

GEER 2021: Resources from the Diversity, Equity, and Inclusion (DEI) Roundtable

What is a land acknowledgement?

- Native Governance Center: <https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>

What is the state of DEI in STEM?

- Scientific American “Diversity in STEM: What it is and why it matters”
<https://blogs.scientificamerican.com/voices/diversity-in-stem-what-it-is-and-why-it-matters/>
- Nature’s “Achieving diversity in Research” collection:
<https://www.nature.com/collections/qsgnpdtgbr>

What do we mean by justice, equity, diversity, and inclusion? What is the difference between equality and equity?

- Geological Society of America: [“Does Our Vision of Diversity Reduce Harm and Promote Justice?”](#)
- Definitions + more from the eXtension Foundation: <https://dei.extension.org/>
- Equiticity [statement of principle](#)
- Visualization from the slides: <https://weallcount.com/2019/09/12/symbols-in-data-communication/>

How can we change and improve hiring practices and recruitment?

- NPR - How To Build A Diverse and Equitable Workplace
<https://www.npr.org/2020/09/03/909274979/workplace-diversity-goes-far-past-hiring-how-leaders-can-support-employees-of-co>
- “Diversity in science: next steps for research group leaders”
<https://www.nature.com/articles/d41586-020-02681-y>
- A guide to increasing African-American women in hiring: [Ignored Potential](#)

How can we make our spaces more inclusive?

- “How to include Indigenous researchers and their knowledge”
<https://www.nature.com/articles/d41586-021-00022-1>
- “How LGBT+ scientists would like to be included and welcomed in STEM workplaces”
<https://www.nature.com/articles/d41586-020-02949-3>
- Scientific American – we need more than Implicit Bias training
https://www.scientificamerican.com/article/the-problem-with-implicit-bias-training/?mc_cid=3654866eb9&mc_eid=ed3511db73

How do we create welcoming and inclusive lab and field experiences?

- Promoting inclusion in ecological field experiences: <https://doi.org/10.1002/bes2.1742>
- 10 simple rules for building an antiracist lab: <https://doi.org/10.1371/journal.pcbi.1008210>