Peer mentor networks to build more inclusive scientific communities: Lessons from the Earth Science Women’s Network (ESWN)

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Connecting women, connecting careers

- Career development
- Peer mentoring
- Community building

Increased access to opportunities

Greater career satisfaction

Increased retention

Informal networks play a critical role in advancing careers. In fields where women are underrepresented, peer networks can reduce feelings of isolation and provide access to information and resources for professional development.

Support Network Map

Sponsorship

Access to opportunities

Role models

Emotional support

Intellectual community

Safe space

ESWN Leaders have co-sponsored efforts for professional societies to address sexual harassment through revisions to codes of ethical conduct. The data on the left show a positive response of societies of the American Geosciences Institute federation to a community call for action.

Creating inclusive and equitable work climates

ADVANCEGeo Partnership: From the Classroom to the Field: Improving the Workplace in the Geosciences

1. Develop and test bystander intervention training with discipline-specific scenarios and that incorporate intersectionality.
2. Develop teaching modules that identify harassment as research misconduct.
3. Disseminate products via partnership with professional societies.
4. Develop a sustainable model that can be transferred to other disciplines.

Learn more: serr.carleton.edu/advancegeo

Changing public perception of scientists

70% of Americans cannot name a living scientist, 5% name Einstein and when asked to draw a scientist most schoolchildren draw a white man in a lab coat.

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Cultivating the next generation of geoscientists

Expanding the ESWN community mentoring model to undergraduates in a matched paired study across several U.S. universities is revealing that students who identify more female mentors have a stronger scientific identity and report greater interest in continuing in science.

Learn more: geosciencewomen.org

What does ESWN provide:
- Online platform for personal connections
- Career advice
- A community of mentors
- In-person networking events
- Professional development workshops
- Free earth science jobs list: ES_JOBS_NET
- Education and training about diversity, equity and inclusion
- Advice in partnership with other professional societies

Learn more: ESWNonline.org

@ESWTweets


@Science_a_thon