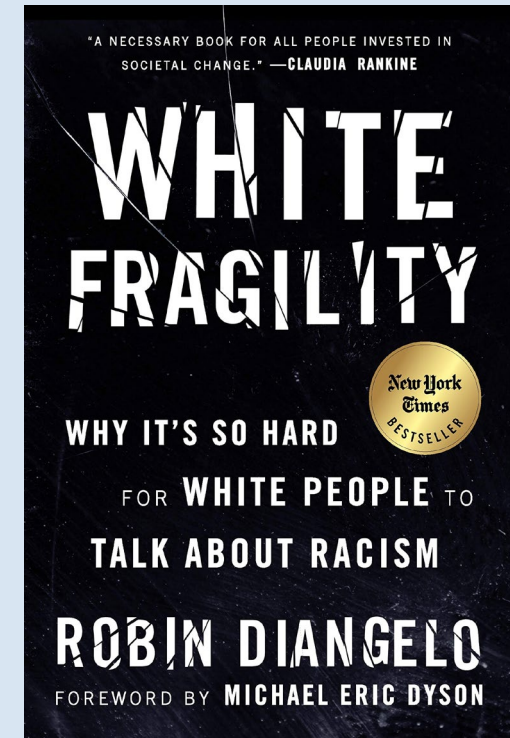
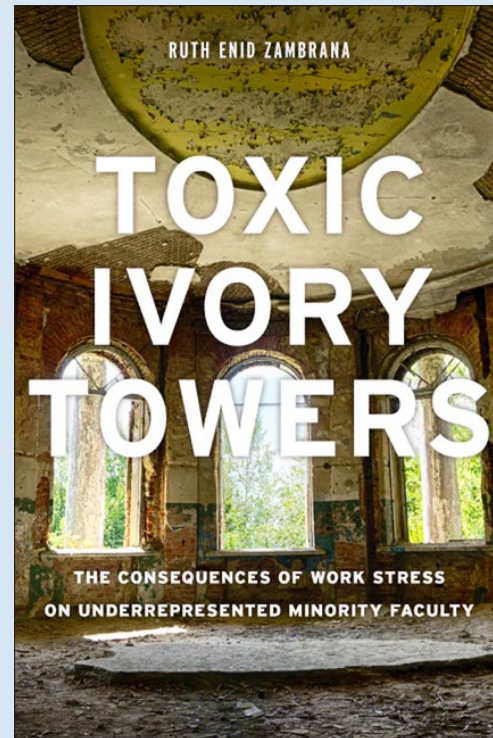
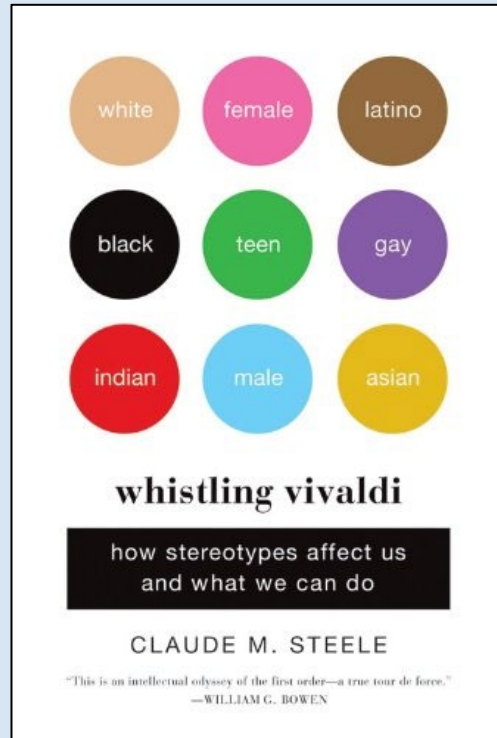


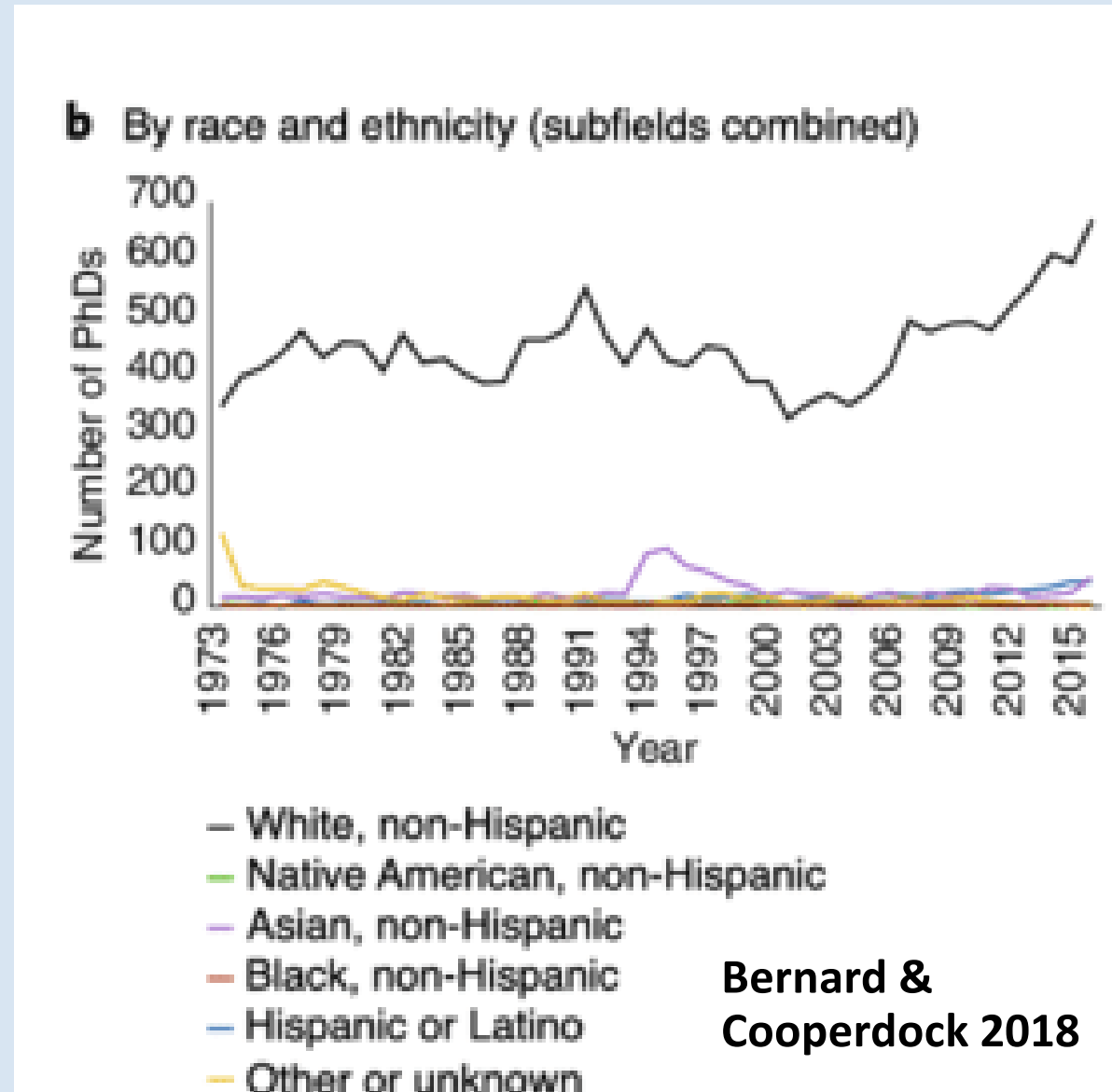
The Impacts of Toxic Research Environments On Well Being and Scientific Productivity



Brandon Jones, NSF/Geosciences

Individuals are not able to bring all of themselves to the research enterprise... hindering both the individual and the enterprise.

No progress on diversity in 40 years | Nature Geoscience





The U.S. is not made up of all immigrants.

**Indigenous People (Natives, Mexicans,
Puerto Ricans) and Africans were
“involuntarily incorporated” into the U.S.**

Ethnic Cleansing and America's Creation of National Parks

Isaac Kantor

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28 Pub. Land & Resources L. Rev. 41 (2007)

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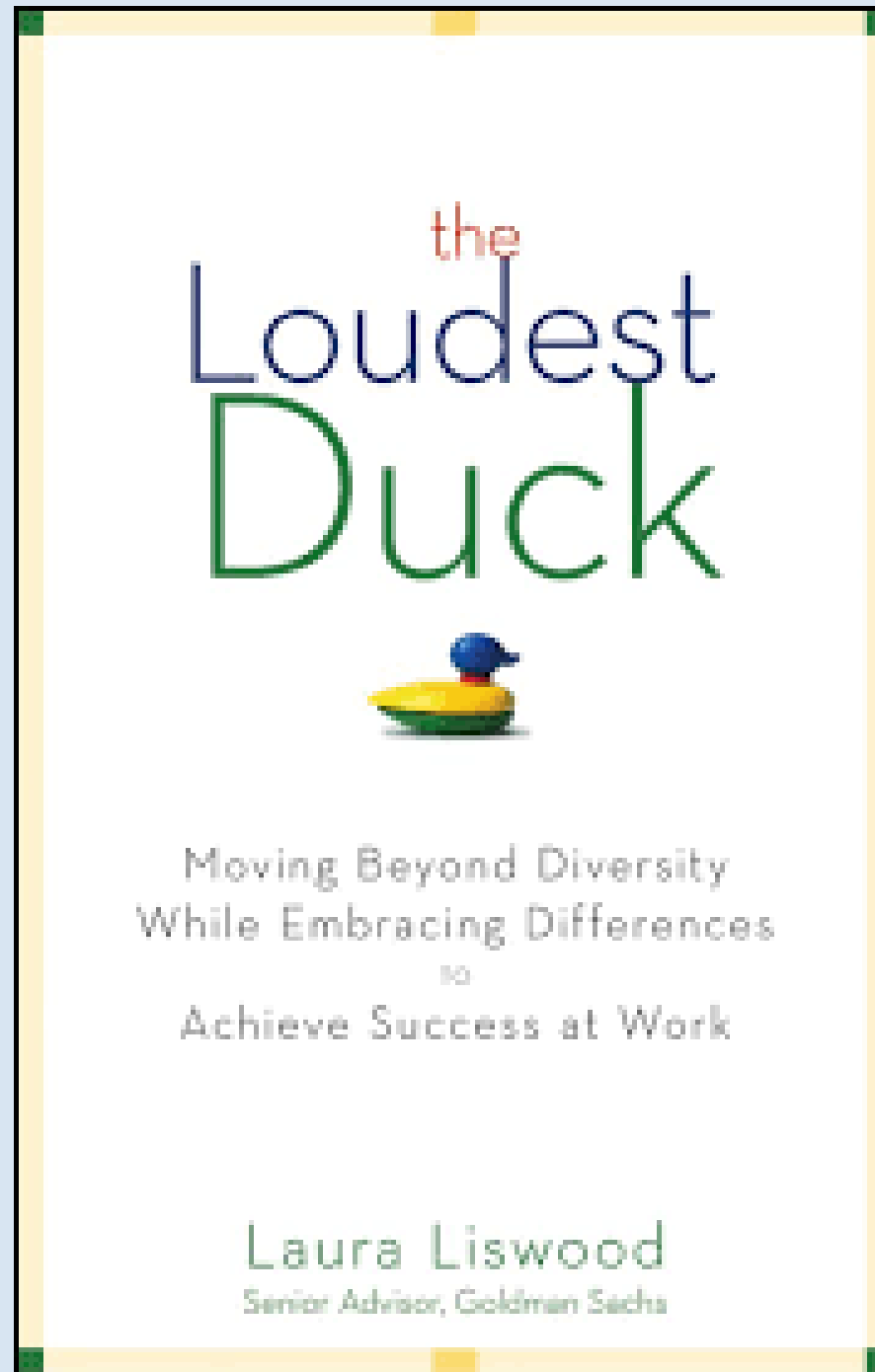
Ethnic Cleansing and America's Creation of National Parks

Isaac Kantor

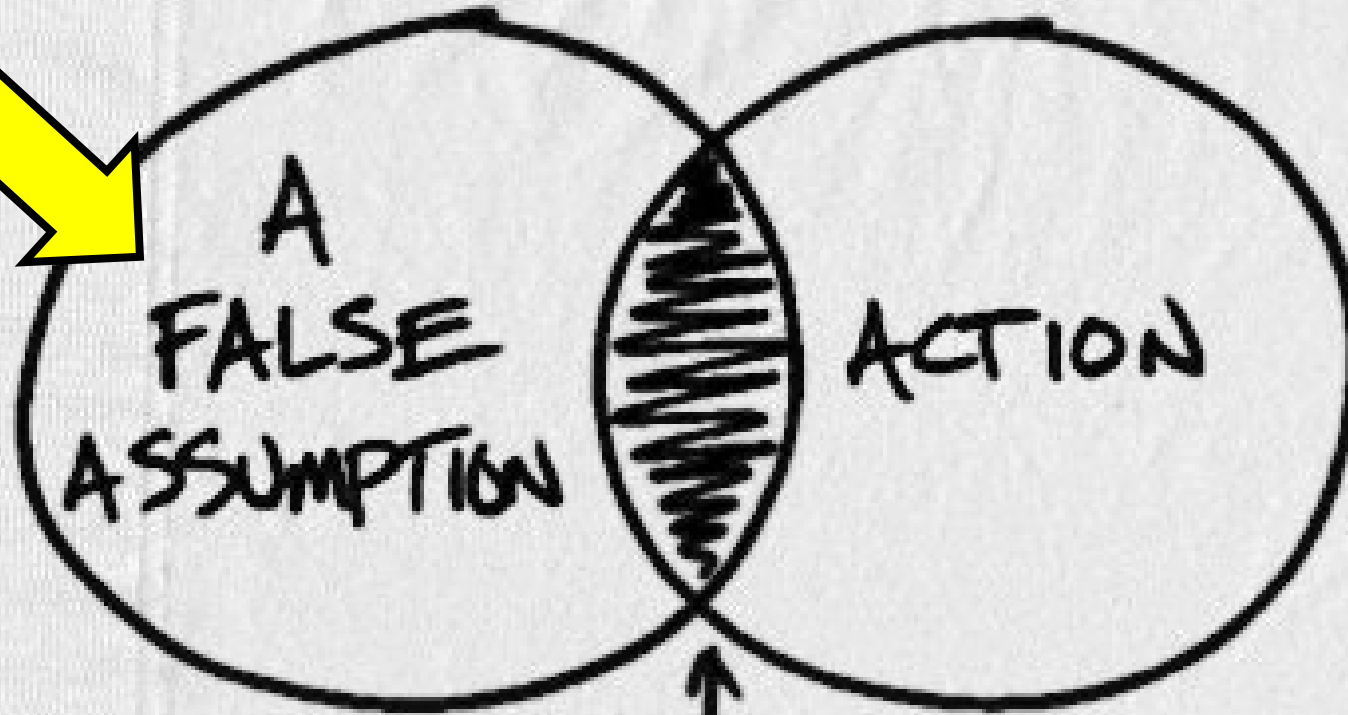
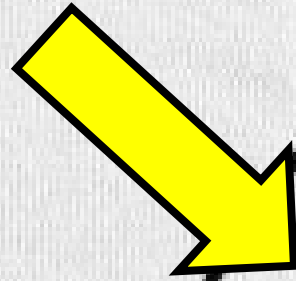
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"Once we were in our own country and we were seldom hungry, for then the two-leggeds and the four-leggeds lived together like relatives ... [b]ut the [Americans] came, and they have made little islands for us and other little islands for the four-leggeds, and always these islands are becoming smaller " – Black Elk

Western:
The squeaky
wheel gets
the grease.



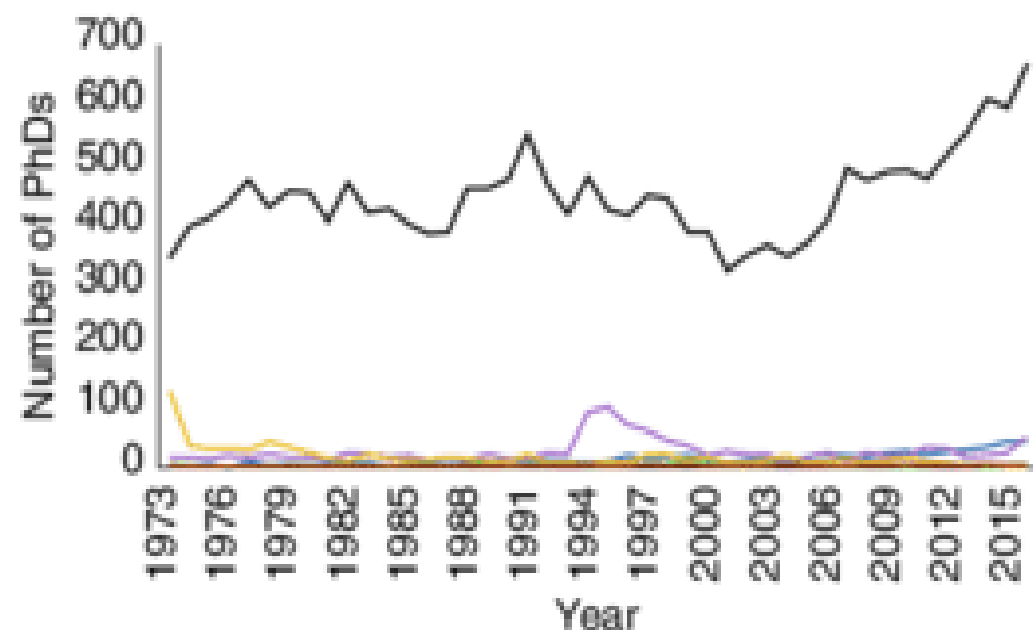
Chinese:
The loudest duck
gets *shot*!



↑
SCARY!
o



b By race and ethnicity (subfields combined)



- White, non-Hispanic
- Native American, non-Hispanic
- Asian, non-Hispanic
- Black, non-Hispanic
- Hispanic or Latino
- Other or unknown

**Bernard &
Cooperdock 2018**





Opportunity



Experience

**PROGRAM
ENVIRONMENT**



PARTICIPANT

Sociological
problems rather
than STEM or
programmatic
issues.



Experience

The background of the image is a blue-tinted photograph of a large, ornate clock tower, likely Big Ben in London. The tower's intricate Gothic architecture, including its spires and clock face, is visible through the blue overlay. Centered over the image is the text "SOCIAL SCIENCES" in a large, bold, black, sans-serif font, arranged in two lines.

SOCIAL SCIENCES

Q&A

Considerations

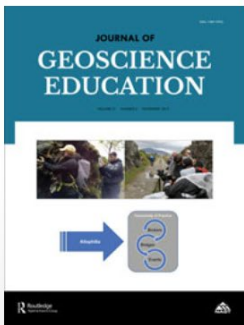


Intersectionality.

Isolation in isolated locations.

Critical self reflection by white colleagues and administrators.

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New Developments in Diversity and Inclusiveness in the Geosciences

Editorial



Editorial

[New developments in diversity and inclusiveness in geosciences](#) >

Alexander E. Gates, Karen McNeal, Eric Riggs, Susan Sullivan & Diana Dalbotten

Pages: 285-286

Published online: 16 Oct 2019

**Improve interactions between
white faculty &
faculty of color.**

**Recognition that bias impacts
tenure & promotion.**

**Mentoring, support,
assistance and allyship is key.**

Let people of color:

- tell their own stories**
- have their own spaces**

ISSUE	PERSONAL	PROFESSIONAL
Imposter Syndrome	Fear of failure. Cycle of perfectionism.	Hesitance in seeking assistance. Procrastination.
Presumed Incompetence	Could induce imposter syndrome. Deflation of self worth.	Overexertion to “prove” oneself. Patronizing “surprise”.
Microaggressions	Psychological impacts/damage.	Impact on planning, writing, teaching, etc.
Demanding Greater Performance	Unrealistic expectations hinder work/life balance.	Appointed “advisor” to all the URM students takes time away from career building.
Minimizing Achievements	Piling of emotional labor to constantly explain “why” the work is important.	Little to no conversion of BI currency to the meritocracy.
Persistent Marginalization	Lack of trust in humanity. Depression.	Potential impact on networking and professional collaboration.

Take homes:

- Develop cross racial relationships.**
- Develop racial stamina.**
- Be human.**
- It's okay to be quiet and just listen.**