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Building Partnerships to Transform Workplace Climate in the Geosciences

Despite its societal relevance, the geosciences are one of the least diverse fields in the U.S.. Bias, discrimination, and harassment present serious hurdles to diversifying the field. These behaviors persist due to power imbalances, continued marginalization of underrepresented groups, and inadequate policies against misconduct. Here I discuss recent initiatives in the geoscience community to address harassment and other discriminatory practices. I highlight the role of partnerships for creating cultural and institutional change through the example of [ADVANCEGeo](#), a collaboration to transform workplace climate in the geosciences and beyond through bystander intervention and research ethics training.