

Notes: SPAN Webinar; Guest Presentation from Brian Teppen, Ph.D. (Michigan State University) on DEIA-related Activities; 2023 SRP Annual Meeting Discussion

Wednesday, October 18th, 2023, from 2:00 – 3:30 PM ET

Attendees:

Emily Briesse (Arizona)
Virginia Casey (Northeastern)
Jin Y. Chen (Louisville)
Prakash Dangal (LSU)
Angela Gutierrez Echeverri (Kentucky)
Rocio Estrella (Arizona)
Stacey Harper (OSU)
Syed Hashsham (MSU)
Farhana Hasan (LSU)
David Hein (Louisville)
J. Zach Hilt (Kentucky)
Javier Huayta (Duke)
Isha Khan (MSU)
Susan Korrick (Harvard)
Craig Marcus (OSU)
Obinna Nwokonkwo (Arizona)
Susan D. Perez (Arizona)
David Purdy (Iowa)
Christian Isaac Rude (OSU)
Juan Sebastian Salazar (UC Berkeley)

Amy Sims (UNC)
Lura Slowinski (Northeastern)
Michelle Steidemann (MSU)
Brian Teppen (MSU)
Sara Thomas (CAES)
Hui Wang (Iowa)
Tyrslai Williams (LSU)
Gerben Zystra (Rutgers University)

Danielle Carlin (NIEHS)
Michelle Heacock (NIEHS)
Brittany Trottier (NIEHS)
Alicia Zorn (NIEHS)

Maggie Wiener (MDB)
Adeline Lopez (MDB)
Mali Velasco (MDB)
Madeleine Green (MDB)
Dylan Williams (MDB)

Agenda Items:

**I. Guest Presentation: Promoting diversity, equity, and inclusion in the geosciences
Brian Teppen, Ph.D., Michigan State University (teppen@msu.edu)**

- To assemble an effective, creative research team, concerted efforts should be made to include as many relevant perspectives as possible.
 - Select for disciplinary diversity.
 - Through praise, examples, and disapproval we socially condition ourselves into the 'in group' which has habits and norms that are rarely questioned.
 - Important to be cognizant so as to bring in 'outsider' voices
 - Select for technical diversity.
 - Supports the goal of accumulating tools, leveraging new perspectives to include new data streams and tools.
 - [The Diversity Bonus: How Great Teams Pay Off in the Knowledge Economy](#) (article)
 - Select for diversity over 'ability'.

- People with new relevant tools and/or perspectives should be preferred to people with redundant tools and perspectives.
 - [Research](#) has proven that diverse problem solvers outperform hi-ability individuals (the collective versus the individual)
 - Select for social diversity.
 - Lived experiences that have resulted in new perspectives contribute to cognitive diversity.
 - Groups with diverse identities tend to result in [better performance](#).
 - Group diversity promotes preparedness.
 - When disagreement comes from a [socially different](#) person, we are prompted to work harder.
 - If groups are too homogenous, then members are presumably more likely to assume that others already know what they know.
 - Group diversity promotes information sharing.
 - Groups with [racial diversity](#) significantly outperformed the all-white groups in a murder mystery exercise.
 - With homogenous groups, dissent is less likely, so there is less consideration of alternatives and elaboration of information. Thus, surface-level homogenous groups seem to engage less in the task and their performance suffers – and necessitates [dissenting](#) voices.
 - Adding surface level diversity changed the behavior of the [in-group](#).
- Surface-level diversity (e.g., race, gender, ethnicity) improves group problem-solving and creativity by, though not exhaustively:
 - Reminding everyone that cognitive diversity is present and needs to be sought/incorporated.
 - Creating active curiosity about differences.
 - Decreasing social pressure for conformity and self-censorship.
 - Promoting more complex thinking.
 - Promoting greater advanced preparedness and articulation by group members.
 - Promoting longer task-relevant discussions and greater sharing of information.
- **Q&A**
 - **Q:** How do you think you can promote diversity in the candidates that you're bringing into the lab?
 - **A:** Advertise on sites that are frequented by indigenous and foreign scientists, use your network to reach groups that you are not super familiar with.
 - **A:** While interviewing, rather than comparing candidates objectively, add some qualitative thinking. Consider the value of diversifying your group, what are the life experiences candidates bring to your lab, etc.
 - **Q:** How do you proactively encourage, or nudge people to express a potentially dissenting view?
 - i. **A:** Foster psychological safety. Provide a space where differences are acknowledged, dissent and discussion are encouraged, there is no judgement for bringing up opposing viewpoints. Maximizing information is the goal.

II. 2023 [Annual Meeting](#) Discussion

December 4 – 6, 2023 | Albuquerque, New Mexico, co-hosted by the University of New Mexico SRP Center

- Daily agenda [available online](#).

III. Training Core Activities and Round Robin Updates

- SRP Risk e-Learning Webinar Series, [archives available online](#).
 - Session I — Novel Analytical Chemistry Approaches for PFAS | October 6, 2023 | 12:00 – 2:00 p.m. EDT
 - Diana Aga, Ph.D., State University of New York at Buffalo
 - Erin Baker, Ph.D., University of North Carolina at Chapel Hill
 - Lee Ferguson, Ph.D., Duke University
 - Moderator: Andrea Tokranov, Ph.D., U.S. Geological Survey
 - Session II — PFAS Sources and Mapping Session I — Novel Analytical Chemistry Approaches for PFAS | October 20, 2023 | 2:00 – 4:00 p.m. EDT
 - Mark Brusseau, Ph.D., University of Arizona
 - Matt Farrell, North Carolina State University
 - Carla Ng, Ph.D., University of Pittsburgh
 - Moderator: Mohamed Ibrahim, Ph.D., U.S. Environmental Protection Agency
 - Session III — PFAS Reference Materials, Libraries, and Passive Sampling | November 8, 2023 | 2:00 – 4:00 p.m. EDT
 - Jessica Reiner, Ph.D., National Institute of Standards and Technology
 - Jitka Becanova, University of Rhode Island
 - Jackie Bangma, Ph.D., U.S. Environmental Protection Agency
 - Moderator: Suramya Waidyanatha, Ph.D., Division of Translational Toxicology, NIEHS

IV. Additional Information:

- **Reminder to update [CareerTrac](#)**
- **K.C. Donnelly Externship Award**
 - Congratulations to the batch of [2023 K.C. Donnelly Externship Award winners](#)!
- **Reminder to use the [SRP Data Collection Tool \(DCT\)](#) to submit Trainee Highlights!**
 - Please work with your RT Coordinator to submit entries on awards, publications, honors, videos, and photos of activities. SRP uses these entries to learn about what trainees are doing and to select trainees to highlight in the E-Posted! We also consider submitted photos for the E-Posted Photo of the Month! Submitting highlights helps you with the Annual Update Process!
- **Wetterhahn Award**
 - Thank you to all those that submitted nominations!
 - Winners will be announced during the 2023 SRP Annual Meeting.
- **Reminder to send updates to SPAN Leadership Committee**
 - These will be taken September/January of each year (please limit to 1 – 2 graduate students/Post-Docs per Center to keep up with the listserv)

- Please email your nominations to danielle.carlin@nih.gov and indicate the current status of the new member (e.g., graduate student or Post-Doc)
 - Membership on the SPAN Leadership Committee is a two-year term.
- **SRP Website – for [SPAN/Training](#)**
 - Notes from all previous SPAN Zoom Discussions are posted here.
- **SRP e-Posted: Trainee Highlights**
 - Training Core Leaders, please send Dylan Williams (dylan.williams@nih.gov) or Mali Velasco (mali.velascodelgado@nih.gov) any news items of interest to trainees (e.g., trainee success stories, pictures, job announcements).
 - Highlighting trainee videos in the [e-Posted](#) via SPAN.
- **SRP/NIEHS on [LinkedIn](#)**
 - Note: this is for SRP Trainees only