

Proposal for creating an ESS Distinguished Lecture Series for minoritized groups in geoscience

September 30th, 2020

The Earth and Space Sciences Department at the University of Washington is dedicated to taking antiracist and inclusive action in order to increase the number of Black, Indigenous, People of Color (BIPOC), and LGBTQ+ people in the geosciences. We have created the *ESS Distinguished Lecture Series* (DLS) to bring excellent scientists from these groups into our department, with an emphasis on, but not limited to, early career scientists. Effective immediately, ESS Department policy will be to commit the ~1/3 of our colloquia, concentrated in Autumn quarter, to DLS speakers.

The objective of the DLS is to create an antiracist and inclusive culture in our department and act as a tool to increase the diversity of our students and faculty. DLS goals include:

- Bringing in excellent scientists to share their research with the department
- Building working relationships with outstanding minoritized early career geoscientists who are on or about to be on the job market
- Showcasing the work of BIPOC, LGBTQ+, and other intersectional diverse identities in predominately fall quarter, which will set the tone for our incoming graduate students
- Providing the invited speakers with experience working with and speaking at an R-1 institution
- Setting a diverse and inclusive tone for our incoming graduate students by concentrating the majority of these talks in the Autumn quarter.
- Widening the perspectives of our graduate students and postdoctoral scholars through the Mentoring for Leadership lunch program

DLS speaker criteria:

- Any intersection or identity within one or more minoritized groups including, but not limited to, Black, Brown, Indigenous, Asian/Pacific Islander, Middle Eastern and North African (MENA), Latinx and LGBTQ+
- Strong preference for early career scientists, including ABD PhD students, postdocs, non TT professors, early stage Assistant Professors, and scientists outside of the academy who are within 10 years of their highest degree (e.g., at the USGS, National Labs, in industry, consulting, etc.)

DLS speaker selection and logistics:

- Nominations will be solicited from anyone in the ESS department including faculty, staff, postdocs, and graduate and undergraduate major students.
- Speakers to invite will be selected by the Colloquium Committee.
- Speakers will be informed of their selection and invitation well in advance of the fall quarter, ideally in the preceding winter or spring quarter, allowing for connections to commence prior to the DLS seminar itself.

- If speakers cannot come to UW or participate in a virtual visit to UW during the fall, they may be scheduled for a winter or spring quarter's seminar.
- Speakers will have the opportunity to participate in a Mentoring for Leadership lunch with graduate students and postdocs or other members of the department.
- ESS Distinguished Lecture Speakers will be given an honorarium of \$500 (\$200 if in person?), and their travel, accommodations, and per diem will be provided. ESS will provide these funds, although department members and DLS organizers are encouraged to seek funding in advance and/or leverage funding from other sources where possible (e.g., donors, QRC, NSF or professional society lecturer programs, individual UW PIs, cost-sharing between departments, etc.)