

EGU21-7414

<https://doi.org/10.5194/egusphere-egu21-7414>

EGU General Assembly 2021

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Practical recommendations on how to combat discriminatory work environments in the geosciences

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Even as discussions about the need for diverse, equal, and inclusive work environments have increased in recent years, discriminatory and hostile work climates are sadly still widespread within academia. Discriminatory and hostile working conditions negatively affect science and scientists at the individual, community, institutional, and societal levels, ultimately causing researchers mental health issues and hampering scientific progress. Those most affected by abusive research environments are early-career scientists of underprivileged, historically oppressed, and underrepresented groups. Thus, one step to increase diversity and equality within geosciences is to combat discriminatory work environments. While the burden of addressing hostile working conditions should not be on those experiencing bullying and discrimination, guidance and support are needed until we see real systemic change. To help make a change, we provide ten concrete strategies for all scientists experiencing any form of discrimination to overcome an unhealthy research environment (Popp et al., 2020).

References

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