"Status of Geoscience Workforce"
American Geosciences Institute

Wilson 2018

Forrester, 2020

"Diversity in science: next steps for research group leaders" | Nature
"No progress on diversity in 40 years"

**Nature Geoscience**

**Geosciences**

"Status of Geoscience Workforce"

**American Geosciences Institute**

Figure 4.17: Race and Ethnicity of Geoscience Graduate Students, 2017

Graduates with a BA/BS

- Caucasian: 75%
- Unknown: 9%
- Asian: 3%
- Multiracial: 3%

Graduates with a MA/MS

- Caucasian: 60%
- Unknown: 21%
- Asian: 12%
- Multiracial: 3%

Graduates with a Ph.D.

- Caucasian: 56%
- Unknown: 19%
- Asian: 3%
- Multiracial: 3%

Wilson 2018

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
GOLD Pilot Projects

ASPIRE  Spanning Boundaries
Hearts of GOLD  Leveraging Status
Sparks for Change  Unifying Change Agents
GeoDES  Developing Affinity
FIELD  Reducing Barriers
Developing scientists as champions of diversity to transform the geosciences

Kathleen Quardokus Fisher, Eric Kaufman, Oriana Calagna, LaToya Myles, Carolyn Brinkworth, Denise R. Simmons &...show all

Research

Advancing inclusion in the geosciences: An overview of the NSF-GOLD program


"Rossier School of Education, University of Southern California, Los Angeles, California 90089; "School of Education, College of William & Mary, Williamsburg, Virginia 23185; "Department of Geosciences, Fort Hays State University, Hays, Kansas 67601; "School of Education, University of Wisconsin–Madison, Madison, Wisconsin 53706; "College of Integrative Sciences and Arts, Arizona State University, Tempe, Arizona 85287; "College of Education and Human Ecology, The Ohio State University, Columbus, Ohio 43202; "College of Agriculture and Natural Resources, Michigan State University, East Lansing, Michigan 48824

Abstract

To address complex geoscience questions, communities with a variety of backgrounds and experiences across academia and geoscience needs leaders who are champions of diversity and equity. Therefore, we established a professional development workforce Diversity (GOLD) Institutes, to provide geoscience leaders with the tools to foster diversity and equity in their organizations. Our objective was to equip senior geoscientists, who are at the core of the geoscience academic community, with the skills and knowledge to lead inclusive geoscience communities. This article provides an overview of the NSF-GOLD program and highlights the achievements of the NSF-GOLD program, including the development of a toolkit for diversity and inclusion in the geosciences and the establishment of a network of geoscience leaders committed to promoting diversity and inclusion in their institutions. The program has also contributed to the development of a range of resources for geoscientists, including a series of webinars and workshops, and has helped to raise awareness of the importance of diversity and inclusion in the geosciences. The program is part of a broader effort to support the development of a more diverse and inclusive geoscience community, and it has had a significant impact on the geoscience workforce.
Geoscience Opportunities for Leadership in Diversity – Expanding the Network (GOLD-EN) Projects (18 total)
GOLD-EN Supported MSIs

**HSIs**
- East Los Angeles College
- University of Houston-Downtown

**HBCUs**
- Clark Atlanta University
- Florida A&M University

**TCUs**
- Navajo Technical University
GOLD-EN Supplements

ASPIRE – Supplement
• Formally expand the ideas and insights gathered in ASPIRE to the Thriving Earth Exchange, an endeavor at the American Geophysical Union (AGU) intended to connect geoscientists to communities

Sparks for Change – Supplement
• Catalyze the efforts of the other GOLD initiatives by inviting participants from those programs to join some of the previous Sparks for Change participants in serving as Partners and Sponsors in the proposed second workshop

FIELD – Supplement
• Identify, recruit and support potential leaders, create a network of diversity champions, build a professional development platform, partner with diversity initiatives, and create collaborative projects
Geosciences Associated Societies Committed to Embracing and Normalizing Diversity Research Coordination Network (Geosciences ASCEND RCN)
Leadership Academy and Network for Diversity and Inclusion in the Geosciences-Research Coordination Network (LANDInG RCN)

Looking for new partners… it could be YOU!
1. Florida A&M GEOSCIENCE Education: Improving Undergraduate GEOSCIENCE Teacher Preparation using the Multiplication Factor of Micro-Spiral Methodology Workshop

2. QEM Network host a virtual workshop in conjunction with the 2020 Congressional Black Caucus Foundation (CBCF), 49th Annual Legislative Conference

3. National Technical Association (NTA) 20/20 Vision: Keeping It 100! STEM Diversity Powering the Next Generation – 2020 HBCU Geosciences Workshop

4. Rising TIDES (Toward an Inclusive, Diverse, and Enriched Society) Conference Program (RTCP) in 2021
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Thank you for listening!

Any questions?