhere from a couple sentences to a page, though we do ask that you limit your statement to one page. Please see the attached recruitment letter for details on the application process. If you have questions, you may reach out to Esther James (estherjames@g.harvard.edu).

### Call for Proposals for Community-led DIB Initiatives

Is there a DIB related speaker you’ve always wanted to hear from, or a discussion group you’d like to plan? The committee would love to support community-lead proposals for DIB related groups, events and outings. Funding for events may be available once on-campus activities resume. Contact: estherjames@g.harvard.edu

### Announcements:

#### > Launch of the EPS-ESE DIB Website

Check out the new EPS-ESE DIB [Website](https://eps.harvard.edu/diversity-equity) (<https://eps.harvard.edu/diversity-equity>)! The website includes links to our department-wide [Statement of Shared Values](https://eps.harvard.edu/shared-values), [Land Acknowledgement](https://eps.harvard.edu/land-acknowledgement), [Title IX Statement](https://eps.harvard.edu/title-ix-promoting-safety-support-and-respect), the activities of the DIB [Subgroups](https://eps.harvard.edu/action-item-scorecard), DIB-sponsored or DIB-relevant [Events](https://eps.harvard.edu/events), [Office Hours](https://eps.harvard.edu/dib-office-hours-and-related-articles), a list of [Resources](https://eps.harvard.edu/resources), including departmental and campus-wide [Affinity Groups](https://eps.harvard.edu/affinity-groups), past [Newsletters](https://eps.harvard.edu/monthly-newsletter), as well as a link for DIB-related feedback and suggestions. NOTE: This link is for gathering ideas/comments from the community. Resources for reporting specific DIB-related concerns/incidents are listed on the website under [Reporting & Feedback](https://eps.harvard.edu/reporting-feedback).

#### > Harvard EPS/ESE URGE Pod

[Unlearning Racism in Geoscience (URGE)](https://urldefense.proofpoint.com/v2/url?u=https-3A__urgeoscience.org_&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=eLK9zLlbcB8VF9__CiHhwwPDNq-VJ-AFxvmPadc8Yuw&e=) is a community-wide journal-reading and policy-design curriculum to help diversify the Geosciences. Participants engage in eight two-week units that incorporate readings, interviews with experts, and discussions focused on learning about and implementing efficient anti-racist strategies. Members of EPS and ESE in agreement with the EPS department chair and EPS-ESE DIB committee leadership have formed the [Harvard EPS/ESE URGE pod](https://urldefense.proofpoint.com/v2/url?u=https-3A__urgeoscience.org_pods_harvard-2Deps_&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=5tX6tCJ4QiWyT3dW6oLEYJQffE_u4s7UCzdoXqCMmOQ&e=).

The Harvard EPS/ESE URGE pod and departmental leadership, are committed to URGE’s [primary objectives](https://urldefense.proofpoint.com/v2/url?u=https-3A__urgeoscience.org_wp-2Dcontent_uploads_sites_33_2021_01_URGE-5FSummary-5F12152020-2D2.pdf&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=zdWIq2oBTVrmwxlsdQAGzTPtHjk-rua8LQCT86EQTrc&e=) and to the following Harvard pod goals: 1. Discuss and assess the racial justice, equity, and inclusivity of our organization; 2. Develop an anti-racism action plan with actions specific to issues at Harvard EPS/ESE including methods for measuring and reporting progress as directed by URGE curriculum; 3. Work with the EPS departmental DIB leadership after the conclusion of the URGE program to revise, improve, and implement changes proposed by the above anti-racism action plan.

#### >  Monthly Office Hours

Our [office hours](https://eps.harvard.edu/dib-office-hours-and-related-articles) will continue during the spring semester. A monthly email from the committee will be sent with a zoom link and the topic/article for discussion. As always, the first few minutes are reserved for members of the community to share any DIB-related issues or concerns.

**Topics and Readings from Previous Office Hours**

**02/12/21 – Prejudice Reduction**

On February 12, 2021, DIB hosted an office hours on this paper: [Prejudice Reduction: What Works? A Review and Assessment of Research and Practice](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.annualreviews.org_doi_abs_10.1146_annurev.psych.60.110707.163607&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=YjjMTrHqNMJxEg0HNo93K3DCSvb4DCxsiX-h1mO2kJQ&e=).

**11/20/20 – Indigenous Knowledge**

On November 20, 2020, DIB hosted an office hours dedicated to recognizing and honoring traditional ecological knowledge and collaborative research within the environmental and climate sciences: [Cochranetal\_2013](https://eps.harvard.edu/files/eps/files/cochran_2013.pdf?m=1605838572); [LatulippeKlenk\_2020](https://eps.harvard.edu/files/eps/files/latulippe_and_klenk_2020.pdf?m=1605838582).

#### >  Updates from DIB Subgroups

We are always looking for more community members to join our subgroups, if you are interested, please reach out to a DIB point of contact or join the channel on Slack!

Updates from our subgroups are available through links on the EPS-ESE DIB Website. We are in the process of implementing a new score card system to facilitate transparency and to encourage accountability.

[**WORKSHOPS and RESOURCES/COLLOQUIA**](https://eps.harvard.edu/events-trainings)

Goals: Organize events and create resources to address issues including racial bias, implicit bias, inclusion, mentorship, and the history of racism within the earth sciences.

Current Projects:

* Scheduling a speaker series to address LGBTQ harassment, gender, inequalities, and implicit bias, and other social justice related issues for the spring semester; Identity and power-based harassment and discrimination talk in the fall. We also aim to increase diversity of speakers in the seminar series.
* Helping faculty add FAQs for prospective students to their websites to lower barriers to admission
* Working with department leadership to present the results of a recent Climate Survey and discuss action items
* Compiling resources on effective and equitable mentorship to share with department faculty

Contacts: Esther James estherjames@g.harvard.edu; Emily Bowman, ebowman@fas.harvard.edu

[**GRADUATE STUDENT RECRUITMENT and RETENTION**](https://eps.harvard.edu/graduate-student-recruitment)

Goals: Recruitment strategies and support for URM graduate students.

Current Projects:

* Compiling resources that will be of use for prospective students. For example, we have created a list of [Affinity Groups](https://urldefense.proofpoint.com/v2/url?u=https-3A__drive.google.com_file_d_18iE0nC-2Dt80eKiiNzGAhIH2u5mErilyIP_view&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=QtkV1o_rh1pzld9L7o5Rnh7tkhQ-tOQsJlp5LOj1auA&e=) within Harvard available to URM students, a ["How to Apply" helpsheet](https://eps.harvard.edu/files/eps/files/applying_to_harvard_eps_ese.pdf?m=1606767659) and a [Contact Sheet](https://urldefense.proofpoint.com/v2/url?u=https-3A__drive.google.com_file_d_1inyQAPdXIs08xOHzq2-5FGwd8H4dQ6g25K_view&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=-Y99iagDe2ArIZTX9UOXP5zqortQMRB-E91VMNt0yTw&e=) for specific research groups/areas.
* Assisting Alexis Stokes (SEAS Assistant Dean for Diversity, Inclusion, and Belonging) with developing a series of recruitment events aimed at URM undergraduate students. This includes [two panel sessions](https://urldefense.proofpoint.com/v2/url?u=https-3A__drive.google.com_file_d_1ov-5FxMoEhNuXkpr6sLpBrElOaafjCYCb-5F_view-3Fusp-3Dsharing&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=cmVpsM5hXn4MEUI-3kwP55wRduYGZTa2SjnmS2GNiVo&e=) on "Where to apply and Marketing Yourself" and "Statements of Purpose and Letters of Recommendation" and an application assistance workshop aimed at giving feedback on students' draft statements of purpose. We have also helped out with an [ESE-EPS Networking event](https://urldefense.proofpoint.com/v2/url?u=https-3A__drive.google.com_file_d_1uzOhTbuqyozzHssL5ZLprjjTavMnq4p2_view&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=31GX5ZN4F-7ubzUL9Yb44-5Xyw8kR1ZUJsHP1pWwWSc&e=) and hope to hold another in Spring.

Contacts: Aimee Smith aimee\_smith@fas.harvard.edu; Hannah Nesser, hnesser@g.harvard.edu

[**UNDERGRADUATE RECRUITMENT**](https://eps.harvard.edu/undergraduate-recruitment)

Goals: Recruitment strategies and support for URM undergraduate students.

Current Projects:

* EPS Advising Buddies: A student-run peer-advising program that matches current upperclassmen concentrators with prospective concentrators to build mentorship relationships and offer advice/share experiences related to concentrating in EPS, doing research, career planning, and more. In our inaugural semester, we successfully matched 13 prospective students with upperclassmen buddies!
* EPS Open Houses: This semester, we held two virtual "Open House" Q&A events, one with undergraduates and graduate students and one with faculty, to answer questions related to academics, research, community, and careers in EPS for prospective concentrators, specifically geared towards underrepresented students in geoscience and First Gen students.
* GeoSoc Talks: A student-run speaker series focused on sharing experiences in science and professional development within geoscience, geared towards helping students understand how to pursue a career in geoscience and opening up honest and thoughtful conversations on reckoning with and overcoming cultural and social barriers within the geosciences and the STEM community at large.

Contacts: Elida Kocharian, elidakocharian@college.harvard.edu; Maddie Goldberg, madisongoldberg@college.harvard.edu

[**HISTORY of RACISM and UPDATING IMAGERY**](https://eps.harvard.edu/history-racism)

Goals: Acknowledge and educate the community on the history of racism within Harvard and EPS and update the art and imagery in our shared spaces and online to reflect our goals of Diversity, Inclusion and Belonging within the department.

Current Projects:

* Write one-page summaries of the legacies and contributions to racism of [Nathaniel Shaler](https://eps.harvard.edu/nathaniel-s-shaler-and-scientific-racism) and Louis Agassiz (in process).
* Remove or cover pieces honoring Shaler and Agassiz.
* Catalogue and review the images on our walls.
* Solicit recommendations for images and artwork celebrating women and minorities in the earth sciences.
* Identify a physical space to honor women and minorities in the earth sciences.
* Create an online space to honor women and minorities in the earth sciences.

Contacts: Jonathon Proctor, jproctor1@fas.harvard.edu

[**RESEARCH EXPERIENCES for UNDERGRADUTES**](https://eps.harvard.edu/reus)

Coming soon…

Contacts: Hannah Nesser, hnesser@g.harvard.edu

#### >  New Nationwide Affinity Group for Asian Americans and Pacific Islanders in Geosciences

Dear all,

We are excited to announce a soft launch of a new group called Asian Americans and Pacific Islanders in Geosciences (AAPI in Geosci)! We are a grassroots, member-driven organization committed to building a community that supports AAPIs within geosciences.

This group is open to all community members — undergraduates, graduate students, postdocs, faculty, educators, administrators, scientists, professionals, retirees, and more — who self-identify as Asian American and/or Pacific Islander (AAPI) or are interested in learning more about AAPI issues. We also define geosciences broadly to encompass any discipline related to Earth and the environment, including but not limited to oceanography, planetary science, and atmospheric sciences.

We’re planning to have our first informal virtual gathering between December 7 and 17, coinciding with the 2020 AGU Virtual Fall Meeting. If you would like to attend and/or receive email updates about our group, please fill out [this Google Form](https://urldefense.proofpoint.com/v2/url?u=https-3A__forms.gle_c4bJm617UyoDZCwW8&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=_8qE6U1OTKdtFCw8EV5anPHXOHM72IBAcVyOkzsAs1E&e=). (Note that you do not need to be registered as an AGU attendee to participate in this event.)

We have drafted a [Mission Statement](https://urldefense.proofpoint.com/v2/url?u=https-3A__bit.ly_2J8bG4f&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=JPOtGwj1WZxZUD0QnvMVyrCjuswjcKc95WYg7MGc9HI&m=ftcp_OXm8RVa0JLGJHKNhKRHf6UEiTQDyTRhejJANwM&s=JiW3tUgXRc7CW1WioqS72d3DIrMHCAY21P7AHf9LRWc&e=) with the help of several other AAPI community members, and welcome more comments, feedback, and help with defining our core mission and programming.

If you would like to be involved, we’d love to hear from you. Reach us through the above Google Form or email us at aapigeosci [at] gmail [dot] com.

All the best,
Christine Y. Chen, O.K. Earl Postdoctoral Fellow at Caltech
Daniel E. Ibarra, UC PPFP and Miller Institute Postdoc at UC Berkeley
Kimberly V. Lau, Assistant Professor at Penn State
Your co-founders and interim leaders of AAPI in Geoscience

#### > Additional DIB Activities on Campus:

SEAS: Among many achievements over this past summer and fall to advance goals outlined in the [SEAS Diversity, Inclusion, and Belonging Strategic Plan](https://www.seas.harvard.edu/media/78526/download):

* SEAS launched an initial version of the [SEAS DIB Dashboard](https://www.seas.harvard.edu/office-diversity-inclusion-and-belonging/dashboard-and-reports).
* SEAS revised its [graduate admissions policy](https://www.seas.harvard.edu/prospective-students/prospective-graduate-students/how-apply) to no longer accept General GRE nor Subject Test GRE scores for applicants to our Ph.D. programs or master's degree programs in Computational Science & Engineering and Data Science.
* SEAS Office of DIB hosted [DIB Community Read](https://urldefense.proofpoint.com/v2/url?u=https-3A__harvard.az1.qualtrics.com_jfe_form_SV-5F9QNwL5s4iXulqhn&d=DwMFaQ&c=WO-RGvefibhHBZq3fL85hQ&r=BaOw4e62_A12n1fNnWcZtXJG_qyNXunRW1HnDzvZZ0M&m=kwI89P_owJ5HJYqSgUfR1P3Qmar2OSWsUOr6wCgthN8&s=yhpZcHyAOUSOdnCdvv_RfrtoEIBMIWP_i4r7iUgM7f4&e=), a journal discussion group. A list of articles can be found [here](https://www.seas.harvard.edu/office-diversity-inclusion-and-belonging/resources)under Learning Resources. During the spring semester, members of the community will read Black, Brown, Bruised: How Racialized STEM Education Stifles Innovation.

FAS: As part of her Advancing Racial Justice agenda, Dean Gay [launched](https://www.fas.harvard.edu/news/fas-task-force-visual-culture-and-signage) the Task Force on Visual Culture and Signage to conduct a comprehensive study of the visual culture and to articulate principles and informed guidelines for evolving the visual culture and imagery of FAS.

If you have thoughts or ideas to share about how the FAS can advance a more inclusive visual culture, write to the Task Force at fasvisualculture@fas.harvard.edu.