

CC&E DEI Committee

December 8, 2021

Attendees:

- Sibel Bargu Ates
- Courtney Nicole Hammond
- Junhong Liang
- Linda Bui
- Lily Pham
- Kathe Falls
- Christine Wendling
- Others?

Training/Events:

- Nicole reported on training opportunities for the college. NCBI hosts training events campus-wide but we can request one specifically for our college. These are four- or eight-hour in length. Requests must be made two months in advance and a minimum of 10 participants is required.
- Sea Grant will host another mentoring workshop in mid or late January. We can advertise this on our webpage.
- We discussed suggesting opportunities for CC&E's Post DOCS to serve as seminar speakers.

Student Recruitment:

- CC&E plans to host an open house for community college students (and potentially high school students) in the spring. We discussed the possibility of inviting students from Loyola University, Baton Rouge Community College and Southern University.
- New undergraduate videos have been released on CC&E's YouTube channel. One video features April Ellis.
- Actively engage with potential graduate students at conferences targeting diverse audiences (e.g., ABRCMS, SACNAS, etc.)
- Engage online with diverse audiences (e.g., @BlackinGeoscience, @BlackinChem, @BlackinStemEd, @BlackinSciComm, @LatinxMarineSci)

Create a DEI landing page on the CC&E webpage

- Library (links) to resources/reports (faculty and student resources)
- Messages to the community
- Events/training opportunities will be included on the events page on the CC&E website
- Grad Assistant Openings (someone would need to be responsible for keeping this current)
- Alumni spotlights (on the Alumni page)
- Student spotlights (In the "news" section)

Student Support:

- Organize a roundtable seminar or networking event featuring CC&E alumni from historically underrepresented communities working in jobs in our fields of study. It was

mentioned that this is a similar deliverable for the CASC grant except that the alumni should be working in the field of climate science. Dr. Bui and Rabalais were mentioned as having expertise with this subject and could possibly lead this effort.

- The Society for Women in Marine Sciences is establishing a new chapter at LSU.

Funding Opportunities:

- CC&E anticipates being awarded a two-year, \$180,000 grant from the National Climate Adaptation Science Center and Regional Climate Adaptation Science Centers Fellows Program to advance diversity, equity, and inclusion in climate science. As a partner site, we will provide undergraduate summer research experiences for representatives from underrepresented communities; implement development awards to increase the preparation of undergraduate and graduate students in climate science; and host visiting scholars from Historically Black College and Universities to facilitate technology transfer, new climate science initiatives, and support student development. The idea of establishing a summer teacher institute for environmental sciences has also been discussed.
- Kathe was asked to share funding opportunities (grants) with the group as she receives them.
- The Gulf Scholars Program was briefly discussed.
- Funding such as creating an endowment like Bridge to the Doctorate was discussed.

Faculty Diversity:

- We discussed the opportunity to nominate individuals from historically underrepresented communities to serve as adjunct faculty in each department. The departments may have different hiring criteria but typically the hiring process includes a seminar and a letter explaining the person's qualifications and proposed involvement (grant collaboration, etc.). The term may vary from department to department. Faculty from Southern University and regional universities could be considered for these positions.

Survey to CC&E

- Dr. Reams was unable to attend the meeting so this topic will be discussed at the next meeting.
- It was suggested that the middle of the spring semester may be a good time for a survey so that it doesn't overlap with NAS. The timing of the survey should be shared with the committee.

Departmental DEI Committees

- The Department of Environmental Sciences has developed a DEI committee. The committee is chaired by Dr. Laws and de Jesús Crespo.
- The Department of Oceanography & Coastal Sciences committee is already actively developing content for a webpage.