



J · E · D · I

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Justice · Equity · Diversity · Inclusion

## Current Committee Members:

Merritt Turetsky, Mario Muscarella, Brian Burna,  
Xanthe Walker, Mary Beth Leigh, Katie Spellman,  
Becca Hewitt, Samantha Miller, Elena Sparrow

Please join us!

Justice: dismantling systems and structures that create inequality

Equity: ensuring that individuals and groups get the resources they need to succeed, based on their specific circumstances

Diversity: degree of difference within a group in terms of race, ethnicity, socio-economic status, gender, ability, etc.

Inclusion: intentional, sustained, and specific effort to make people feel welcomed, valued, heard, and respected

Who is able to do  
science?

- Many voices, perspectives, and ways of knowing are missing due to systemic biases - and we (science organizations and innovation) are worse for it.
- Most scientific organizations have invested in recruiting more diverse students into science, with less effort toward retaining BIPOC and women scholars.
- Everyone has a role to play, particularly those in positions of power, in addressing systemic bias.

Efforts to increase J.E.D.I. must be core components of ALL activities across the BNZ LTER program.



Important to remember we *all* have individual responsibility

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- What can I do as a BNZ LTER member?
- What can we do as a BNZ community?
- How can our proposed activities be modified to better support our JEDI mission?

Our JEDI mission statement is a living document:

[https://docs.google.com/document/d/1JXkf\\_0Fp1AOH7jufombYWfv9P4Jceuen/edit#](https://docs.google.com/document/d/1JXkf_0Fp1AOH7jufombYWfv9P4Jceuen/edit#)

BNZ LTER culture assessment released this week. We want and need to hear from you!

[https://cuboulder.qualtrics.com/jfe/form/SV\\_23GESNOhEdmV8uW](https://cuboulder.qualtrics.com/jfe/form/SV_23GESNOhEdmV8uW)

NOW! Breakout discussions to brainstorm a toolbox of ideas. This will help our committee as we assimilate information from the culture survey. Please have someone take notes!

- *What issues or activities would you like to see our community address as we improve JEDI within the BNZ LTER program?*
- *Are there particular JEDI issues you feel passionate about?*
- *Is there any feedback you would like to give to our committee?*