**Five Diversity Questions**

1. **Why is diversity important to science?**
   1. Biggest possible talent pool
   2. Multiple perspectives improves science
   3. Better in communicating with a diverse US
   4. All people should have a voice in setting science agenda
   5. Science will be more relevant to community needs
   6. Builds a broader base of support
2. **Are there any particular or special reasons to worry about diversity in the geosciences**
   1. Indian nations own a disproportionate amount of resources  
      “American Indian lands are estimated to include nearly 30 percent of the nation’s coal reserves west of the Mississippi, as much as 50 percent of potential uranium reserves, and up to 20 percent of known natural gas and oil reserves” - Native American Lands and Natural Resource Development, a report from revenuewatch.org
   2. Brown fields and brown faces  
      “The Council for Urban Economic Development conducted a survey of 107 successful brownsfields redevelopment projects in the nation. The study analyzed demographic data within a one-mile radius of the projects and found that: Median minority population was 35 percent, compared with a 24-percent national average, Median per capita income was $10,202, compared with the national average of $14,420 and Median percent below poverty was 25 percent, compared with a 12.6 percent national average”
   3. Geosciences still have one of the lowest rates of diversity
3. **Why is diversity so hard for science?**
   1. **Culture of science creates problems**
      1. “Weird” Western, education, industrialized, educated democratic
      2. an emphasis on rights over responsibilities
      3. humans separate from nature
      4. Science different from other ways of knowing
      5. Science communication can be low-context and alienating
      6. Science practices a kind of “tough-love
      7. Science process doesn’t emphasize ethics and values?
      8. Science isn’t necessarily seen as social
   2. science requires good prep early; tough to get in some places
   3. Science doesn’t value all skills equally
   4. Science doesn’t seem to lead to short-term applications or concrete benefit
   5. Geosciences faces special obstacles
      1. “Boutique” field
      2. Mining’s legacy
      3. Rocks for jocks
      4. Adv: growing environmental awareness
4. **What has worked?**
   1. Bridging Engineering and Science Talent Recs (<http://www.bestworkforce.org/PDFdocs/BEST_BridgeforAll_HighEdFINAL.pdf>)
      1. Institutional leadership
      2. Targeted recruitment
      3. Engaged faculty
      4. Personal attention
      5. Enriched research experience
      6. Bridging to the next level
      7. Continuous evaluation:
   2. Accepting and building processes to protect from Bias
   3. Community-based science
   4. Disconnecting Tenure and Timing
5. **What are willing you try?**
   1. What institutional goals can you build on?
   2. What examples have you seen that work?
   3. Who can help you?
   4. What connections do you have to diversity?