

ENHANCING DIVERSITY OF HUMAN RESOURCES IN THE EARTH SCIENCES

¹MACGREGOR, I., ²DASCH, E. J., ²DETROYE, D., ²COLGAN, M., and
²COOMBS, C., ¹NSRC, Smithsonian Inst., DC, USA. ²NASA, USA.

Enhancing diversity of human resources in the earth sciences (ES) is increasingly important for developed and developing countries. We identify:(1) a model for effecting increased diversity in the United States; and (2) a need for better ES training worldwide.

In the USA certain groups are markedly underrepresented. In the past 20 years, there have been improvements in gender representation, but ethnic diversity has remained disappointing. A broad and sustained effort to enhance ES diversity in the USA could be made by a coalition of federal, state, and local agencies, which support significant ES activities.

On a global scale diversity translates into the importance to train earth scientists in all global regions. The societal, political and economic competition for the distribution of regional water, environmental, mineral and hydrocarbon resources underscore the importance for a distributed and well-educated Earth Science workforce.

Although these problems are different, experience suggests that both may best be addressed through sustained, systemic approaches. In the USA, umbrella entities such as Land, Sea, and Space Grant University programs might afford modest but required organizational structure. An internationally based group to examine these issues will be explored.