

## Diversity and Inclusion Committee – Annual Report

Drafted: September 2023

Finalized: October 2023

The Byrd Polar and Climate Research Center continues to respond to the call for diversity in geosciences. The purpose of this report is to review the progress made and further action needed regarding the goals from the [previous report](#).

This report includes actions that were taken at the Byrd Center based on information contributed by members. There have been no formal meetings of the Diversity and Inclusion Committee between last year and this year's reports.

Status Levels for Actions: **Completed**, **Ongoing**, **Begun**, **No Action**

### 1. Continue Efforts in the Following:

- a. **Advise leadership at the state, regional, and local levels about injustices toward people of color and the communities most vulnerable to the effects of climate change. (1d) Ongoing**

Several members of the Byrd Center have contributed to this effort, including:

- The Education and Outreach Team hosted a roundtable discussion regarding justice climate resilience efforts with City of Columbus, Columbus Chapter NAACP, Bronzeville Growers Market, Franklin County EMA, OSU Center for Urban and Regional Analysis, State Climate Office of Ohio, MORPC, Columbus Foundation, and Jacqueline Patterson from the Chisholm Legacy Project.
  - A Climate & Environmental Justice keynote presentation was given by Jacqueline Patterson at the 2022 Byrd Center Climate Symposium.
  - Karina Peggau worked with a Central Ohio faith-based organization to better understand the impacts of climate change on underserved and vulnerable communities in our region.
  - The Education and Outreach Team and State Climate Office of Ohio have sought and received funding for efforts to better understand precipitation trends and inform infrastructure design and construction that will impact our region and state, including disproportionately impacting vulnerable populations.
- b. **Ensure that the broader impacts that are part of our federal research grants specifically focus on underserved populations, including Black, indigenous, and people of color. (2f) Ongoing**
    - Karina Peggau and Jason Cervenec with the Education and Outreach team led a partnership that submitted a \$12M USDA Grant to reforest disadvantaged neighborhoods in Franklin County.

- The Polar Literacy Grant facilitated by the Education & Outreach Team concluded in 2023 after reaching approximately 2,312 youth in 13 states. This project aimed to bring polar education to middle school-aged youth in afterschool programs, with a specific focus on BIPOC youth. Youth reported high engagement and gains in fascination in science, science self-identification, and confidence in working with data.
- The Education and Outreach Team and State Climate Office of Ohio are exploring an NIH climate and health initiative involving underserved communities in Ohio and Tennessee.

**c. Encourage science and engineering to diverse K-12 youth through our public programs, including tours, speakers, activities, and media. (3a) Ongoing**

- Karina Peggau and Jason Cervenec with the Education and Outreach Team facilitated a 6-session climate justice workshop for K-12 educators to bring the topic into the classroom.
- Karina Peggau facilitated a climate justice activity for K-3 youth at Broad Street Presbyterian Church, including conversations about air quality and heat impacts in vulnerable neighborhoods. A similar experience was shared with OSU undergraduates in the Mount Scholars Program.
- Karina Peggau attending and facilitated a professional development workshop at this year’s SACNAS (Society for the Advancement of Chicano/Hispanic and Native Americans in Science) conference.
- Jason Cervenec served as a co-organizer for WestFest, an event designed to bring a diverse audience to campus to experience hands-on STEM activities and build outreach capacity at OSU.
- The Education and Outreach team continues to take proactive steps to make our web tools available to audiences who have limited vision. Likewise, our facility tour has evolved to include more research groups and greater historical context for research and exploration.
- The Education and Outreach team continues to work with campus departments and community-based organizations to bring STEM education opportunities, specifically those focused on climate change education and workforce development, to underserved communities in Central Ohio and rural regions of the state.

**d. Collect demographic data for audience at outreach programs. Completed**

- Demographic data was collected beginning July 2021 by the Education and Outreach Team. The following table shows average demographic data for audiences engaged in our outreach programs. \*Note, data was only collected by those who completed the form for tour, speaker, or workshop. These numbers do not reflect all outreach activities.

	Average (percent)	2021	2022	2023
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<b>Male</b>	44.4	50.8	43.7	42.7
<b>Female</b>	53.0	47.2	53.9	55.1
<b>Non-binary</b>	2.5	2.0	2.4	2.2
<b>Black/African American</b>	12.6	13.8	10.2	9.6
<b>American Indian/ Alaskan Native</b>	0.1	0.1	0	0
<b>Central Asian/ Asian-American</b>	2.2	3.2	1.9	2.0
<b>Eastern Asian/ Asian American</b>	2.3	1.6	3.5	2.6
<b>White/European-American</b>	64.0	63.1	60.8	66.0
<b>Hispanic/Latino</b>	2.7	1.5	3.8	3.1
<b>Middle Eastern/ Middle Eastern American</b>	0.9	1.7	0.7	0.8
<b>Pacific Islander</b>	0	0	0	0.0
<b>Biracial/Multiracial</b>	2.1	1.9	1.7	2.2

**e. Facilitate center-wide dialogue about social justice and reform in America and offer annual diversity training to members. **Ongoing****

- The Byrd Center also engaged in environmental justice dialogue when attending the keynote address by Jacqueline Patterson at the 2022 Byrd Center Climate Symposium.
- Annual diversity training, such as Implicit Bias Training, is facilitated by the Ohio State University Enterprise for Research, Innovation, and Knowledge (ERIK).

**f. Plan to work with SES to complete Field Safety Plan in the 2021-22 academic year (6h). **Completed****

- The Byrd Center has completed the Field Safety Plan under the leadership of Stacy Porter. This plan has also been shared with the OSU Office of Knowledge Enterprise as an example of how to fulfil the new NSF requirement for a Safe and Inclusive Work Environment.

**g. Plan to collect demographic data collection with brief autumn 2021 survey (6g). **No Action****

**2. E&O visit to HBCU in Ohio. **No Action****

**3. Support two high school interns in summer 2022 and to expand outreach efforts to diverse audiences. **Completed****

- Three high school interns each were selected for summer 2022 and 2023. The high school interns participated in a variety of activities, including tabling at the Ohio State Fair, working in the Clean Laboratory, facilitating geoscience activities

at Camp Oty'Okwa, increasing Byrd Center website accessibility, curating flyers and outreach materials, and curating rock samples in the Polar Rock Repository.

- These interns were supported by a crowdfunding campaign led by the Education and Outreach Team and Michele Cook.
- The Education and Outreach Team coordinates the high school internship program in partnership with University Libraries.

**4. Solicit Donations for Byrd Fellows thread with specific D&I objectives. No Action**

**5. Engage a wide range of educators and communities in outreach programs.**

**Completed**

- Since 2021, the Byrd Center has engaged with new and recurring groups in outreach programs, including Jackson Middle School, Horizon STEM Academy, Eversole Run Middle School, Ohio Energy Project, Broad Street Presbyterian Church, Ohio Hispanic Coalition, NAACP - Columbus Chapter, Milford Elementary School, Arts Impact Middle School, Cristo Rey Columbus High School Science Club, and Metro Early College High School.
- Education & Outreach also furthered D&I objectives by facilitating a climate justice course with K-12 educators, via the Global Arts and Humanities Difficult Subjects program. This course aimed to provide educators with the tools to bring climate justice principles into the classroom in areas such as mental health, extreme precipitation, transportation, ecology, extreme heat, and community engagement.
- Outreach programs from the past two years have nurtured relationships with new and existing partners, including the Highland Youth Garden, Franklinton Cycleworks, Green Columbus, Franklin County Public Health, Franklin County Public Health, OSU Extension, IMPACT Community Action, and more.
- Byrd Center Education and Outreach worked with the State Climate Office of Ohio to create an Ohio weather, climate, and climate change curriculum with an accompanying text. These materials have been used to train two cohorts of Ohio Certified Naturalists and park staff in Franklin, Delaware, and Summit counties.

**6. Collect D&I within proposals and work with PIs to expand D&I efforts on projects. Ongoing**

- Larry Krissek serves as a consultant to the Ohio Articulation & Transfer Network within the Ohio Department of Education. Prior to 2021, he 1) facilitated the panel of faculty content experts who developed the Learning Outcomes for that potential DEI category, and 2) facilitated review and approval of the DEI category (defined by those LOs) by the chief academic officers of Ohio's public 2-year and 4-year colleges and universities. Since then, he has facilitated a Course Design Institute for the OSU Center for Teaching and Learning to support faculty who are interested in creating courses that fall under the Ohio Transfer 36 DEI category. Since Autumn 2021, he has served as a consultant during 4 course submission

and review cycles, evaluating submitted courses for completeness before they move on to the OT36 DEI Faculty Review Panel.

- Karina Peggau served as a member of a search committee for an Indigenous studies faculty member with SENR (School of Environment and Natural Resources) whose research connects to climate change.