

GEODES

Geoscientists Encouraging Openness and Diversity in Earth Science

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What is GEODES?

GEODES is a student-led organization that aims to:

- Provide a **safe space** that fosters community and mutual support at all career stages
- Provide **professional development** opportunities
- **Raise awareness** towards issues known to limit participation and success of women and minorities in **Earth science**

GEODES is an **Earth science–specific** organization

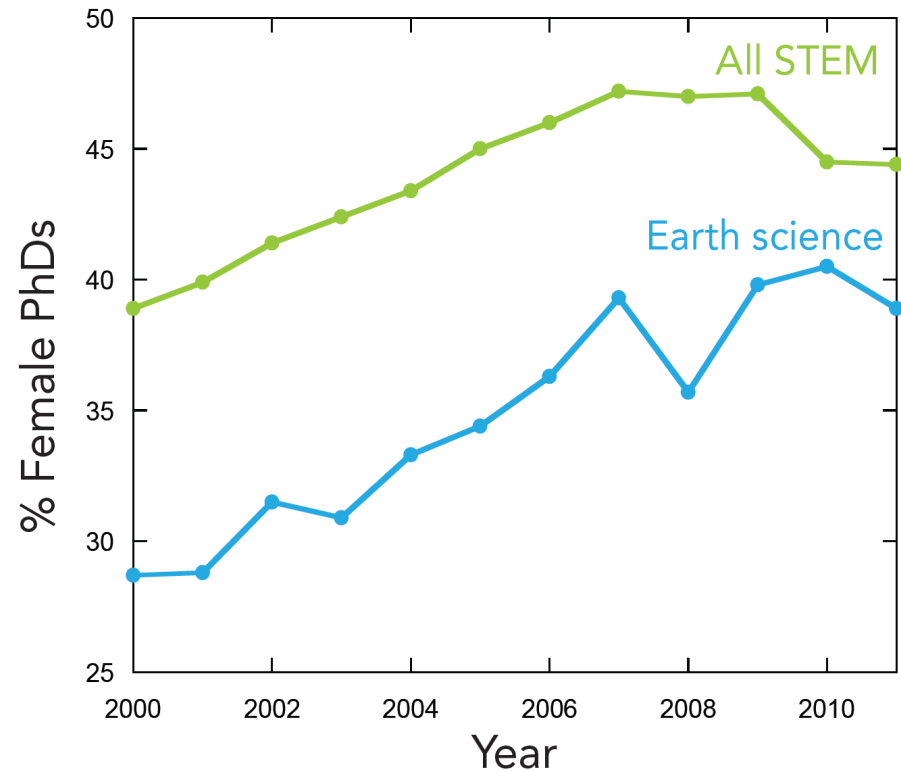
Why Earth science–specific?

- *Women and underrepresented groups in Earth Science face **unique challenges***
 - *E.g. Harassment during fieldwork; barriers to outdoor experiences*
- *The percentage of Earth science PhDs conferred to women is **consistently lower** than in STEM fields overall*
- *Fewer bachelor's degrees awarded in Earth science to female and nonwhite students, compared to STEM fields overall*
 - *At UCSC: lowest nonwhite major %*



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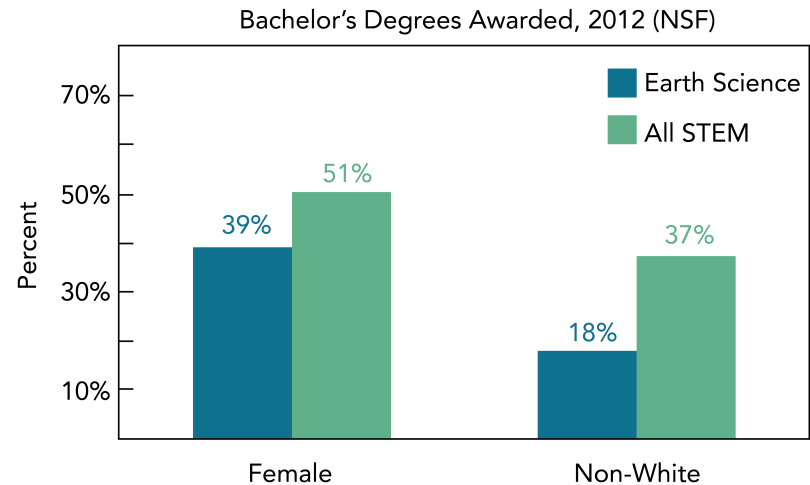
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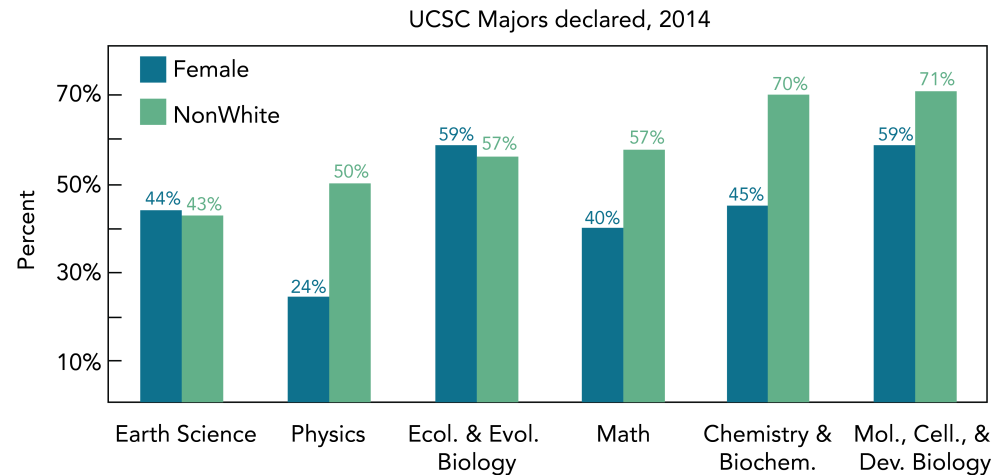
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Nationally:



At UCSC:

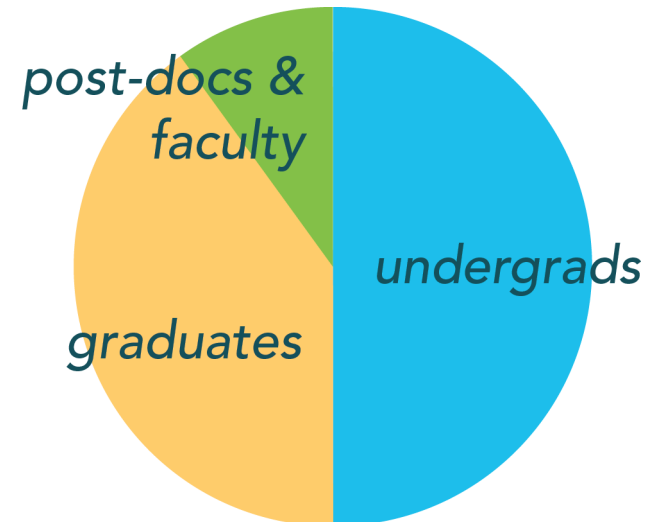


Why Earth science–specific?

At UCSC, there are few opportunities for female and minority students, postdoctoral scholars, and faculty to communicate with one another, nor is there an active dialogue concerning gender and minority issues

GEODES programming

- Earth science career panel
- Impostor syndrome workshop
- Communicating science workshop
- Camping 101 workshop
- Lunch discussion on recent harassment in astronomy
- Practice poster session prior to AGU
- Department-wide dinner



Resources tapped

- Earth & Planetary Science Department Funding
- UCSC Counseling & Psychological Services
- Faculty experience and expertise
- UCSC Office of Recreation
- Bay Area geoscience community
- UCSC Conflict Resolution Services
- Title IX office

GEODES

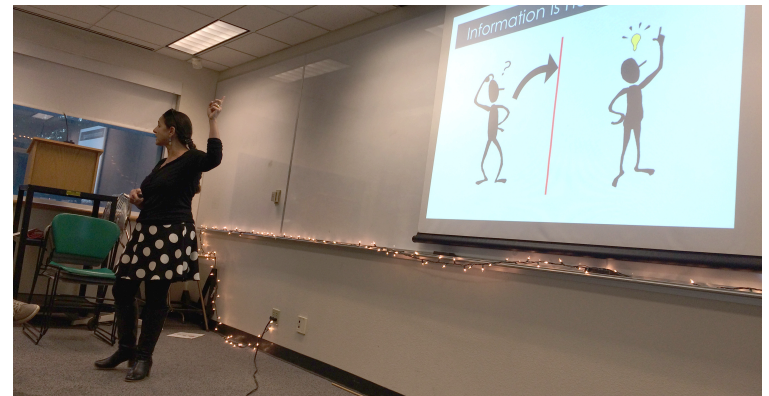
Understanding & Overcoming Impostor Syndrome

Dr. Audrey Kim

Counseling Psychologist, UCSC Center for Advising and Psychological Services

Join us on *May 14th* at *5:00 pm* in *EMS A340*
to learn about *impostor syndrome* in the Earth Sciences
& to discuss *strategies* for overcoming it!

All are welcome!



Lessons learned

GEODES



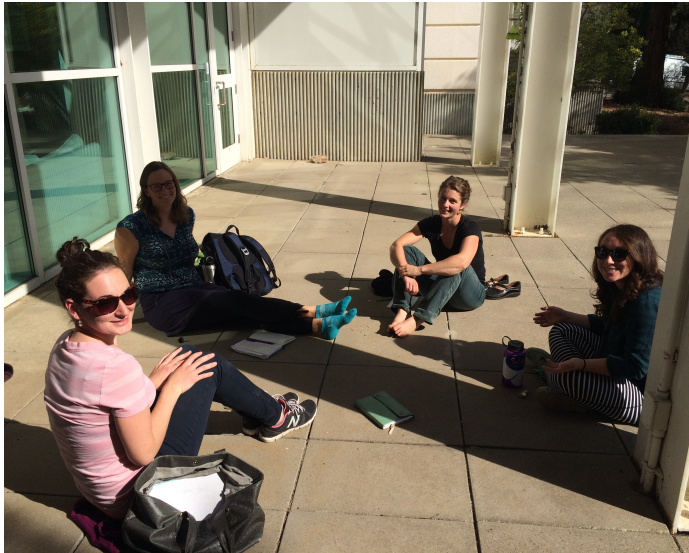
Field geology skills workshop:
Camping 101

with **Dustin Smucker**

Associate Director of Recreation, Interim Director of Physical Education

Join us on **Monday 10/5 at 11 am on the EMS 1st floor patio**
to learn how to set up tents, rent gear from OPERS,
pee in the woods, and thrive in the field!

All are welcome!



- **Divide and conquer**
 - *We're all busy!; establish a large leadership group & divvy up responsibilities*
- **Consider how to tailor events to a variety of groups**
- **Advertise, advertise, advertise!**
 - *Multiple emails; posters everywhere; word of mouth*
- **Get feedback**

Future plans

- **Upcoming events**
 - *Standing up to Bias workshop*
 - *Growth mindset workshop*
 - *Career panel 2.0*
 - *Earth science research symposium*
- **Blog highlighting events and raising awareness of diversity issues**
- **Additional funding**





Thank you!

**Check out our website and Instagram:
www.ucscgeodes.wix.com/home
www.instagram.com/ucscgeodes**

**Contact us:
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