

Blind spots to diversity and inclusion in geosciences: Lessons learned from a decade of working within black communities

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Lesson 1: Black leadership is everywhere

- Get to know the black versions of professional organizations and national non-profit organizations
 - National Association of Black Geoscientists (NABG)
 - Diverse Environmental Leaders (DEL) Speakers Bureau
- Google: “black environmental groups”
- Get to know local black organizations (professional, social, Greek, hunting/fishing, local NAACP)
- Connect with at least two of these groups

Lesson 2: Black does not mean poor

- Go through your programs and strategies and identify which are socioeconomic and which are cultural
- Separate those two groups for better understanding of how geology can be used to serve different populations
- Follow through with reaching out to middle and upper class black communities to create targeted strategies

Lesson 3: Black people are interested in the outdoors

- Estimate how many times per year you recreate in county parks, state parks, or federal lands. Imagine you were called a racial slur or experienced racist treatment 10% of the time.
- Think of all the white people you know that don't enjoy the outdoors or geology.
- Pay attention to the harassment of people of color in the outdoors, be part of the solution.

Lesson 4: Make sure you're a good partner

- Before reaching out for partnerships, make sure you're clear on how the other party will benefit other than financially.
- Make sure they know and respect you as a colleague they'd want to work with.

- Reflect on your own personal and professional networks to get a sense as to whether they'd see you as someone easy to work with.

Lesson 5: Be careful of religious hate speech

- Understand your university's policy on religious discrimination and hate speech, and then follow it.
- Work to respect other's viewpoints on religion that differs from your own.
- Let go of the false notion that good science can't be done by religious people.

Lesson 6: Black faculty will have a different experience in the workplace

- Understand your university's policies on discrimination and harassment of faculty, and then follow it.
- Believe faculty of color when they say they're being mistreated.
- Don't allow abuse of certain faculty members to become the norm.
- Set a culture in the department where all peoples must be respected and any deviation from this has consequences.

Lesson 7: Stay hydrated

- Ensure all geology professional mixers have a non-alcoholic option already set up.

Use the homeworks to thoughtfully reflect on:

1. Your classrooms, programs, and strategies
2. Conversations about diversity with colleagues
3. Published literature
4. Setting new cultural practices within departments