

Earth 194 DE: Readings in Geoscience DEI

Week Seven: Geoscience Doctoral Degrees

What I need to bring:

- Ipad with papers annotated
- These notes printed

Agenda:

- **Next week, come with the paper you want to present!**
 - ☐ Attendance

Serial Testimony

- In the introduction, Bernard and Cooperdock state “years of outreach have yet to make any significant strides toward increasing diversity at the PhD level” - why do you think our national efforts are failing to create meaningful changes for doctoral programs?
- There has been some backlash from this paper from geoscientists because Bernard and Cooperdock claim “no progress” on diversity in 40 years, yet shows an increase in women with PhDs in the geosciences - what would your response be to this? How should we be defining “diversity” in geoscience?
 - *Im a little biased because I wrote this question, but I have had specific conversations with faculty members at Caltech that enlightened this backlash for me. It's so important that we as a field collectively move away from this idea that white women are diversity. One thing that strikes me as someone who has done DEI research is just how easy it is to collect and publish data on gender and how HARD it is to collect and publish on other identities like race, ethnicity, nationality, etc. I think its partially because this is how we used to think about diversity - the easiest way - just increasing white women, because it still allows racism to be perpetuated. Now we need to broaden our definition to be more actively anti-racist and make tracking these new broadly defined things like race and ethnicity and nationality a lot easier.*

Group Activity:

In table 1, Bernard and Cooperdock report that 85% of all geoscience degree recipients in 2016 were White, 6% were Asian, 5% were hispanic/latino, 1% were Black, 1% were Native American, and 45% were female. They used the NSF's database on the Survey of Earned Doctorates

(<https://nces.nsf.gov/pubs/nsf22300>) - How many PhDs in geoscience were awarded in 2020 versus 2016? What percent of geoscience PhDs went to women and URM groups? How many PhDs went to women of color?

Geosciences total -1227 in 2016, 1243 in 2020 - of this 506 were women (40.7%), 811 from the US- from this: 59 were hispanic (7.3%), 1 American Indian/alaskan native (0.1%), 45 asian (5.5%), 13 Black (1.6%), 646 white (79.7%), 4.4% more than one race, 0.7% other race or not

reported, 391 to visa holders Go to data tables -> field and demographic characteristics of doctorate recipients -> tables 13,24, 22

What was your experience like navigating the survey of earned doctorates page?

Discussion Questions

- At the beginning of our first class we referenced this paper, which is the paper that people cite for the fact that geoscience is basically the whitest discipline - from the readings we have done so far is that still surprising or not surprising to you?
- What data should UCSB be collecting? What about Earth Science?
- What will the next 40 years bring?