



## **Shared ideologies: a step towards removing the barriers to career progression for women and minorities in the geosciences**

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Women and people of color continue to be underrepresented in the geoscience workplace worldwide. In the U.S., women make up 47% of the workforce, but only 28% of geoscientists and environmental scientists (*Geological Society of America* position statement on ‘Removing Barriers to Career Progression for Women in the Geosciences’, 2018). Although women of color compose 18% of Americans, they hold less than 5% of the geoscience degrees and less than 1% of the faculty positions. Consequently, the long-lived lack of appropriate role models continues — a limitation that undoubtedly leads to implicit and explicit biases and systemic injustices. Notably, studies repeatedly show that individuals and organizations as a whole thrive when role models, leaders, and mentors exist who share similar ideologies, heritages, and ways of life to those they interact with. Personally, I benefited from very good mentors who inspired and guided my career over the past 30 years, but my mentors were primarily white men. As a Latina, I, like most underrepresented geoscientists, have lacked role models and mentors that share similar ideologies, cultural upbringing, and life style (i.e., having and raising children while working for tenure and promotions). In this presentation, I will address perceived barriers to inclusion of women and minorities in the geosciences and the challenges to their success from my personal experience as a senior faculty member and in past leadership positions. I will further discuss efforts by the University of California, Davis and by the Geological Society of America to identify and address implicit and explicit biases so as to assure it is minimized in hiring, scholarships, governance, and award selection, to assure family-friendly policies, and to assure the highest level of professional ethical conduct including the elimination of harassment, bullying, and discrimination.