

Agenda Feb 15, 2024 meeting and notes

1. Report out on previous activities: code of conduct and land acknowledgement
 - a. Current code of conduct: https://livejohnshopkins-my.sharepoint.com/:w:/r/personal/bzaitch1_jh_edu/Documents/EP%20EDI%20Committee/2022-23/Code%20of%20Conduct/Full%20Code%20of%20Conduct.docx?d=wb9ff2c5c95694796bee891b61c37b73c&csf=1&web=1&e=rkeMbZ
 - i. CoC is currently with lawyers waiting for approval
 - b. Current land acknowledgement: https://livejohnshopkins-my.sharepoint.com/:w:/r/personal/bzaitch1_jh_edu/Documents/EP%20EDI%20Committee/2022-23/Land%20acknowledgement%20and%20Making%20indigenous%20connections/Land%20acknowledgment_v3.docx?d=w2bad062532f34658860a9772cf5dc0d9&csf=1&web=1&e=CubhnF
 - i. Meeting next week to finalize draft and determine next goals of the LA working group
 - ii. Have new action items – email Caue if want to get involved.
2. Discuss proposed website format
 - a. Current draft here: https://livejohnshopkins-my.sharepoint.com/:w:/g/personal/bzaitch1_jh_edu/ERqJPMkdz9xEgwhDTpxTVZMBhxpFJAXz7jUO-Bujd_zTSA?e=zbPhRx
 - i. Should we have a decision tree on how people could interact with the page?
This could scroll for you. Can we do this as a visual way?
 - b. Notes from our Dept wide meeting: https://livejohnshopkins-my.sharepoint.com/:w:/g/personal/bzaitch1_jh_edu/EW57tBYEBjBPknUHcTV5eWkBlNkJkEPI_x9l4RjklzwOA?e=dRMYda
3. Discuss EDI committee sponsored activities for the semester
 - a. Build website
 - i. Develop resource pages
 - ii. Goal landing page up in a month
 - b. DEI tea time?
 - i. Building community and keeping informed on DEI activities
 - ii. Example: Friday's at 4 pm could have talks eg imposter syndrome. Graduate school experience, microaggressions. Womens in physics have a tea time.
 - iii. Who is our target audience? Example: led by grad students but undergrads also invited. All department members welcome to come. Maybe no faculty. Or have weekly student one and then a bigger dept one once a month.
 - iv. GOAL: Meghan and Junellie will try to get this started within a month
 - c. Bring in ombud office, already spoke at graduate student orientation

- i. Ask if we can put her slides on our website
 - ii. Maybe have an ombud person come to a DEI tea time?
 - d. Additinoal trainings?
 - e. Mental health
- 4. Develop new goals for the year
 - a. Diversify course content
 - b. Readings on having parents in academia (Daniel will add more here)

Notes meeting May 4, 2023

1. Our land acknowledgement statement. A dedicated group led by Caue have been meeting regularly over the semester. We will hear an update on their progress.
 - a. Lots of progress has been made discussing this, but still do not have a finalized statement. All are welcome to participate. Reach out to Caue if you want to get involved with this.
2. A code of conduct for the department. Kalev and I have been working on this and have a [draft here](#) we hope to get feedback on.
 - a. Reminder to go over contract between advisors and GS when new students start in the department.
 - b. Don't want an internal omsbudperson
 - i. Invite the university omsbudd to the department during the semester to introduce students (especially new students) to this person – Eric recalls this occurring during a journal club meeting with GS only. Maybe have them come over the summer, to interact with students at are here in the summer. Do they have a monthly meeting to tell about their services. Ben is going to email about this to see what we can do.
 - c. Send to CofC todept. Make sure can be revised once a year. Give 4 weeks to give feedback. Need to have general counsel look at this. Then vote on it. 6 weeks before sent to general counsel.
 - d. Make sure resources are up to date once we agree on finalized version.
3. Ben has been working though the BSEC project on best practices for community engagement.
 - a. BSEC has a community engagement committee. Will have materials on this.
 - b. Realized many statements of principals on community engagement – if people want to participate in this. Reach out to Ben.
 - c. Principals on how researchers need to engage, but what about how community members need to engage with the researchers
4. How often should we have meetings?
 - a. Have small working groups is showing progress. Meeting at beginning and end of the semester. Three big meetings. Have the chair share at the meetings diversity initiatives that are undertaken but people don't know about.
5. Cluster hire for 4 faculty EPS, EHE, school of medicine to work on organismal biology. Our proposal was encouraged for a full submission. Create a running file of up and coming

researchers. Improve communication with the graduate students. Similar to nominating someone from the Bromery.

6. Update EDI page on our dept website.
7. First Bromery of this fall semester.
 - a. Land Acknowledgement committee report out
 - b. Talks from second national conference
 - c. Read another paper
8. Graduate student EDI groups had fewer meetings this year. A lot of the topics are discussed at the graduate student meetings. Students want to keep a graduate student only meetings going forward. Always be sure to put this on our big dept agenda.
9. How can we better communicate between faculty and students. Make it more efficient. Have a faculty that communities with the graduate students. Have a faculty attend GS committee to report out and then leave their meetings.
10. If need an EDI meeting earlier we can do this.

Notes Meeting 12/1

Report-outs

Graduate students

- Want: to better understand how faculty committees are structured. Who is on what committee? Want more insights into how the department works.
- To do: Ask Sabine to share who is on what committee with the graduate students. How to best trace the progress of student concerns. Can go over list of student initiatives at our next meeting and then give updates on status. Mention to Sabine about her idea for a department-wide meeting. How to improve communication between faculty and graduate students?

Land Acknowledgment meeting

- Group is doing readings first trying to educate themselves. Can prepare for fieldwork sites as well not just for the department. AGU will have information on land acknowledgement statements. Anand suggests that the connections we make are much more important than the words we write.
- <https://www.cbf.org/blogs/save-the-bay/2020/08/nansemond-indian-nation-joins-oyster-alliance.html>

Code of conduct

- Kalev and Meghan have a draft. We will just work on a document now and worry about enforcement later

Community engagement

Next Thursday from 10-4. We can set up a viewing room 214 Olin Hall can listen in.

BESC - working on code of best practices for the project. People invited to participate in this.

Set up watching party for 2nd National Conference on Justice in the Geosciences. there is interest. Friday at 4 pm.

Science Olympiad update from Anand

- Anand is going to Fallstaff middle school next Tuesday. Anand can serve as a resource. Commit to one session a week from now to February. Single team does 23 events with 15 students at each event. Being accountability for certain events. <https://www.soinc.org/events/2023-event-table> talk to Anand if interested.

Options for 1st Bromery

- Watch 2nd geosciences plenary
- Reading a paper – Meghan and Maya will choose a paper
- Land Acknowledgement share out – push this forward more to the future. What about doing the last Bromery session? Talk with Darryn about this.

Notes for EDI meeting held on Nov. 4, 2022.

- 1) Report out from Grad Student DEI meeting (led by Naomi and Gin)
 - a. Trauma informed teaching - Naomi will ask CTEI if there are any trainings on this.
 - b. Sabine and the graduate admission committee will talk with new graduate students about how they liked the admissions process.
 - c. The field committee will keep field safety.
 - d. We could help populate JHU booths when KSAS has one at conferences - graduate students are working on a brochure to advertise for EPS at conferences.
 - e. Meeting with ombuds office – Gin and Ben will do this.
 - f. Having accessibility and accommodations included in grad success module – Sabine will work this into current materials.
- 2) Junellie report out from her attendance at SACNAS
 - a. She had a wonderful time and strongly encourages everyone to attend at least once.
 - b. She will work on sending out a report to everyone.
 - c. She learned about VanguardSTEM. They are teaching about decolonizing mentorship. We could ask if they could come to our dept.
<https://conversations.vanguardstem.com/decolonize-mentorship-with-vanguardstem-17c3a56f0404?gi=b8bae91ca151>
 - i. [Everyone was very interested in this. We will probably discuss at the next meeting if/when to do this.](#)
 - d. She will ask Tyler to share resources on teaching inclusive courses.
- 3) Update on community engaged research
 - a. Ben is involved with developing this event at AGU. It is the week before the conference (!) so be sure to sign up if you are interested.
<https://serc.carleton.edu/eddie/events/workshops/GeoHealth2022/index.html>
 - i. We are considering having this session in a room in our dept that day so those that are not registered and going to AGU could participate.

- b. After this event, we will use this day session as a starting point for what we want to do in our dept.
- 4) Land Acknowledgment update
 - a. Meeting scheduled to discuss Nov 16 at 3 pm
 - b. Think about reaching out to local SACNAS chapters in the area as we work on this.
- 5) Keep code of conduct going
 - a. Meghan will take the lead on this.
- 6) How can we work to broaden DEI participation in the department? Best practices are they everyone participates to some extent.
 - a. Sabine's idea dump:
 - i. Seminars monthly/or each semester
 - ii. Bystander intervention training with stronger encouragement to apply
 - iii. Departmental all hands meeting – and could some of this time be allocated to this?
 - b. Convert a Bromery into this once a semester
 - i. We all agreed this was the easiest place to start and Ben suggested the first Bromery of each semester as those are hard to fill anyway. We will either invite a person to come talk or give training, or the DEI committee will organize an activity.
 - c. Try to bring in a younger generation here.
 - i. how can we bring this into the graduate student curriculum.
 - ii. Diversity statements are now becoming necessary.
 - iii.
 - d. Spend time at faculty meetings discussing these issues
 - i. Find really relevant papers for the geosciences to bring to the faculty.
 - e. Have DEI committee nominate at least one Bromery speaker a semester.
 - i. Ask Tamara Pico to come talk on GeoText.
 - ii. We will discuss this further at the next meeting.
- 7) Increase awareness/ encourage attendance to our meetings
 - a. Start sending more emails. Email meeting notes to the dept.
 - b. Post a flyer in a few places. Why not!
 - c. Supply food to increase involvement.
- 8) Set up anonymous reporting for EDI related issues. This is not to report events, but instead suggest topics for the department to work on.
 - a. Meghan and Ben will work on getting this up ASAP.
 - i. Create a google form with a QR code and for people to help populate the agenda for each meeting.