



## DIVERSITY, EQUITY, & INCLUSION (DEI) ACTION PLAN

*Draft prepared by DEI Interest Group: Cory BlackEagle, Rachel Bosh, Paloma Carton de Grammont, Ángel A. Garcia Jr., Wesley Henson, René Price*

This Action Plan is intended as a roadmap to guide the efforts of the Carbonate Critical Zone RCN towards building a more diverse, inclusive, equitable and accessible community of researchers with interests in the characteristics of the carbonate critical zone and the processes that produce and modify those characteristics. The plan aims to set standards for how the network activities are designed and conducted. It calls on all community members to contribute towards building a network that fosters an environment of inclusion, diversity, equity, and accessibility.

This Action Plan was developed from contributions during group discussions among network participants of the first [Workshop](#). The discussions explored tools and resources that can be used to foster diverse, inclusive, and equitable participation. The Action Plan was then enhanced through contributions of the DEI interest group that was created after the workshop. It is inspired and follows recommendations by numerous groups calling for more diverse Geoscience and STEM communities<sup>1</sup>.

To assess the effectiveness in developing the network and achieving the DEI goals, the RCN has already established a monitoring and evaluation protocol<sup>2</sup>. Results of this evaluation will be shared with all network participants.

### GOALS AND ACTIONS

#### **GOAL 1: Promote research that is conducted with intentional respect for and inclusion of people from underrepresented and/or marginalized groups who live on, rely on, or have traditional ties to CZ research sites.**

- During RCN Workshops provide space and time to reflect on ways to establish equitable and respectful collaborations to pursue Carbonate Critical Zone research.
- During RCN Workshops provide space and time to discuss and address considerations of the history of colonization in all field areas and samples or data derived from those areas.

#### **GOAL 2: Foster an environment of inclusion, diversity, equity, and accessibility in the Network**

- Develop and communicate internally and externally an equity, inclusion, and diversity statement and zero-tolerance anti-discrimination policy.
- Make DEI efforts transparent and share DEI evaluation data and assessments with the community and beyond.
- Set expectations for appropriate behavior and create structures of accountability in the event of inappropriate behavior (i.e., code of conduct).
- Use and promote the use of inclusive and anti-discriminatory language and images in RCN communication outlets.
- Establish a dedicated working group and coordinator to be the main point of contact for DEI efforts.
- Actively highlight the research, teaching and outreach programs and achievements of RCN members from underrepresented groups through the RCN listserv, website, webinars, and workshops

---

<sup>1</sup> including: [A Call to Action for an Anti-Racist Science Community from Geoscientists of Color: Listen, Act, Lead](#); [Call for a Robust Anti-Racism Plan for The Geosciences](#); [Guide to Organizing Inclusive Scientific Meetings](#) by 500 Women Scientists; Goldschmidt Session on [Diversity and Inclusion in the Geosciences – Pitfalls, Unconscious Bias and Practical Solutions](#); resources by [ADVANCE program](#); [Fernandes et al 2020](#); [Gewin 2020](#); [Cramer et al 2020](#); [Houttuijn et al 2020](#); [Marín-Spiotta et al 2020](#).

<sup>2</sup> Study Approval IRB202001855, Evaluation and monitoring of the Carbonate Critical Zone Research Network: Building social capital and increasing diversity.

- Acknowledge the inequities inherent to fieldwork while affirming that cutting-edge geoscience happens in many different spaces.
- Seek partnerships and synergies with colleges and universities and professional organizations serving underrepresented groups as well as with their academic and professional organizations (i.e., advertise and provide enhanced opportunities to attend RCN activities).
- Share resources with RCN network members about DEI best practices, events, trainings, and funding opportunities via webpage and listerv.
- Include structured discussions on the impacts of implicit bias and importance of DEI efforts as part of the RCN events (e.g. during workshops, as part of webinar series, trainings).
- Facilitate listening and interactive sessions to bridge social norms and establish the types of community standards needed to foster an environment of inclusion.

### Goal 3: Increase representation and equitable participation in RCN activities

- Ensure diverse identities are represented at speaking engagements at all RCN events (e.g., workshop plenaries, webinars, trainings)
- Encourage broader participation of diverse identities through remote presentation and participation options.
- Actively recruit and support diverse participation through partnerships with colleges, Universities and professional organizations serving underrepresented groups (i.e., advertise and provide enhanced opportunities to attend RCN activities).
- Expand leadership opportunities and proactively promote the participation of scientists with diverse identities in leadership roles.
- Allocate scholarships for students from underrepresented groups to participate in RCN activities.
- Foster mentoring opportunities and include career panels for students, postdocs, and early career scientists as part of the RCN activities.
- Promote the use of trained facilitators and participatory methods to encourage respectful and equitable participation in all RCN activities (online and in-person).

### Goal 4: Promote accessibility: Create a barrier-free and accessible environment for all RCN activities.

- Follow guidelines for universal access by the Union of Concerned Scientists ([Serrato Marks 2018](#)) and 500 Woman Scientist ([Pendergrass et al 2019](#)) to design RCN activities (meetings, workshops)
- Revise RCN website and communication products to include accessibility features (<https://accessibility.ufl.edu/siteimprove/>)
- Design accessible field trips (or provide alternative activities) following guidelines and resources from the International Association for Geoscience Diversity ([IAGD](#)).