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/tenure-track faculty positions
  - Research shows compound marginalization: gender and ethnic biases in hiring and promotion practices (IWPR 2013; Moss-Racusin et al. 2012)
Diversity in Geosciences

- Data granularity
- Trends are telling

- Need to target senior scientists
- Change workplace culture
GOLD Ideas lab

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

- 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

5 Funded Projects
23 Institutions/Organizations
26 Investigators
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Using the influence of respected geoscientists to create champions for diversity in the geosciences
GOLD Institute

19 Institutions/Organizations

23 Participants

Alaska
Allegheny College
Argonne National Lab
Colorado
Florida State
Illinois
NASA

NOAA
National Park Service
New Hampshire
Ohio University
Oklahoma
Oregon State
Princeton

San Francisco State
Syracuse
Tennessee State
USGS
UNC Wilmington
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Negative intergroup attitudes

Prejudice reduction

Prejudice

Positive intergroup attitudes

Allophilia enhancement

Allophilia

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The following scale is a measure of allophilia, derived from the Greek for "like or love for the other." It is adapted from the Allophilia Scale created by Carter, Rosenthal, and Mota (2013). Using the National Science Foundation's (2009) examples of underrepresented groups in need of broadening participation: Alaska Natives, Native Americans, Blacks or African Americans, Hispanics, Native Hawaiians and other Pacific Islanders, and Persons with Disabilities.

Please share your level of agreement with each of the following items from the Allophilia Scale (Carter et al., 2009):

- In general, I have positive attitudes about persons with disabilities.
- I respect Alaska Natives.
- I like Native Americans.
- I feel positively toward Blacks or African Americans.
- I am at ease around Hispanics.
- I am comfortable when I hang out with Native Hawaiians and other Pacific Islanders.

Strongly Disagree | Disagree | Slightly Disagree | Slightly Agree | Agree | Strongly Agree
GOLD Institute

Knapsack INSTITUTE
TRANSFORMING TEACHING & LEARNING

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NSF
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
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
Questions?

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