

Abyssal Science: Diversity, Equity, & Inclusion Discussion

Overall purpose: This mini-lab workshop seeks to initiate a discussion of diversity, equity, and inclusion (DE&I) in deep-sea science following an Appreciative Inquiry (AI) approach. *AI is a way of seeking and effecting change in a group, organization, or community that has, as a fundamental assumption, that whatever you are seeking more of already exists (perhaps to a limited extent) within that community.* In this way, we identify actions/approaches from our own experiences that we know, by definition, are possible and that may, when more broadly applied, effect positive change. We will follow three steps of the AI method: DISCOVERY, DREAM, & DESTINY that are described in more detail below (also see AI primer).

You will have at least 90 minutes for discussion and we have assigned your group a **moderator** to guide the discussion. First, **elect a scribe**, who will record the contents of your discussion on this document. We encourage others to help the scribe capture complex conversations by adding to this Google Doc. We also encourage the moderator to record the discussion section for the sole purpose of validating and adding to the written notes. We are providing an agenda below, but we encourage you to let the conversation go in any direction you feel important for the goals of the discussion. Please ensure that all voices in your group are heard, and all relevant ideas are incorporated into this document.

The results of this discussion will be incorporated into a white paper outlining key science questions and tasks for a 6500m HOV *Alvin* Science Verification Cruise and a manuscript describing abyssal science objectives.

There will be no plenary session. All of the breakout group Google Docs will be made publicly available following the mini-lab workshops. Many thanks in advance for your input!

1. Before you begin, introduce yourselves briefly, noting your area of expertise.

Who is in your group?	Scientific expertise
Scribe:	

2. Begin recording the session.

3. DISCOVER (40 minutes)

In this round robin of storytelling, each person shares a ~5-minute story prompted by the DISCOVER questions below. Please take notes. Participants should identify a) whether the

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story is their own experience or one that they have observed, and b) what 'structure' (e.g., lab, research expedition, workshop, etc.) the story relates to. Take a few minutes to read the "protocol example" and "story scribing" sections below, and think about the story you wish to tell.

DISCOVER storytelling protocol example

Describe a time when you were part of a diverse team which really benefitted from its diversity. The example could come from an experience with an expedition team, conference, community, lab, department or any other unit. The example could come from witnessing other teams. Some questions to consider as a guide to your story are below:

- How did you learn about each other's unique gifts and differences?
- What was unique about the environment the group created to allow people to feel natural, included and supported?
- How did the group strive to identify and eliminate barriers for historically under-served and under-represented members of the team?
- What was extraordinary about what this group achieved?
- What made it a point of pride?

DISCOVER story scribing

To assist constructing and scribing stories, you may choose to fill in the following prompts as they relate to each story...

Context: The background of the story? When and where it happened? What were the circumstances?

Characters: Who were all the people involved? What were their roles?

Challenge: What was at stake? What was the problem?

Cure: What was the solution? What was the fix for the challenge? What was the answer?

Change: What happened as a result of the cure? What change did the solution create?

Call to Action: What have we learned from this story about what we should do more of/less of/start/stop if we want to experience success in the future?

4. DREAM (20 minutes)

Using the stories as a spark for new thinking, DREAM up ideas to strengthen Diversity, Equity or Inclusion in your institute, lab, community.

Imagine a future in which your organization is one that honors and respects diversity, inclusion and equity. Due to this, it benefits tremendously. What do you see in this organization? What is it like walking around the halls of this organization. In other words, what is the ideal you want to create, and how can you build on the strengths of your organization or to do more of what is already working well?

The shared stories may serve as a guide by identifying 1) the contexts that set us up for success, 2) the people who set us up for success, 3) the kinds of challenges that we can successfully overcome, and 4) the kinds of changes we are able to create.

5. DESTINY (20 minutes)

Based on your group's past experiences (DISCOVER) and visions for an ideal organization (DREAM), identify ideas that are novel, relatively easy to implement, or potentially transformative that would strengthen diversity, equity, and inclusion in your professional activities. Elaborate on how these ideas could work in practice (including potential obstacles), and the actions that need to be taken to make them happen.