

Earth 194 DE: Readings in Geoscience DEI

Week Six: Geoscience Conferences

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

- These papers talk about diversity and climate of scientific conferences - if you have been to conferences how would describe the experience? Do you think your actions will change at a future conference after reading these papers? (If you have not been to a conference, feel free to draw on similar experiences, like watching a seminar or being in a large lecture with similar dynamics)
- King et al. presented a large data set at a Canadian geoscience conference, looking at speaker gender/ethnicity and patterns of interaction. Was there anything in particular that stood out to you in their findings? Why was that?
 - *The piece of data that stood out to me the most was that out of 410 questions asked, only 23 were from women to women. I don't think they presented the data equivalent for people of color to other people of color, but I would think it would be just as low if not lower. I think it brought up a lot of memories for me at conferences, especially at places like AGU where there was only time for a quick question or two, where it was usually white men asking questions. I also remember that at the beginning of my graduate school career, before I felt confident enough to ask questions*

Discussion Questions

- Potentially another group brainstorm of what King et al did:
 - Online registrations - looked at gender, career stage, and career sector
 - Looked at if they gave a talk or poster
 - In session observations
 - two observers (one looked at substance, one at demographics)
 - Monitored up to 3 questions
 - Sat in on 47 of 64 sections (256 of 337 presentations)
- Who are the gatekeepers at scientific conferences?
- What follow up studies would you do at conferences?
- What is the culture around question asking at conferences? How does that differ from classrooms?
- How do power dynamics effect conference dynamics
- How could virtual conferences change conference equity? Do you think its better virtual? What are the pros/cons?

- If session conveyors are the best way to increase diversity, should we be compensating them for it? What can conferences do to enforce equity in talk opportunities?
- This paper talks about both diversity and inclusion issues at a Canadian geoscience conference. What is the relative importance of increasing the number of underrepresented groups in geoscience versus improving the climate for those groups? What are some strategies that could improve both simultaneously? Which is harder to do?