

ITGC IDEA REPORT 2021



2021 Report of ITGC Council for Inclusivity Diversity Equity and Access (IDEA)

At the completion of 2021 the IDEA Council felt it was important to summarize the actions and progress made by the ITGC community around Inclusivity, Diversity, Equity and Access over the past three years. Commitment was expressed in early project meetings for building a community that encompassed the IDEA goals; these found new energy through the 2020 formation of the IDEA Council (formerly known as JEDI).

History of the IDEA Council in ITGC

2018: In 2018 gender and equity discussions were part of the joint WAIS/ITGC science meeting held at Stony Point, New York. From the meeting emerged the [Community Norms and Values Statement](#) that has been a guiding document for our operations throughout the project. The statement addresses ethical standards in scientific conduct throughout all areas of the project and commits to a work environment that is inclusive and free from harassment or alienation in our project spaces, laboratories as well as our values during field work, as well as inclusive values in writing and publishing papers, and in promoting our work on social media channels. The Norms and Values Statement is a living document that has been revised and updated with the continued growth of the project.

2019: In 2019 the ITGC Early Career Researchers held a retreat where they could freely communicate and begin to develop their own identity in the larger project. Developing a network of colleagues and peers is a critical step in feeling included and able to address concerns if they arise.



2019 Early Career Researchers Retreat

2019/2020: ITGC developed a post-season field culture and experiences survey for participants of the field season, both on ice and on the ship. Findings showed that 17% of the respondents

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noted a reluctance to redeploy based on perceived inequities experienced in their time in the field. The results were presented and discussed at both the annual Project Leadership Team meeting and the full project meeting, ultimately leading to the formation of a team to develop a [Field and Ship Best Practices](#) and a broad understanding that field teams should meet in advance of the field to establish each other's roles and address field structure or hierarchy, and to create the opportunity to develop mutual respect for each others roles and responsibilities in the field.

2020: Following the death of George Floyd a strong focus on racial inequity arose, leading to the commitment by the SCO and project PIs to a [Black Lives Matter Statement](#).



Following this in 2020 the IDEA Council (initially known as JEDI Council) was formed with representation from all ITGC projects. Throughout 2020 and 2021 the group created a range of discussion opportunities, trainings & workshops, a film screening, and other outcomes that are further discussed here.

Commitment by NSF & NERC

After discussion with NSF and NERC, the project funders expressed consensus that ITGC was in a leadership position with polar sciences and that this was a unique opportunity to address the mission of IDEA through hiring a consultant to help direct and launch initiatives. NSF committed funding and a search team was organized. In April of 2021 the committee interviewed and brought in consultant Leilani Raashida Henry to help guide our diversity efforts.

Leilani Raashida Henry: The founder of Being & Living Enterprises, LTD, Leilani has many



years of experience working in DEI leading company trainings and guiding departments in dialogue and communications, focusing on whole brain strategies designed to tackle difficult challenges. As an Organizational Specialist at Honeywell she co-designed their first company-wide DEI training, and authored the Navigating Conflict chapter in Springer's 'Management and Leadership Skills for Medical Facilities'. Through her company she has designed and collaborated on many DEI and leadership development programs. She authored *The Call of Antarctica: Exploring and Protecting the World's Coldest Continent* (2022).

USAP Field Program: In order to expand the reach of the DEI work that is underway in polar sciences Kate Koons, USAP Field Risk Manager with the Antarctic Support Contract was

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linked with the IDEA Council. Kate leads DEI work within the US Antarctic Program. She regularly joins the IDEA meetings, has involved her team in some of the workshops and trainings we have run, and brings feedback and insights from the work she is doing with her own group.

Expanding Within NSF, NERC and Field Program staff (US and UK): The IDEA group has regularly reached out to the wider polar support groups, inviting and encouraging members to be part of our workshops and trainings. This has expanded the scope of our work and continues to provide ongoing connections so that the work being done in ITGC is supported more broadly in the members' expanded work settings.

ITGC wide Programs

A critical part of the mission for the IDEA Council is to provide opportunities for the broader ITGC community to engage in events, discussions and trainings on inclusivity, diversity, equity and access. Over 2021 we coordinated a range of different events:



Picture a Scientist: In March 2021 the group held their first program wide event for a viewing of the *Picture a Scientist* film with a follow up discussion session. The film viewing was hosted as a virtual asynchronous event, supported by participants contributing reflects and shared thoughts through the online tool *padlet*. Following the viewing a coordinate time

was arranged for a facilitated group debriefing and small group discussion sessions coordinated by members of the IDEA Council. The discussion questions were developed by Susan Sullivan from UC followed by a training for the discussion leaders. The ITGC project leads joined the Council in promoting and encouraging widespread participation by all the projects and their team members. The results were very positive with ~90 attending from the ITGC projects, and additional attendance by NSF, NERC and logistics team members from both BAS and the NSF contractors. The vast majority of attendees also participated in the discussion groups that followed the viewing. The opportunity to discuss some of the issues raised in the film and how we might develop a more inclusive research environment, with social structures that prevent harassment and bullying from happening in the field and in the lab was positively received.

Inclusive Leader Training: In Summer 2021 an Inclusive Leader Training was organized for all ITGC members. The training is designed to assist participants in developing a more inclusive approach to leadership through introducing a series of scenarios with a range of different choices for how best to address them. Coordinated by our IDEA consultant, Leilani Henry, the event was run in groups of approximately 20-25 individuals that were then broken into smaller

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INCLUSIVE LEADER TRAINING
Four different opportunities throughout the summer to participate.

June 25 (6am PDT / 9am EDT / 2pm BST)
June 25 (11am PDT / 2pm EDT / 7pm BST)
July 8 (6am PDT / 9am EDT / 2pm BST)
August 4 (9am PDT / 12pm EDT / 5pm BST)

Together we will learn how to make our community more inclusive through a fun game-based experience.

The graphic includes three images: a group of people on a boat, the Thwaites Glacier Collaboration logo, and people working at a table.

groups to facilitate discussion. All ITGC members were invited and encouraged to participate and overall participation was high.

Implicit Bias Discussion: At the Annual October 2021 Science Meeting Lelani Henry led a short session on Implicit Bias. Meeting participants were asked to prepare before the meeting

with a short [pre-reading](#) followed by a [video](#) introducing the topic followed by discussion and reflection.

Field and Ship Best Practices document: An IDEA subcommittee drafted a Field Norms document that was introduced to the broader ITGC team at the October 2021 Science Meeting. The document was discussed in breakout rooms at Science Meeting Oct 2021 with requests for input or adjustment prior to its use in the upcoming field season around what might be missing, are there areas that are too prescriptive, do we need more detail in any area, and how might reporting challenges in the field actually work? The document is available on our website [here](#) and will continue to be adjusted and improved as needed.

Building Capacity in the Teams

Leadership Vitality Checkup: One of the unique opportunities that Leilani brought to the ITGC team PIs was her coaching around the Leadership Vitality Checkup. Each project team was provided both an individual assessment and then a look at their combined partnership to better understand their unique combination of leadership skills in order to strengthen innovation, sustain their partnership and make a positive impact through a more inclusive team environment. All of the teams participated in the Checkup.

Field team Pre-Field interactions: Pre-deployment for the 2021/2022 season Leilani ran team facilitated discussions for the TIME groups, TARSAN on ice, and Palmer research teams (THOR, TARSAN, ARTEMIS). Each of these meetings was planned for a 3 hour block designed to improve communications within the team and bring alive the Field and Ship Best Practices document that the IDEA committee developed.

Presentations to and engagement with Outside Groups

WAIS presentation: Betsy Sheffield spoke at the 2021 WAIS Workshop summarizing the community building and EDI work by the group. This was part of the session on community building and wellness at the WAIS Workshop.

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AGU presentation: Julia Wellner participated on a panel, The Cryosphere Is for All: Toward a More Diverse and Inclusive Cryospheric Sciences, with a presentation on the JEDI/IDEA efforts of the ITGC.

Field and Ship Best Practices document: Was shared with various external groups through project members Lizzie Garrett & Marianne Karplus.

Discussions on working with other like-minded science groups beyond ITGC; we have identified groups and are connecting with them through networking. This is one of our 2022 identified project goals (Item #1 below).

Next Steps -

Entering 2022 the IDEA team has identified several action items for subcommittees to tackle:

1. Link to polar science DEI groups. Over the course of the winter and early spring, after all our teams are back from the field, we will reach out to three groups that are actively working in this space where we have existing connections: [CryoCommunity](#), [International Glaciological Society's Diversity and Inclusion Committee](#), and [Polar Impact](#). Additional groups have been identified for additional connections.
2. Write an IDEA report update: The committee discussed a report that could be used to update both the ITGC community and also be used to share with other groups what we have been up to at ITGC. This report represents the completion of this goal.
3. Invite ITGC members to the IDEA meetings. Everyone is welcome to participate in our meetings and as the ITGC community grows and shifts with time it is important to share this regularly. We will focus on this at the ITGC Annual Meeting as we attempt to better thread IDEA concepts and initiatives throughout the presentations in order to raise awareness around how IDEA efforts affect all aspects of our work, along with making more visible the work we are doing.
4. Continue conversation on the Field Work Norms document. With the completion of the first field season since the Field Work Norms was developed we plan to collect input on its use, strengths, weaknesses and remaining challenges. This feedback will be used to better craft the document for the future.
5. Organizational development. We identified the goal of having an implicit bias training in the future. We also discussed a survey to the ITGC community to gather input on DEI initiatives people have noticed and what they would like to see offered. Other topics we discussed include best practices on hiring, and faculty searches. Some of these topics may overlap with item #6, 'Professional Development opportunities'.
6. Professional Development opportunities. A survey has been developed and released to the broader ITGC community querying their interest and needs around professional development workshops. Some of this information has been gathered at this point. There is a plan to hold a few of these workshops in 2022.