

October 21, 2020

Dear Stanford Earth students, faculty, postdocs, and staff,

I want to share two important developments that impact our school culture with you.

First, after months of work and with the input of voices from all corners of our community, we have completed a new **Stanford Earth Policy on Respectful and Inclusive Behavior**. Second, we have launched a new \$2.4 million **Stanford Earth Postdoctoral Fellowship Program** aimed at diversifying our academic pipeline and recruiting more underrepresented students to the geosciences.

Never has it been more important to underscore the importance of equity, respect, diversity, and acceptance. This is especially true in STEM fields and the geosciences which have experienced less diversity than some other areas. We must "see" one another's differences, acknowledge, and understand them. This understanding is also key to the success of our educational mission and of our science, which can be critically affected by biases that not only may affect individuals in our community but creep into our data assumptions - sometimes even without recognizing it.

### **School-wide Policy on Respectful and Inclusive Behavior**

This policy, now available on the [Our values and practices pages of the Stanford Earth website](#) as well as in a [PDF](#) format, represents an important next step in making actionable our long-standing commitment to an inclusive and respectful community.

The policy is anchored in the University Code of Conduct, extending and elaborating those ideas more specifically into our context at Stanford Earth to address special circumstances such as field work in the geosciences. It spells out specific expectations, guidelines and reporting mechanisms aimed at creating not only a harassment-free culture but an overtly inclusive and supportive one.

My hope is that you will discuss and further extend the ideas in the new Policy into concrete actions within your teams, your departments and programs, your research groups, and your classrooms. Our Educational Affairs team, led by Senior Associate Dean Tiziana Vanorio, is happy to help facilitate such conversations if you wish.

Many people have made this new policy happen over the past months and years -- and I thank all of you. The Earth Sciences Council, a faculty advisory group to the dean, established a special, one-time working group composed of students, postdocs, staff and faculty who created this final version of the policy. However, there have also been *many* local voices calling for such a policy and contributing ideas over the past few years.

We will always see this policy as a living document and *your continued input is welcome*. Please let us know via this [Feedback Form](#) what strengths you see in it and where it can be improved. Along with the policy itself, the working group also established a continuing [Respectful Community Committee](#), which will regularly review your feedback, consider changes to the

policy and to our expanding programs that support a respectful and inclusive community in Stanford Earth.

### **Stanford Earth Postdoctoral Fellowship Program**

As we have undergone a reimagining of our former Office of Multicultural Affairs into a new Diversity, Equity, and Inclusion effort since last winter, the Stanford Earth Postdoctoral Fellowship Program represents a tangible new step in encouraging diversifying the academic pipeline in the geosciences.

This fellowship will support two outstanding scholars in the fields of Earth, energy, and environmental sciences, as well as other related emerging fields, whose research and mentorship of undergraduate and graduate students will contribute to diversity, equity, inclusion and scientific excellence within the school. Stanford Earth Postdoctoral Fellows will receive support and faculty mentoring and will participate in professional development programs as part of the Stanford Earth community. Funded by the Morton K. Blaustein Visiting Faculty Fund, the fellowship carries an annual stipend of \$83,000 for up to two years and includes a research stipend of \$10,000/year. **Please share the [fellowship webpage](#) with faculty, postdocs, and student contacts you may have at other institutions.**

#### **How to Apply:**

Candidates are encouraged to reach out to potential faculty mentors whose research aligns with their interests. We especially seek to attract applications from promising scholars from underrepresented backgrounds in STEM as well as those who are in emerging areas of Earth, energy, and environmental sciences that intersect with issues of human impact and equity. Applicants whose work intersects with issues of race and ethnicity are also encouraged to apply to the [IDEAL Provostial Early Fellows program](#). Applicants should send a cover letter, current CV, contact information for 2 references, and a Research Statement to [lupec@stanford.edu](mailto:lupec@stanford.edu).

The cover letter (2-page maximum) should address the applicant's experiences with diversity in research, teaching, and/or service, and the candidate's potential to support the School's commitment to diversity, inclusion, equity, and access. The research statement (2-page maximum) should describe accomplishments, current work, future research direction, and impacts of work with a potential faculty mentor. We will begin to consider applications on **December 1, 2020**.

**In summary**, at Stanford Earth, we deeply appreciate the value of a diverse, equitable, and inclusive community, and we define diversity broadly to include (among other things) diversity of genders, races and ethnicities, cultures, physical and learning differences, sexual orientations and identities, veteran status, and work and life experiences.

Taken together, I am hopeful that these two new initiatives will make a difference in our community. An inclusive and respectful community has been my top priority since becoming dean, and you will continue to hear from me about new and existing efforts over the coming months.

*Steve*

Stephan Graham, Chester Naramore Dean