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@ESWNTweets

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.

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.

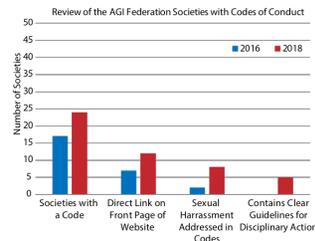
@ADVANCEGeo

Learn more: serc.carleton.edu/advancegeo

In collaboration with:



Association for Women Geoscientists



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.

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



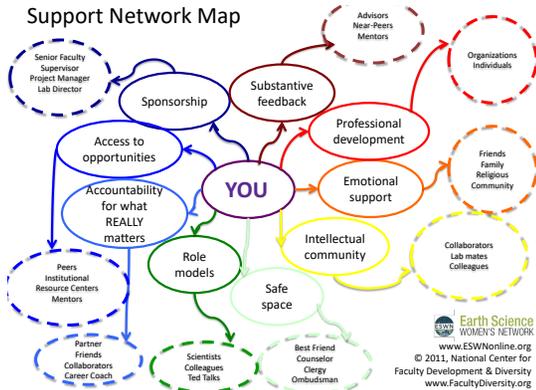
179 Participating Scientists
1552 Tweets to 173.6K followers
140 Instagram Posts to 21K followers



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@Science_a_thon

Support Network Map



Earth Science Women's Network
www.ESWNonline.org
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www.FacultyDiversity.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
 - Advocacy in partnership with other professional societies



ESWN Leadership Board in 2016

Cultivating the next generation of geoscientists



Early-career scientists and their mentors at a science event in Wyoming. The event, organized by the University of Wyoming's Multicultural Association of Student Scientists, included participants from PROGRESS. Credit: Iana Potack

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. (eos.org/project-updates/welcoming-women-into-the-geosciences).

Learn more: geosciencewomen.org