

## Earth 194 DE: Readings in Geoscience DEI

### Week Nine: Faculty

#### What I need to bring:

- Ipad with papers annotated
- These notes printed

#### Agenda:

- Next week is the final! Questions?

*As a reminder, each person in class will have a 10 minute slot. Please use 5-7 minutes of that slot for a powerpoint presentation on the paper. It would be nice to go over the study, including its sample size, data collection strategy, main findings, and limitations. Any connections you can make to other readings, topics discussed, or UCSB solutions would be great. The remaining time will be used for questions/discussion. If you would like to use my laptop for the presentations, feel free to email me your slides.*

☐ Attendance

- Last chance to step up step up one mic!

#### Serial Testimony (2 rounds!)

##### 1st round - paper reflection - any of the first 2

1. Ranganathan et al. examined gendered faculty hiring and promotion trends in geoscience - reflect on your own experiences with faculty in your department. Are there faculty members that share aspects of your identity? How important is it to you to have faculty role models that share your gender, race, or ethnicity?

*I specifically sought out a young female postdoc advisor because I didn't have that role model in graduate school in the faculty. I remember having a thesis advisory committee meeting with faculty from my graduate program and my PI saying I should include Victoria Orphan on the committee because she was a woman and a geobiologist, since there weren't any female geochemists on the faculty. During the meeting, another advisor asked me what I wanted to do after my PhD and I told them I really wasn't sure. He said to "put yourself in our shoes and imagine doing this job" and I have such a distinct memory of this because I remember looking up at this all male committee and behind them there was this wall of previous department heads and I was just like staring at these images and feeling this incredible sense of being in an out group. I told them rather too bluntly*

*that I didn't have any role models in the faculty to picture myself as and I remember Victoria getting really upset and like throwing her hands in the air. And it really made me realize a lot of things at once, like how important it was for me to have a role model that shared my gender identity but that gender itself just wasn't enough. I didn't know Victoria, we were in different fields. After that I sought out a lot of mentors that were postdocs in geochemistry and that really helped. But there was this extra activation energy required to seek that out - and I think that would just be compounded for role model seeking for non white women.*

2. Without looking on the website, what would you estimate is the % of female faculty for your department? Now, using the website (for whichever department at UCSB you identify with), what is your best estimate of the percentage of women professors? How well did your estimate align? Did anything else stand out to you during this exercise?

2nd round - course reflection - any of the

3. Reflect back on the first week, when we answered the following question - has your answer changed or stayed the same? Consider the following statements and rewrite the one that best describes how you feel about talking about race/racism
4. Check in with your personal goals that you listed for yourself in week one's reflection quiz - have you met all of your personal goals or not? Where have you experienced the most growth and where would you like to work more on?
5. Which paper or week of class was your favorite, either in readings or discussion, and why?

Discussion Questions

- Do you feel optimistic or pessimistic about reaching gender parity in all geoscience professors by 2055? (as predicted by the article if hiring is 1:1 male: female and promotions are equitable across gender)