The Earth Systems DEI Advisory Council
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Overview

The Earth Systems DEI Advisory Council is a group of faculty, staff, students, and alumni charged with advising the Earth Systems Program on matters of curriculum, management, and culture as they relate to issues of diversity, equity, inclusion, and anti-racism. The Council serves as an independent advisory body charged with soliciting input from the Earth Systems community and providing recommendations to program leadership relevant to reforming any issue relevant to program operation, curriculum, and culture related to DEI and anti-racism.

The Council does not serve as a conflict-resolution body. We encourage Earth Systems community members to report concerns or grievances regarding suspected violations of Stanford’s Code of Conduct to Earth Systems staff members and/or the School of Earth’s Respectful Community Committee.

Council composition

The Council consists of nine deliberative members, including
- 4 student representatives (on member of the ES MS cohort; one member of the ES MA cohort; and two ES undergraduates, at least one of whom should be an ES student advisor)
- 2 Earth Systems alumni
- 2 members of the Academic Council
- 1 SE3 staff member

Two additional members of the Earth Systems leadership serve in an ex-officio capacity. One Earth Systems staff member will chair the Advisory Council during the first year of its establishment with the intention of passing leadership on to one of the two Academic Council faculty members in subsequent years. The SE3 staff member should represent the School's Office of Diversity, Equity, and Inclusion.

Meetings

The Council will meet during the sixth week of each academic quarter (autumn, winter, spring) for approximately 90 minutes, potentially during a weekday evening slot to accommodate the schedules of alumni council members. In addition to concerns brought forward by the Earth Systems program, Members of the council are expected to raise their own questions and/or solicit input (with assistance from ES staff as necessary) from members of the Earth Systems community regarding issues, concerns, and topics for discussion. Prior to each meeting, the agenda will be shared with the Earth Systems community through the Earth Systems Weekly Digest. Subsequently, meeting notes will be made available to the Earth Systems community.
through announcements on weekly digest and quarterly newsletters. Agendas and notes of the Council will be archived on the Earth Systems Infosphere portal on Canvas.

**Council member selection**

Student and alumni advisory council members will be selected on the basis of several criteria:

- knowledge of the Earth Systems program
- engagement in the broader Stanford community
- prior engagement with DEI efforts in the Earth Systems program
- interest in and experience with advocating for DEI efforts more broadly

Applicants need not satisfy every selection criterion to be considered; rather the program seeks a cohort of representatives who collectively embodies these characteristics. ES staff members will publicize application information broadly to the ES student and alumni community, and may invite particular community members to apply on the basis of prior DEI and anti-racism related advocacy work. Applicants will be reviewed and selected by a committee of Earth Systems staff and student advisors.

Prospective faculty and staff advisory council members will be identified by a committee of Earth Systems staff and student advisors and invited to serve by the Earth Systems Director.

**Term**

Council members will be invited to serve a two- to three-year term, corresponding to 6 and 9 meetings, respectively, with the possibility of renewal.

**Some potential areas of Council effort**

The role of the Council will necessarily be dynamic as the needs of the Earth Systems Program and community evolve. Initially, however, the Council might initially consider a number of areas of need identified by the ES community, such as

- A need for increasing transparency around selection and hiring processes for course and teaching assistants
- A need for creating community spaces and events that are more welcoming and inclusive
- A need for addressing (mis)perceptions in the broader Stanford community (and in the ES community itself) about the racial, class, ethnic, and gender makeup of students in the program
- A need for help setting priorities for action in the ES DEI and Anti-Racism Plan, and holding program leaders accountable for their commitment to implementing the plan