LTER Diversity Committee

Alan R. Berkowitz (BES), Co-Chair
Clarisse Hart (HFR), former Co-Chair
May 16, 2017

BPESL Summer Institute 2012
Rationale

• Good science requires a diverse, supportive community

• Opportunities to participate in LTER should be accessible to all

• The LTER community could be ...
  – More reflective of the diversity of the larger population
  – More supportive and nurturing of all participants
• 2012 – Ad-Hoc Working Group at ASM
  – Diversity Survey of Ed Reps
• 2013 – Ad-Hoc Committee approved by Science Council
  – Synthesis Working Group meeting and report
  – Student survey (Marisha Patel and Clarisse Hart), 147 student
• 2014 – Committee continues work
  – Represent LTER at SACNAS, etc. and share applications
• 2015 – ASM workshop: Fostering a Diverse LTER Network
• 2016 – SC approves standing Diversity Committee
  – Work with NCO on diversity plan and survey tools
• 2017 - Recruit new members and co-chair
  – Activities and point people identified, bi-monthly meetings
History

• 2012 –
  – ad hoc Working Group at ASM (Daniel Nidzgorski (CDR))
  – Diversity Survey of Ed Reps (by Higher Ed and Diversity Groups)

• 2013 –
  – Synthesis Working Group, meeting (April 2013), report
  – Ad-Hoc Committee approved by LTER Science Council
  – Student survey (Marisha Patel and Clarisse Hart), 147 student

• 2014
  – Represent LTER at SACNAS, etc.
  – Share undergraduate applications across sites
  – CDR NASA grant for diversity-oriented undergraduate program
History

• 2015 –
  – ASM workshop: Fostering a Diverse LTER Network: Site Based Strategies for Diversity
  – Cook et al. 2015 ASM poster

• 2016
  – Science Council approves standing Diversity Committee
  – Committee supports NCO diversity plan and survey of working group participants
  – Recruitment of new members, co-chairs

• 2017
  – Bi-monthly meetings started
  – Initiatives and point people identified
**Current Membership (18)**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>LTER Site</th>
<th>Last Name</th>
<th>First Name</th>
<th>LTER Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nelson</td>
<td>Michael</td>
<td>AND</td>
<td>Nidzgorski</td>
<td>Daniel</td>
<td>CDR</td>
</tr>
<tr>
<td>Mourad</td>
<td>Teresa</td>
<td>At Large</td>
<td>Scaife</td>
<td>Charles</td>
<td>CWT</td>
</tr>
<tr>
<td>Walker-Robbins</td>
<td>Wren</td>
<td>At Large</td>
<td>Pardo</td>
<td>Linda</td>
<td>HBR</td>
</tr>
<tr>
<td>Berkowitz</td>
<td>Alan</td>
<td>BES</td>
<td>Anthony</td>
<td>Mark</td>
<td>HFR</td>
</tr>
<tr>
<td>Pickett</td>
<td>Steward</td>
<td>BES</td>
<td>Hart</td>
<td>Clarisse</td>
<td>HFR</td>
</tr>
<tr>
<td>Sparrow</td>
<td>Elena</td>
<td>BNZ</td>
<td>Sala</td>
<td>Osvaldo</td>
<td>JRN</td>
</tr>
<tr>
<td>Childers</td>
<td>Dan</td>
<td>CAP</td>
<td>Doll</td>
<td>Julie</td>
<td>KBS</td>
</tr>
<tr>
<td>Cook</td>
<td>Elizabeth</td>
<td>CAP</td>
<td>Downs</td>
<td>Martha</td>
<td>NCO</td>
</tr>
<tr>
<td>Ramos</td>
<td>Jorge</td>
<td>CAP</td>
<td>Rebich</td>
<td>Stacy</td>
<td>NCO</td>
</tr>
</tbody>
</table>

- 10 Sites (14 members)
- NCO (2 members)
- At Large (2 members)
- 50% female, ca. 50% minority. 66% non-“senior”
- 15 sites not represented
Committee Goals

• Provide a channel for communication concerning diversity within the Network.

• Track, curate and distribute information on diversity and on activities to increase and nurture diversity relevant to the Network.

• Provide and support concrete and deliberate actions to foster diversity and inclusion at individual LTER sites and within the network as a whole.
Committee Activities

1. Provide leadership and infrastructure for LTER diversity
2. Document diversity, activities for diversity and outcomes
3. Support development of Site Diversity Plans
4. Take and support concrete actions to increase diversity
5. Help Sites support and sustain diverse engagement
6. Build partnerships at Site and Network levels
Committee Activities

1. Provide leadership and infrastructure for LTER diversity
   a. Build a strong, representative and diverse Diversity Committee
   b. Support NCO in providing leadership and resources for Sites
   c. Identify diversity contacts and champions at each Site

2. Document diversity, activities for diversity and outcomes
   a. Work with NCO on documenting, privacy issues, etc.
   b. Describe current status of activities, resources, documentation
   c. Support best practices in documenting outcomes

3. Support development of Site Diversity Plans
   a. Learn from Sites with plans (VCR, GCE)
   b. Support Sites working on plans (BES)
Committee Activities

4. Concrete actions to help increase diversity (recruitment)
   a. Leverage resources, joint recruitment (e.g., at SACNAS)
   b. Share contacts, applications, best practices
   c. Support targeted programs, e.g., BES-YES, CDR program

5. Help Sites support and sustain diverse engagement
   a. Cross-site programming for participants, e.g., RET, REU, Grads
   b. Trainings and resources for students, staff and/or scientists

6. Build partnerships at Site and Network levels
   a. Provide information to sites about national and regional organizations (e.g., SEEDS, SACNAS, AISES, ASLO, SWS) and university programs (McNair, etc.)
   b. Collective representation of LTER by Committee, sites and NCO
Questions for EB/Science Council

1) Which activities are most important and promising?
2) Are there concrete suggestions of people and strategies
3) Can we identify a contact and champion for diversity at each site?
4) Is there enthusiasm for gathering information about what data, activities and needs sites have for different participants (students, teachers, undergrads, grads, staff, scientists, outreach audiences)?
5) What is the level of interest in concerted cross-site effort to document dimensions of diversity in the network?
6) Can we help sites recruit diverse applicants for student and staff positions? Or create new diversity-oriented opportunities?
7) Is there a need for resources and training for specific needs (e.g., cultural sensitivity training for new LTER scientists, etc.)
Issues

• Membership and committee co-leadership
  – Should all sites be represented?
  – Connecting to Education is natural, but what about others (e.g., the Student Committee)?

• Matching expectations to resources
  – How can we avoid having attention to diversity be an unfunded mandate?
  – Can we grow resources for diversity work in the LTER?

• Individual and collective challenges to full access and inclusion
  – How can we best grapple with attitudinal barriers and cultural change?

• Can we move beyond gender- and race-based definitions to include less apparent groups and communities that may be excluded:
  – First-generation college students
  – Foreign scientists
  – LGBT scientists
  – Scientists from unrepresented disciplines
  – People with disabilities
  – Students from small religious colleges
  – People from rural or urban areas