GEO Opportunities for Leadership in Diversity (GOLD) Hearts of GOLD

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Diversity in Geosciences

- 2015: 1,057 doctorates awarded in Geosciences, Atmospheric, and Ocean Sciences (NSF 2017)
 - 457 (43%) to Women
 - 58 (5.5%) to Black or African-American, Hispanic or Latino, American Indian, and Alaska-Native (combined)
- 2013: Underrepresented minority women held <1% tenured/tenuretrack faculty positions
 - Research shows compound marginalization: gender and ethnic biases in hiring and promotion practices (IWPR 2013; Moss-Racusin et al. 2012)

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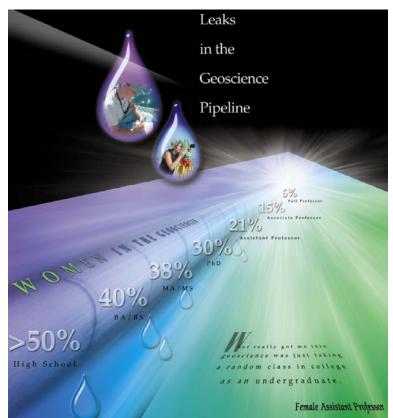




Diversity in Geosciences

Data granularity Trends are telling

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- Need to target senior scientists
- Change workplace culture



GOLD Ideas lab



Knowinnovation (KI)

- Borrowed from UK Research Council
 - IDEAs Factory > Sandpit Workshops
 - 5-day, residential, interactive, facilitated workshop
 - High-risk, high-impact
 - March 2016 in Annapolis, MD



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AGI Arizona State CSU Monterey Bay Colorado State Cornell Florida International Fort Hays State Kansas State Michigan State NOAA Ohio State San Diego State SD School of Mines UC Berkeley UCAR USC

Univ Virgin Islands Washington Wisconsin-Madison Virginia Tech William and Mary Yale

NSF



Grady Dixon Fort Hays State University Carolyn Brinkworth National Center for Atmospheric Research Eric Kaufman Virginia Tech LaToya Myles

Florida International University

Denise Simmons Virginia Tech

Hearts of GOLD

Using the influence of respected geoscientists to create champions for diversity in the geosciences

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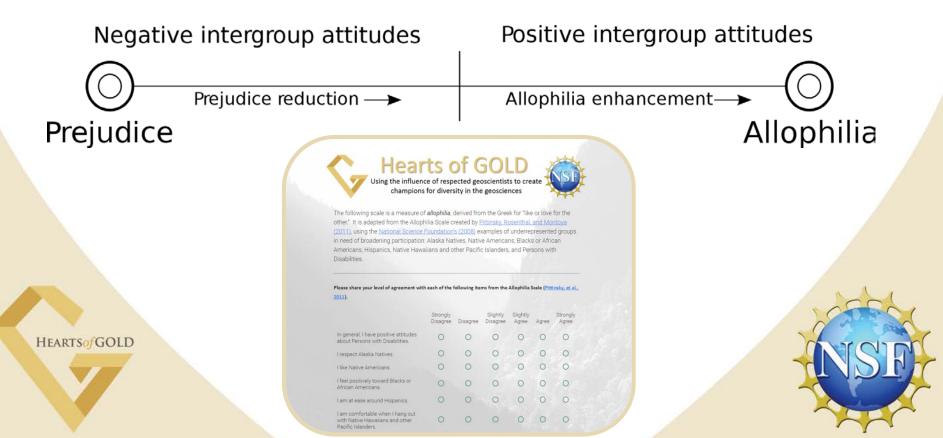
GOLD Institute



NOAA National Park Service New Hampshire Ohio University Oklahoma Oregon State Princeton San Francisco State Syracuse Tennessee State USGS UNC Wilmington



GOLD Institute



GOLD Institute

Knapsack INSTITUTE TRANSFORMING TEACHING & LEARNING







Initial Results

- 70 nominations
- 28 invitations
 - Acceptance rate of 86%
 - 4 declined
 - Exceeded expectations
- 22 post-Institute surveys
 - 21 positive experiences
 - Comments suggest that training educated, inspired, and motivated
 - Anecdotal evidence of participants and PIs having discussions about diversity much more frequently

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Next Steps

- 2018 GOLD Institute
 - Nominate a colleague (or yourself)
 - http://www.fhsu.edu/geo/gold
- Maintain connections among participants
 - 5 "mentors" returning from 2017 cohort
 - Email list, conference meetings, etc.
- Collect data, analyze, publish results
- Collaborate with NSF on best practices for future training

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Questions?

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