

# Grassroots Diversity Action Working Group At Scripps Institution of Oceanography

Annual Report:

Year One  
(May, 2007 - May, 2008)

The Grassroots Diversity Action Working Group At Scripps Institution of Oceanography, GDAWG-SIO, is a group of volunteers focused on increasing diversity, making connections to local communities and working toward a more welcoming environment at SIO. The group consists of students, staff and faculty working together in a nonhierarchical, consensus-based collective outside the formal structure of SIO committees and administration.

During its first year of operation, GDAWG-SIO accomplished the following major tasks:

- Developed a mission statement defining its goals and methods of operation
- Created a web site
- Established a discussion/movie series, MOVIES AT NOON, and held three events
- Conducted five confidential interviews about diversity with SIO community members and transcribed and posted three of these.
- Created an online discussion forum regarding diversity
- Held a well-attended celebration of diversity to commemorate the one year anniversary of GDAWG-SIO at which five SIO members and an outside community group performed.
- Posted five videos

These tasks are described in more detail below.

As a group based on the idea that diversity and a welcoming environment are everyone's responsibility, we invite all SIO community members to join us in working toward our goal of an institution whose composition reflects that of the communities we serve.

## **Mission Statement**

A considerable amount of time over many meetings and several months were devoted to figuring out GDAWG-SIO's goals and methods of operation and encapsulating these in an enduring Mission Statement, reproduced below:

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*SUMMARY: Grassroots Diversity Action Working Group (GDAWG-SIO) is a volunteer organization of students, staff, and academics at Scripps Institution of Oceanography who value diversity, including, but not limited to, socioeconomic, ethnic, gender, sexual, ability, religious, cultural, and intellectual diversity. The mission of GDAWG is to increase the inclusivity and diversity of our SIO community. Our objectives include promoting awareness about issues of*

*diversity and supporting current and prospective members of our community who face difficulties related to their particular backgrounds and perspectives.*

*MOTIVATION: GDAWG-SIO recognizes that past and persisting racism, sexism, heterosexism, classism and ableism affects members of the SIO community both on and off campus, and that these and other systemic societal behaviors have given rise to a campus community that does not reflect the rich diversity characterizing the people of San Diego and California, as well as a campus environment in which not everyone is treated equitably. We envision a campus that reflects the diversity of the local, regional, state, national, and global communities served by SIO.*

*APPROACH: GDAWG-SIO employs a combination of grassroots activism and organization, educational and outreach activities, facilitating connections to the broader communities of the San Diego region, events such as film screenings and panel discussions, negotiation with the SIO administration, and other approaches.*

*DEFINITION OF MEMBER: GDAWG-SIO acknowledges that an interest in fostering diversity can stem from a multitude of motivations, including ethical and moral stances, the documented positive impact of diversity on research excellence, and administrative legal concerns. We welcome as members all students, staff and academics of Scripps Institution of Oceanography who accept our mission statement in both theory and practice, and are willing to work toward a more diverse SIO community, regardless of motivation.*

*RELATIONS BETWEEN MEMBERS: Relations between members of GDAWG-SIO and with the broader SIO community are defined by working to empower and support each other, and, particularly, to support and appreciate people of color, womyn, queers and people with varying abilities. We make decisions using consensus procedures (see, e.g., <http://seedsforchange.org.uk/free/consens>) amongst active volunteers who regularly attend meetings and participate in GDAWG-SIO activities.*

*HOW TO CHANGE MISSION STATEMENT: Changes to the mission statement require consensus at three successive meetings.*

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## **Web site**

A web site was created to facilitate communication within GDAWG-SIO, to foster communication between GDAWG-SIO and the SIO community, and to promote and document GDAWG-SIO events and projects.

The home page includes a summary mission statement, links, reports and videos on past activities and announcements for future activities. Links on the sidebar go to the mission statement, meeting notes (with member names removed), documentation of MOVIES AT NOON events, a description of and interviews from the Interview Project, the GDAWG-SIO online forum, a page describing GDAWG-SIO member outside activities related to diversity, a list of GDAWG-SIO volunteers, a list of upcoming regional, national and international meetings related to diversity, and diversity-related links.

## Grassroots Diversity Action Working Group At SIO



SIO Diversity Web Site (Coming Soon!)



UCSD Diversity Web Site



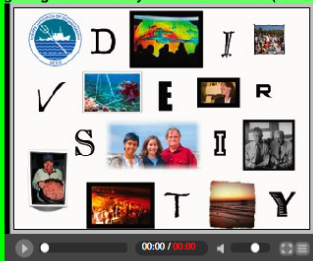
This website is an effort of grassroots organizers, intended for internal use of associates of Scripps Institution of Oceanography, and is not an official SIO/UCSD website. Contact: [gdawg.sio@gmail.com](mailto:gdawg.sio@gmail.com)

- [Home](#)
- [Mission Statement](#)
- [Meetings](#)
- [MOVIES AT NOON](#)
- [Interview Project](#)
- [GDAWG Forum](#)
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- [GDAWG Volunteers](#)
- [Upcoming Diversity Meetings](#)
- [Links](#)

Grassroots Diversity Action Working Group (GDAWG-SIO) is a volunteer organization of students, staff, and academics at Scripps Institution of Oceanography who value diversity, including, but not limited to, socioeconomic, ethnic, gender, sexual, ability, religious, cultural, and intellectual diversity. The mission of GDAWG is to increase the inclusivity and diversity of our SIO community. Our objectives include promoting awareness about issues of diversity and supporting current and prospective members of our community who face difficulties related to their particular backgrounds and perspectives.

### What's Hot?

GDAWG-SIO: The Movie. Volunteers talking about gdawg and diversity at SIO. Watch It! (22 min)



GDAWG-SIO Forum: Discuss issues regarding diversity in this online forum for SIO community members - [CHECK IT OUT!](#)

MOVIES AT NOON March 31 Women in Science - Watch It! (24 min)



Notes from Discussion Coming Soon!

MOVIES AT NOON Feb 25 Unifying the Peoples, Indigenous Peace and Dignity Journey - Watch It! (17 min)



For an excerpt of the video shown on 2/25 on the Intercontinental Indigenous Encounter in October 2007 at VICAM, Senora, go here (link coming soon!)

### The Future...

GDAWG-SIO Year One Annual Report - Will Be Available in June

SIO Community Members to Participate in Peace and Dignity Journey July 2008 - More Info Coming Soon...

#### MOVIES AT NOON

**Drowning in the Safe Sea of Women: Female-to-Female Discrimination in the Academy** - Video and Discussion with Dr. Pat Washington  
Postponed until October, 2008

## MOVIES AT NOON

Starting in January, GDAWG-SIO initiated MOVIES AT NOON, a nominally monthly presentation of videos intended to stimulate discussion on issues related to diversity. Three events were held, covering migrant worker, indigenous and women in science issues. Flyers were posted and distributed for each event, with attendance ranging from 15 to 35.

In the first presentation, Pedro Rios, Program Director at the San Diego office of the American Friends Service Committee, discussed how, during the firestorms in San Diego County during October, 2007, a preexisting climate of fear and aggressive actions by the Border Patrol created a situation where migrant workers and families did not flee the fires and were afraid to seek assistance and shelter. Pedro's discussion was supported by video documentation of some of the incidents and interviews with migrants.

**Grassroots Diversity Action Working Group @ SIO Presents:**  
**MOVIES AT NOON**  
**Unifying the Peoples: Indigenous Peace and Dignity Journey**

**Video and Discussion with...**  
 Berta Luna, Oscar Montalvo  
 Peace and Dignity Runners, Cafe en la  
 C.A.L.L.E. and World Beat Center  
 Arturo Tisnado  
 Izcalili Circulo de Hombres

**Monday February 25 NOON-1PM**  
 IGPP Munk Conference Room

**They will run for the Sacred Sites...**  
 ... from Tierra del Fuego and central Alaska to Panama.

Berta and Oscar will be offering Peace and Dignity Journey T-shirts and DVDs at this event for a donation to help support the 2008 San Diego Runners. You can also contact Brad (bwermer@ucsd.edu) or Elisa (emaldonado@ucsd.edu) for T-shirts and DVDs throughout the week February 25-29.

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For more information about this event or GDAWG-SIO...  
 Web Site: <http://gdawg-sio.org> | E-Mail: [gdawg.sio@gmail.com](mailto:gdawg.sio@gmail.com)

In the second presentation, community members Berta Luna, Oscar Montalvo and Arturo Tisnado discussed the Peace and Dignity Journey, which is a run, held every four years, starting in Tierra del Fuego and central Alaska, traveling through indigenous communities, and meeting in Panama with the goals of strengthening indigenous culture and uniting indigenous communities. They showed a video of a related meeting of indigenous communities from across the Americas held in Vicam, Senora in October 2007.

In the third presentation, Elisa, Lisa, Kathy, Katherine, Sarah and Melissa discussed gender issues in their careers and at SIO following a screening of The Gender Chip Project. Against a background of 17% of SIO faculty self-identifying as womyn, the discussion touched on issues of discrimination in faculty hiring, juggling careers and family, coping with a lot of demands simultaneously and consequent feelings of inadequacy, guilt, need for a supportive spouse, need for careful planning, assignment of additional duties to womyn, impact of subtle attitude differences of instructors towards womyn and men, and having a child as a graduate student.

**Grassroots Diversity Action Working Group @ SIO Presents:**  
**MOVIES AT NOON**  
**Migrant Communities During the Firestorms of October, 2007**

**Video and Discussion with...**  
 Pedro Rios  
 Program Director, San Diego Office  
 American Friends Service Committee

**Monday, January 28 -- NOON-1PM -- 4500 Hubbs Hall**



You are invited to drop off donations for San Diego migrant communities impacted by the fires at the event or in boxes to be located at the MBRO and IGPP mailboxes, Sverdrup 1st Floor copy room and the Director's Office during the week of Jan 28-Feb 1. Sleeping bags, wool hats and gloves, medium sized socks (sizes 8-10), backpacks (day packs), tooth brushes/tooth paste, and jackets for cold weather are needed most (all items new or in very good condition).

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**IN HONOR OF WOMEN'S HISTORY MONTH**  
**GDAWG-SIO PRESENTS:**

**THE GENDER CHIP PROJECT**  
**FILM AND DISCUSSION ABOUT WOMEN IN SCIENCE**  
**MONDAY MARCH 31 5-7P HUBBS 4500**

Hosts: Moderator: Elisa De Michel. Co-moderators: Katherine, Sarah, and Melissa. The Gender Chip Project is a film and discussion about women in science. The film is a documentary about the lives of women in science and the challenges they face. The discussion will be moderated by Elisa De Michel and will be held in Hubbs 4500 on Monday, March 31, 5-7 PM. The film will be followed by an interactive discussion between the audience and a group of women scientists at the SIO who will answer questions by topic submitted in the film.

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gdawg-sio.org / gdawg.sio@gmail.com

## **Interview Project**

The GDAWG-SIO Interview project seeks to give a prominent voice to people at SIO who might have been overlooked or felt isolated, because of their ethnicity, gender, sexual orientation, abilities, economic status or other characteristics, to talk about their individual experiences and the challenges they have faced at SIO and in their careers; with the goal of promoting understanding of the diverse experiences of members of the SIO community.

Five confidential interviews were conducted, and three of these have been transcribed and posted to the GDAWG-SIO web site thus far.

## **GDAWG-SIO Forum**

The GDAWG-SIO Forum provides a place for SIO community members to discuss issues related to diversity. It was created at the end of GDAWG-SIO's first year of operation.

Any SIO community member can obtain an account, using their actual names or employing another name to remain anonymous. Participants each have a blog to which they can post their experiences, thoughts or ideas about diversity, as well as links to pertinent news or journal articles. Participants can also create forum topics for discussion with other members. Plans for a live chat feature are in the works...

[GDAWG-SIO Website](#) [Login Page](#)

# GDAWG-SIO Forum

**Welcome to the GDAWG-SIO Forum** sticky

The GDAWG-SIO Forum provides a place for the SIO Community to discuss issues related to diversity.

Any SIO Community member can obtain an account to post forum topics and comment on forum topics by writing an e-mail to [gdawg.sio@gmail.com](mailto:gdawg.sio@gmail.com) and providing your name, job title/unit, ucsd e-mail address and preferred login name for the forum (you can choose a login corresponding to your actual name or choose something else to remain anonymous to forum readers).

Don't hesitate to contact us with questions!

[Read more](#)

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**African American Males and College Success**

A recent interesting article from the Chronicle of Higher Education:

**ACTIVE FORUM TOPICS**

- [African American Males and College Success](#)
- [Preparing Minority Scientists and Engineers](#)
- [The New Normal??? umm....](#)

[more](#)

**NEW FORUM TOPICS**

- [African American](#)

**RECENT BLOG POSTS**

- [I.C.E. Raid on UCSD Campus: 5/22 SpeakOut and Emergency Forum](#)
- [Call for more female science professors by Congressional panel](#)
- [Facing History: Dakota People Blockade Wagon Train](#)
- [MIT Study on the Status of Women](#)
- [teen b gone!?!?](#)

## One Year Anniversary Celebration of Diversity



On May 16, GDAWG-SIO hosted the weekly SIO TG with a Celebration of Diversity that included food, music and performances. A call was put out to the SIO community for performers and food: "Entertainment: If you have a special talent, sing or play an instrument, or write poetry - anything representing who you are



and where you came from, whether it be from Perris, California or Paris, France - we want to hear it! Food: we're going to have a potluck where people bring food representing from where they or their family have come."



The SIO community responded by bringing a broad range of food items, which were quickly



devoured by the crowd. Five performers from SIO appeared: Rosa Leon-Zay, with music



from Latin America and the Caribbean, Saul Perez, with traditional music from Peru, Fernan Balsalubre, with slam poetry and commentary about America, Guava Belly (James Traer and Mike Pritchard) with

improvisational music and Elisa and Brad from GDAWG-SIO with Image Theater.



TGIF: A Taste of Diversity@SIO  
Friday, May 16 5 pm T-29

In celebration of the First Anniversary of the Grassroots Diversity Action Working Group (GDAWG-SIO), we will showcase entertainment and food representing the diversity of our SIO community. As always, everyone is invited to attend TGIF!

Featuring Guava Belly ([www.myspace.com/guavabelly](http://www.myspace.com/guavabelly)) and Son Sin Fronteras ([www.myspace.com/sonsinfronteras](http://www.myspace.com/sonsinfronteras))  
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A community musical group from San Diego and Tijuana also appeared, Son Sin Fronteras, playing the traditional Son of Veracruz, a musical genre developed within resistance movements amongst African and indigenous slaves, combined with contemporary lyrics.

As part of the effort to inform the SIO community about GDAWG-SIO's mission and activities, a brochure was developed and distributed at the event:



GDAWG  
Grassroots Diversity Action Working Group @ SIO

**Who Are We?** Grassroots Diversity Action Working Group (GDAWG-SIO) is a volunteer organization of students, staff, and academics at Scripps Institution of Oceanography who value diversity, including, but not limited to, socioeconomic, ethnic, gender, sexual, ability, religious, cultural, and intellectual diversity.

**Our Mission:** The mission of GDAWG is to increase the inclusivity and diversity of our SIO community. Our objectives include promoting awareness about issues of diversity and supporting current and prospective members of our community who face difficulties related to their particular backgrounds and perspectives.

**Get Involved!** We need volunteers! Members will attend monthly meetings and help organize activities. Contact [gdawg.sio@gmail.com](mailto:gdawg.sio@gmail.com) today.

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[gdawg.sio@gmail.com](mailto:gdawg.sio@gmail.com)

### GDAWG Activities

- **Interview Project**  
The GDAWG-SIO Interview project seeks to give a prominent voice to people at SIO who might have been overlooked or felt isolated because of their ethnicity, gender, sexual orientation, abilities, economic status or other characteristics. The goals of the project include: providing a forum for people to talk about their individual experiences and the challenges they have faced at SIO and in their careers; stimulating discussions about issues of diversity, including racism, sexism, heterosexism, ableism, or classism; and promoting a more welcoming environment at SIO. In doing so, we hope to promote understanding of the diverse experiences of members of the SIO community.
- **Movies at Noon**  
Our Movies at Noon project is a monthly showing of a short film and discussion of issues related to diversity. Films are shown at SIO and are open to the community. Past events include:
  - *Intercontinental Indigenous Encounter*, a film documenting a gathering of Native Americans and discussion by participants of the Peace and Dignity Journey.
  - A film and discussion of the impacts of the October 2007 wildfires on migrant communities in San Diego county.
  - *The Gender Chip Project*, a film exploring gender disparity in science by addressing stereotypes and other factors affecting women pursuing careers in science and technology. A round table discussion with SIO students, staff and faculty followed.
- **GDAWG Forum**  
The GDAWG-SIO Forum is an online venue for discussing matters related to diversity. You can read GDAWG member blogs, find news matters relating to diversity, and share your experiences at SIO. This new forum is now live!
- **New Ideas!**  
We need your ideas to continue expanding our group. Join us now!

## **Video Documentation**

Five videos were posted to the GDAWG-SIO web site to document the collective's activities, inform the SIO community about what we are doing, make the events accessible to those who are able to attend and form an archive of diversity-related information:

- Movies at Noon: Pedro Rios speaking on "Migrant Communities During the Firestorms of October, 2007" (January 28, 2008 27 min)
- Movies at Noon: Berta Luna, Oscar Montalvo and Arturo Tisnado speaking on "Unifying the Peoples - Indigenous Peace and Dignity Journey" (February 25, 2008 17 min)
- Movies at Noon: Panel Discussion on Gender Issues following screening of The Gender Chip Project (March 31, 2008 24 min)
- GDAWG-SIO: The Movie. GDAWG-SIO members Serena, Elisa, Sarah, Russ and Brad discussing their experiences with diversity and conception of GDAWG-SIO (May 16, 2008 22 min)
- GDAWG-SIO Anniversary. Performances from the celebration of diversity by Rosa Leon-Zay, Fernan Balsalubre, Saul Perez, Elisa and Brad, and Son Sin Fronteras (May 16, 2008 19 min).

## **Contact GDAWG-SIO**

<http://gdawg-sio.org>

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