Lutruwita

Tasmania’s History is Black

Photo credit: Shutterfly
Affiliations and Organizational Memberships

Women in Polar Science
Mission Blue: Hope Spot
East Antarctic Southern Ocean
Interagency Arctic Research Policy Committee
Diversity and Inclusion Community Practice Group
Oregon State University
Polar Science, Technology, Engineering, Arts, and Mathematics (Polar STEAM) Program
Antarctic Women’s Network
Polar Impact
Women in the Arctic and Antarctic
APECS Oceania
Association of Polar Early Career Scientists
Journey To The Poles

- Bachelors in Philosophy
- Masters in International Environmental Policy
- Arctic Governance
- Science to Policy Interface
- Arctic plastic pollution

Antarctic & Southern Ocean Environmental Conservation

GRID Arendal

German Arctic Office

SEARCH

Middlebury Institute of International Studies at Monterey

Hunter College
A BLACK WOMAN’S CHALLENGE TO OVERCOME ADVERSITY IN THE POLAR COMMUNITY
NURTURING THE “I” IN DIVERSITY

The I in Diversity gives meaning to a lot of things

Focus on 5 specific things

• (underrepresented) **Individual**
• Identity
• Intention
• Intersectionality
• (embracing) Inclusivity

**Individuals = Human Beings**

Unique | Different | Similar | Complex
SOCIAL IDENTITY

- Dynamic
  - Chosen or Born into
  - Visible or Invisible
  - Stable or Shifting
- Varied
  - Multiple social identities
  - Different combinations that impact individuals’ lived experience
- Sociological
  - Determined and flagged by societal norms
  - Which differences matter; are more important at different times
- Salient
  - Certain social identities feel more prominent in certain situations & contexts
INTENTION MATTERS

To be intentional is to do something for a reason that usually involves a belief about one’s reason for doing it that constitutes intention in action.

What is Intersectionality?

Coined by Dr. Kimberlé Crenshaw, is a framework used to describe how race, gender, class and other individual characteristics intersect and overlap with one another.

Intersectionality describes the way people from different backgrounds encounter the world through their lived experience.

Interconnected web of factors or identities that carry influence, power, privilege, dominance, and or oppression.

EMBRACING INCLUSIVITY

When we have mastered the art of being Intentional and Inclusive in our actions and behaviors then we can embody these principles in our Responsibility as a community to ensure Recruitment, Representation, and Retention of historically excluded and underrepresented groups.
PhD Research: What can the workforce of extreme and remote environments teach us about diversity and inclusion?

Why are you choosing to exclude a vast majority of skills and expertise?

What steps have industry taken to recruit people from historically underrepresented backgrounds?

What do underrepresented groups think about Antarctica? And as a workplace?

How are extreme and remote environments represented in recruitment imagery?

Can they see themselves in extreme and remote workplace environments?
How Do We Nurture the I in Diversity?

Individual  Identity  Intention  Intersectionality  Inclusivity
Resources and Logos

Antarctic and Southern Ocean Coalition [www.asoc.org](http://www.asoc.org)
Antarctic Women’s Network [https://www.antarctic.tas.gov.au/how_we_can_help/Antarctic_Womens_Network](https://www.antarctic.tas.gov.au/how_we_can_help/Antarctic_Womens_Network)
APECS Oceania [https://apescoceania.com/](https://apescoceania.com/)
Centre for Marine Socioecology [https://marinesocioecology.org/](https://marinesocioecology.org/)
IARPC [https://www.iarpccollaborations.org/index.html](https://www.iarpccollaborations.org/index.html)
Institute for Marine and Antarctic Studies [https://www.imas.utas.edu.au/](https://www.imas.utas.edu.au/)
German Arctic Office [www.arctic-office.de](http://www.arctic-office.de)
GRID-Arendal [www.grida.no](http://www.grida.no)
Oregon State University Polar STEAM [https://polarsteam.info/](https://polarsteam.info/)
Polar Impact [https://www.polarimpactnetwork.org/](https://www.polarimpactnetwork.org/)
Study of Environmental Arctic Change [https://searcharcticscience.org/](https://searcharcticscience.org/)
University of Tasmania [www.utas.edu.au](http://www.utas.edu.au)
Women in Polar Science [https://womeninpolarscience.org/](https://womeninpolarscience.org/)
Women in the Arctic and Antarctica [https://womenintheantarcticandantarctic.ca/](https://womenintheantarcticandantarctic.ca/)