

AOS Diversity, Equity, and Inclusion Committee Newsletter, September 2022

Dear AOS community,

To mark the beginning of a new academic year, the AOS DEI committee would like to share updates and progress made since our last newsletter in January 2021, as well as upcoming changes and opportunities for involvement.

In the past year, the AOS DEI committee members have been Gabe Vecchi, Sonya Legg, Stephen Griffies, Chloe Gao (postdoc representative), Sam Ditkovsky (grad student representative). Sonya Legg and Gabe Vecchi will be rotating off the committee this semester, having contributed since its inception in summer 2020. Chloe Gao will also be handing over to a new postdoc representative, Vee Narinesingh.

Activities in the past 18 months

- **Unlearning Racism in Geoscience (URGE)**: In spring 2021, several members of the DEI committee, along with many other members of AOS participated in the Geo/AOS Urge pods, contributing to the discussions and deliverables which are shared on the URGE website.

- **Peer-mentoring for incoming students**: In summer 2021, the AOS DEI committee set up a peer-mentoring program for incoming AOS grad students. Each of the 7 incoming students was paired with a post-grads AOS student, and they were encouraged to meet approximately monthly for the first year, to help the new students navigate the new environment of Princeton and grad school. This mentoring program is being repeated in 2022, pairing the new cohort of incoming AOS students with peer mentors, coordinated by Sam Ditkovsky..

- **Webpage improvements**: In fall 2021, the AOS DEI committee made some updates to the AOS Prospective students webpage, to give expanded instructions for the statement of purpose.

- **COVID impact statement**: In fall 2021, the AOS DEI committee recommended inclusion of a COVID impact statement in the AOS VSC postdoc applications, which was approved by the Dean of Faculty.

- **Workshops and presentations by Shawn Maxam**, Associate Provost for Diversity and Inclusion: The DEI committee arranged a presentation on inclusive mentoring for AOS faculty in November 2021, and a Bystander Intervention workshop for postdocs and grad students, in January 2022.

- **Virtual Open Houses for prospective students**: Several AOS students and faculty participated in the virtual open houses at SACNAS and NSBP in fall 2021 and AOS faculty and students joined Geo faculty and students for a virtual open house for prospective grad students on December 7th 2021.

- **Postdoc information sharing:** Chloe Gao coordinated the creation of a "happy-to-talk" list for postdocs willing to share their experience with incoming postdocs, and this is now shared with all postdocs and will be communicated to new incoming postdocs.

- **2022 Graduate admissions:** the DEI committee provided input to the AOS admissions meetings to ensure that candidates from historically under-represented backgrounds received full consideration by the AOS faculty.

- **Outreach and engagement activities:** To better coordinate and communicate AOS outreach and engagement activities, particularly those intended to broaden participation in climate and earth system science, a discussion session was held open to all in AOS, and as an outcome a new email listserve has been created (aosoutreach@princeton.edu, email slegg@princeton.edu to request to be added as a subscriber). Current activities have been compiled in a table at <https://docs.google.com/spreadsheets/d/1pf5n2p5F6rqvtG0RQJ1h4OdFjwQf1FuVrWf7-pcoDOI/edit?usp=sharing>

To add information about any activities you are engaged in which may be of interest to other participants in AOS, fill out the form at

https://docs.google.com/forms/d/e/1FAIpQLScmBLomAY-mpHZ4IK9I_nBHH9qa2R_dJDwpyEoS-y-r9rWj5GQ/viewform?usp=sf_link

We also encourage AOS members to participate in DEI activities organized in GFDL, such as the DEIAC community forum (next meeting noon Sept 13th), as well as in Princeton Geosciences and elsewhere on campus. If you have ideas for activities or concerns you would like to raise with the AOS DEI committee, particularly on matters specific to AOS (e.g. the AOS grad program, the AOS postdocs), please contact your DEI committee representative. Your feedback on current activities is also welcomed. If you are engaged in activities to improve DEI in AOS, please share with us. Note that CIMES funds are available to reimburse expenses (travel, materials) associated with DEI-related activities, and the Geoscience program also has funds for DEI activities initiated by students/postdocs.