

Institutional and cultural change to advance diversity in the geosciences through partnerships

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The geosciences are one of the least diverse fields in the U.S., despite its societal relevance. Bias, discrimination, and harassment present serious hurdles to diversifying the field. These behaviors persist due to academic power imbalances, continued marginalization of underrepresented groups, and inadequate policies against misconduct. Professional societies can transform scientific culture through codifying professional practice, recognizing contributions to the discipline, providing opportunities for mentorship and networking, and advocating for policy change. We discuss recent initiatives by societies and funding agencies, including ADVANCEGeo, to improve diversity, equity and inclusion. We highlight the role of partnerships for creating cultural and institutional change.