

## Diversity, Equity, and Inclusion Committee Annual report Fall 2021

Tasks of NAGT Diversity, Equity, and Inclusion Committee (from Report to ExComm from Ad Hoc

Diversity Committee members: Aisha Morris, Don Haas, Susan Sullivan, Wendi Williams

November 1, 2018)

- In coordination with the Executive Committee and the strategic plan, **establish metrics** for and assess progress towards diversity goals in an annual report.
- Recommend activities to **promote and increase membership of groups that are currently underrepresented in NAGT** to the Executive Committee, and work with the Executive Director to implement approved activities
- Recommend activities to **increase and support participation of underrepresented groups in NAGT programming**
- Recommend strategies to **broaden nominations** for awards, committee positions, and leadership opportunities and work with committee chairs and Executive Office to implement them
- **Provide expertise on inclusive practices** to the organization as needed

### The Committee:

- Laura Rademacher (Chair) ('20-'22) - Chair
- Leah Courtland ('20-'21) – Vice Chair
- Amy Weislogel (Secretary) ('20-'23) - Secretary
- Steve Mattox ('20-'22)
- Mimi Fuhrman ('20-'21)
- Danielle Sumy ('20-'21)
- Yadira Ibarra (20-'22)
- Samuel Cornelius Nyarko ('20 – '23) – selected as 8<sup>th</sup> member, grad student, now Dr. Nyarko

The committee has been meeting almost fortnightly since May 19, 2020.

## NAGT Member Survey Input

Based on recommendations from the DEI Committee, Anne Egger and Sean Fox revised/updated the NAGT questions about demographics in the membership profile to reflect best practices and the information that will be most useful to us to setting and achieving diversity goals. You can find the questions by clicking on Member Login on the [Membership](#) page, and then selecting "Profile" in the left navigation.

Background:

- NAGT didn't manage its own membership information until 2013, so this is the earliest data we can access

- Most members that joined pre-2013 have not entered demographic information; since 2013 people who have joined are providing demographic information

#### **Future survey goals:**

- find out who our membership is
- find out what they want
- do they think DEI initiatives are a good goal
- will they be willing to participate
- Find out who is not a member of NAGT and why

#### **Membership demographics/ goal of diversifying NAGT**

- Existing data on NAGT membership is from 2007. 20-25% of people choose not to respond to the demographic questions.
- Need better data to move forward on other goals.

## **Outreach to Other Organizations**

2021 NABG meeting: “exhibit”, Danielle presented for 3-minutes and then Yadi had an open session for one hour. ... Student attendance was low this year. Seems there were other conflicting events - Black in Geoscience Week. We wonder if this is the right event to connect but we’d like to try in a non-COVID year. This is a great way to reach grad students and early career.

We are thinking of adding the SACNAS conference in 2022.

## **EER 21 - we completed a 3-day workshop.**

Three-day workshop titled: Developing Inclusive Teaching Practices

**Leaders:** Blair Schneider (U Kansas), Angel Garcia (James Madison) and Amy Weislogel, Yadira Ibarra and Mimi Fuhrman of the NAGT DEI committee.

**Description:** We facilitated a three-day workshop in which day one was an overview, introduction, and reflection on participants’ own practices in context of identity, intersectionality, implicit bias and impacts with respect to instructional design, course mechanics and assessment. Day two included discussion of scenarios where identity and experiences around identity impacts student learning, inclusive language in assignments and directions, inclusive practices in field instruction, recognizing and removing barriers to course content, and strategies for including multiple perspectives and cultural influences in student assignments. On Day three, participants worked in groups to develop a place-rooted, culturally-relevant lesson. The lesson included learning goals, contextual information, and 3 of the place-based essentials of Semken (2005). Participants shared a poster that outlined their lesson with the rest of the workshop.

After participating in this workshop, participants were able to:

- Define intersectionality and evaluate the different types of identity that exist in our society.
- Define and identify how unconscious biases impact our teaching and our students.

- Summarize and compare strategies to prevent negative impacts of unconscious biases in their course.
- Construct a sustainable action plan, based on strategies that can be implemented in the short-term.
- Develop strategies for searching and organizing culturally-relevant information that can be introduced in the developing of some geoscientific ideas (ex. place-based education).
- Introduce strategies to start collaboration efforts with communities in the co-creation of knowledge.
- Summarize ethical principles in sharing culturally-relevant knowledge.

Results:

- The workshop was full with about 50 registrants.
- Participants compiled resource lists that are archived in the EER 2021 workspace
- Participants developed and shared culturally-relevant lessons, compiled resources on inclusive practices around course design, student interaction in the classroom, online and in the field, and assessment/grading.

## **EER 21 - We hosted the discussion: Featured Diversity Stories**

### **NAGT DEI Hosted Blog Page - Diversity Stories**

- Danielle Sumy wrote a blog on the need for non-traditional paths in geology and her experiences as a ship-board scientist
- Samuel Cornelius Nyarko, Ph.D. and Munira Raji, Ph.D. wrote a blog on Highlighting “The GEOSness” of Black Scientists: A Week to Remember
  - Laura’s blog - working
  - Invitation to other’s to blog
  - Blog page provides space for comments and feedback

[https://nagt.org/nagt/dei/diversity\\_stories.html](https://nagt.org/nagt/dei/diversity_stories.html)

## **Webinar**

Recent and Ongoing Efforts of the NAGT Diversity, Equity, and Inclusion Committee

Wednesday, May 19, 2021

[https://nagt.org/nagt/profdev/webinars/nagt\\_dei/index.html](https://nagt.org/nagt/profdev/webinars/nagt_dei/index.html)

## **DEI Resources/Website**

- Created and began to populate a SERC DEI website with resources on recent peer reviewed academic publications, useful news articles, and identity-based organizations.
- We have reviewed the lengthy document (11 pages and 7 sections) and will seek NAGT webmaster help to make it a useful, easy to use document.

## **Awards- Excellence in JEDI Award**

First ever, we received several excellent nominations and some will carry over to 2022.

**2021 Awardee - Dr. Raquel Bryant, Texas A&M University, College Station, TX**

<https://nagt.org/nagt/awards/JEDI.html>

## **Other**

Provided feedback on Anne as needed.

Committee member on EER Organizing Committee

Committee member on AGU Interdisciplinary DEI Committee

**To do:** Connecting to the regional sections & their DEI committees/activities (Spring GSA to promote DEI sessions/activities)

Need for nominations.

Need for nominations for committee members

Book club idea - Unworthy Republic as a suggestion?