

Commitment to Anti-Racism and Inclusion in the GEM Community

The killings of George Floyd and so many more people of color at the hands of police have been catapulted to the forefront of the national consciousness in recent weeks. So many of us have experienced outrage, sadness, and range of emotions as we ask ourselves and others “how can we help change this?” There exists a straight line between systemic racism, police violence against BIPOC and the disproportionate lack of people of color in our scientific fields. Long-standing, institutional racism has built significant barriers for persons of color to face, affecting their ability to succeed and, more than that, thrive in STEM settings and in our GEM community. We acknowledge that deep biases exist that prevent the full participation of people of color in our own community (<https://eos.org/articles/deep-biases-prevent-diverse-talent-from-advancing>). This must not be acceptable to us any longer.

GEM stands with the numerous professional and academic societies around the world that have pledged to break down these barriers and stand with the Black Lives Matter movement, including the Call to Action for an Anti-Racist Science Community from Geoscientists of Color (<https://notimeforsilence.org/>). The GEM Steering Committee and leadership commit to being intentionally and actively anti-racist through education and best practices that will be formulated into concrete actions in the near-term. History is being made in this moment. As a community, we must strive to take action in the ways that affect our slice of society, such that we can help bring about a more just and equitable world.