



Creating Local Opportunities to Learn with Diversity, Equity, and Inclusion

Nan Renner, UC San Diego

Birch Aquarium at Scripps and Center for Educational Equity, Assessment, and Teaching Excellence (CREATE)

A movement, not a moment

Reckon with our history of pervasive racism — **Learn** to do better

Seek out resources and opportunities to engage in anti-racist work

Search UCSD anti-racism (diversity.ucsd.edu/about/events/21-day-anti-racism-challenge)

A movement, not a moment

Reckon with our history of pervasive racism — **Learn** to do better



Do the best you can until you know better. Then when you know better, do better.

—Maya Angelou

Appreciative Inquiry

Reflect on our work practices re: community engagement

Where can we **build** upon strengths and assets?

Where can we **improve**?



Tap the power of networks to expand opportunity

K-12 schools,
colleges, universities,
industry alliances,
community organizations,

—we can contribute meaningfully,
even with limited time.



Tap the power of networks to expand opportunity

K-12 schools ... **Career Tech Ed, internships**

colleges, universities ... **events, alumni organizations**

industry alliances ... **career fairs, informational interviews**

community organizations ... **workforce partnerships, donate \$**

—we can contribute meaningfully,
even with limited time.



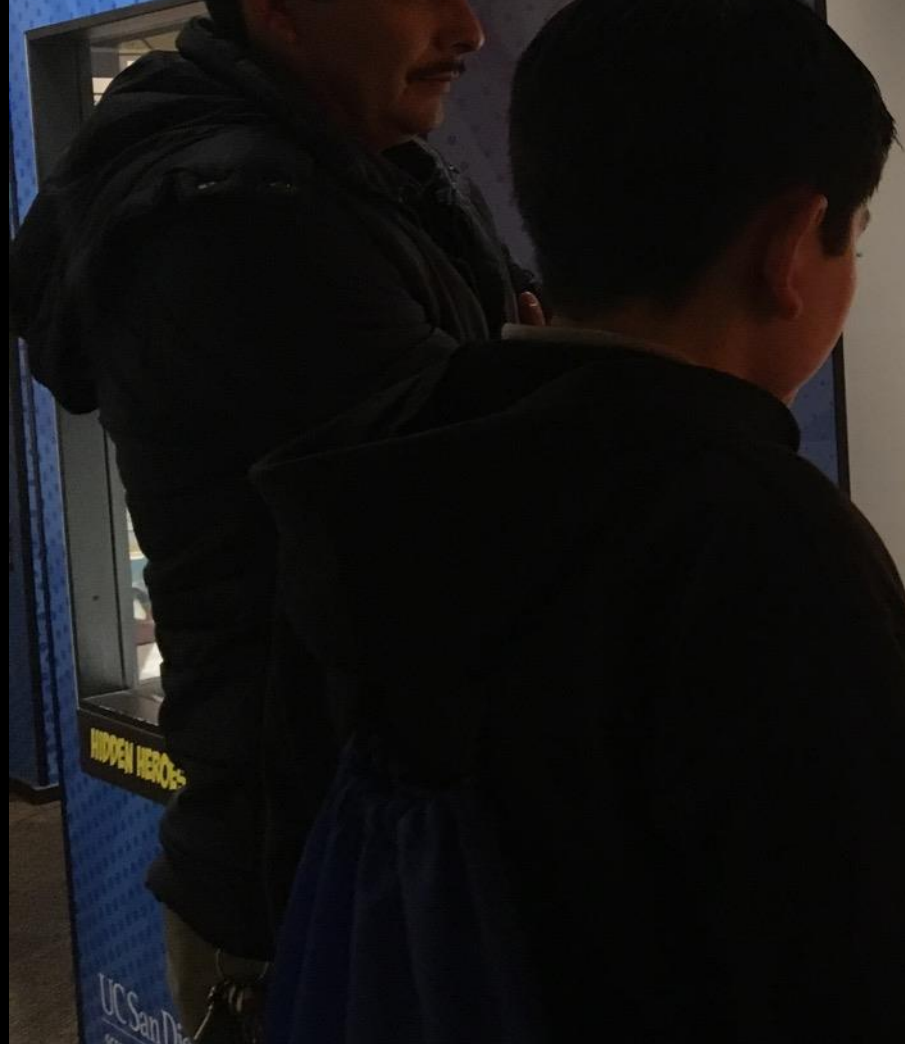
Join forces for bigger impact

Brainstorm and share — connect professional expertise + community need

Plug into infrastructure: Career events, internships, science days, bioblitzes...



CLAMS + ARMO



WACOSY TIME TRAVEL

SEDIMENT CORES COLLECTED FROM THE OCEAN FLOOR

SEDIMENT SAMPLES COLLECTED FROM THE OCEAN FLOOR

FORAMINIFERA

The diagram shows a cross-section of the ocean floor with sediment layers. A red arrow points to a specific layer. Below the diagram, there are three small images of foraminifera shells.

TIME TRAVEL

FEATURING THE FORAMS

SEDIMENT CORING

HOW DO WE KNOW WHAT THE EARTH WAS LIKE IN THE TIME OF THE DINOSAURS?

THE BEST THING WE CAN DO TO TRAVEL TO THE PAST IS TO TAKE A SEDIMENT CORING!

EVER MILLION OF YEARS AGO, MICROSCOPIC LIFE WAS ALIVE IN THE OCEAN.

LIKE US, FORAMINIFERA!

THEY RECORD THE SUN, TEMPERATURE, AND OXYGEN IN THE OCEAN.

IN THE OCEAN, FORAMINIFERA HAVE "TEETH" AND OTHER "HIGH-SUGGEST" FOODS.

MODERN

100,000 YEARS AGO

The panels are arranged in a grid. The top panel shows a hand holding a sediment core. The middle panels show a landscape with a sun and a foraminifera shell. The bottom panels show a foraminifera shell with a speech bubble and a hand holding a shell.

ARMO

YET SO DEADLY! BUMP INTO ME AND I'LL ACTIVATE MY ARMOR!

THE SILICA STRUCTURE THAT GIVES ME BEAUTY AND GREAT STRENGTH FOR MY SMALL SIZE!

SILICA LASTS A LONG TIME IN THE OCEAN, SO THESE SHELLS CAN HELP US

The panels are arranged in a grid. The top panel shows a foraminifera shell with a speech bubble. The middle panel shows a foraminifera shell with a speech bubble. The bottom panel shows a foraminifera shell with a speech bubble.

The exhibit table contains several items: a blue and white shell, a dark rock, a small jar, a larger jar, and some papers. A woman is pointing at the items on the table.

HIDDEN HEROES

UC San Diego

Seek policy change

Racist policy, rooted in self interest, seeks justification in racist ideology.
(*How to Be an Antiracist*, Ibram X. Kendi)

To **combat racism**, we need to **change racist policy**

E.g. partnerships, hiring, funding, land acknowledgements, etc.



WILD LA JOLLA

Matlahuayl

San Diego Marine Reserve
(That runs to the end of the bay)
Some have nicknamed this area the "Coral Reef" and "Bermuda Triangle" of the coast. Here, the water is clear, the waves are gentle, and the fish are plentiful.

San Diego-Scripps

Coastal State Marine Conservation Area and UC Natural Reserve

Settled here on the edge of the Pacific Ocean, the San Diego-Scripps Institution of Oceanography (I/O) has been exploring the world's oceans.



WILD LA JOLLA

Matlahuayl

*State Marine Reserve
(mot koo la hoo ee) Land of caves*

Since time immemorial, more than 10,000 years, the Kumeyaay, a coastal people, have studied, used, and cared for ocean resources here.

San Diego-Scripps

*Coastal State Marine Conservation
Area and UC Natural Reserve*

Centered here on the edge of the Pacific Ocean, people at Scripps Institution of Oceanography, UC San Diego, explore how our world works.



● We are here

Open heart, open mind

Be willing to **confront and challenge** our own racist ideas and actions

Be aware of everyday racism, micro to macro

Find ways to **contribute** in your sphere of influence

Be a partner!

[www.sierraclub.org/sierra/
racism-killing-planet](http://www.sierraclub.org/sierra/racism-killing-planet)

