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Department of Atmospheric Sciences Seminar Announcement

Department of Atmospheric Sciences, S.O.E.S.T., University of Hawai'i at Mānoa
2525 Correa Road, HIG 350; Honolulu, HI 96822 ☎956-8775



How can I be an agent of change? Answers from research on diversity, equity, and inclusion in atmospheric sciences

Dr. Kathy Quardokus Fisher

Assistant Professor
Department of Earth and Environment
STEM Transformation Institute
Florida International University

Date: **Wednesday, October 14, 2020**
Time: **3:30pm HST**
Zoom Meeting: **<https://hawaii.zoom.us/j/97454168193>**
Meeting ID: 974 5416 8193
Passcode: 207183

Abstract:

Diverse and inclusive universities and workplaces lead to improvements in science through increased innovation and complex problem solving. The discipline of atmospheric science in the United States has faced challenges in attracting and retaining scientists who are women, people of color, Black, Indigenous, from the LGBTQ community, and people with disabilities. Many of these scientists leave because of exclusive cultures. As concerned members of the atmospheric science community, this may lead one to ask: how can I be an agent of change? Years of research on diversity training have found that simply having the desire to be inclusive does not result in inclusivity. Instead, change needs to happen at the organizational and system level. As individuals, we are part of social systems (e.g., departments, professional societies, institutions) that can be challenging to navigate and change. This seminar will explore how individuals in a community can conceptualize an organization and their potential for enacting change by analyzing their social connections, knowledge and skills, and formal responsibilities. This discussion will be guided by specific examples of creating change in the geosciences from research on a professional development program - Hearts of GOLD (Geo Opportunities for Leadership in Diversity).