

# Draft plan for recruiting and supporting a more diverse faculty in the Department of Earth and Environmental Sciences

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## Motivation

STEM fields in general and geoscience departments in particular have low representation of BIPOC at all levels, including undergraduate students, graduate students, and especially faculty (e.g., Estrada et al., 2016; Bernard and Cooperdock, 2018). This reflects a variety of factors, and racism and sexism embedded in STEM department cultures is important. This spring, several faculty members and graduate students from Earth and Environmental Sciences (EESC) Department participated in a remarkable 16-week program called [Unlearning Racism in Geosciences \(URGE\)](#). Four thousand Earth scientists participated in the curriculum of this NSF-sponsored program, underscoring the deep desire for change in our community. In the fall 2020 semester, the EESC faculty and student DEI committees conducted a survey of the department community and town hall during the fall semester 2020. From that process, recruiting and supporting historically underrepresented faculty members was identified as the most important department DEI priority area. This likely reflects the feeling that a diverse faculty will help educate and support a diverse student body, which is consistent with research (e.g., Griffin, 2020).

In this poster, we lay out a proposed plan for recruiting historically underrepresented faculty members. Our goal is to develop a clear, public-facing document that explains and demystifies the hiring process in our department.