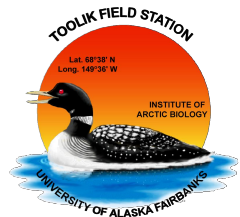


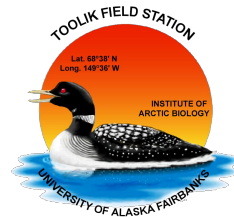


# Broadening Participation 2024 Updates & 2025 Plans

# 2024 Demographics

- 32% response rate with 145 responses
  - 133 who completed climate portion
  - Responses from a range of career roles & years at Toolik
- 65 women, 74 men, 7 non-binary respondents
  - including 3 transgender respondents
- Racial diversity lacking
  - 85% of respondents were white, increase from last year
  - Increasing representation of Hispanic/Latinx community
- 3% of respondents reported having a physical or mental impairment that substantially limits major life activities



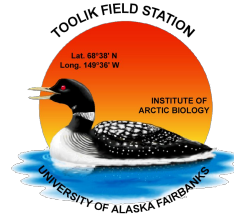


# 2024 Cultural Climate

- **Belonging**
  - 87% agreed or strong agreed that they felt they belonged at TFS.
  - 85% agreed or strongly agreed that TFS takes action to improve DEI.
- **Preparedness & Wellbeing**
  - 92% felt well prepared for both the living & working conditions
  - 17% experienced a decline in mental wellbeing while at TFS
- **Safety & Reporting**
  - 97% agreed or strongly agreed that they felt safe at TFS.
  - 92% felt they would be supported by TFS management after reporting both safety concerns and code of conduct violations.
  - 2 reports of minor code of conduct violations
    - 1 reported directly to TFS and 1 anonymously through climate survey
- **Room for improvement**
  - Reduce cost barriers for underrepresented groups
  - "Culture of extreme work hours"
  - Isolation
  - Engagement with Alaska Native communities



# Wellness Room or the "Inlet Outlet"

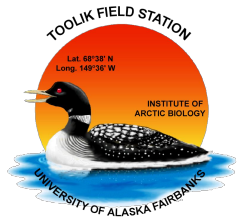


- Effort led by TFS MEF to repurpose the EMT shack into a reservable, private space for telehealth appointments, phone calls, meditation, etc.
- Applauded by NSF OECR and SAHPR team during 2023 visit
- Special thanks to Scout Wise & Mandy Daulmiller
- Official opening this field season

# TUNDRA Award

- **Rain Blankenship** - Permafrost isotopes
- **Cansu Culha** - Modeling thermokarst features
- **Jacqueline Gerson** - Mercury & fire
- **Austin Routt** - Rock glaciers
- Past awardees continuing to do work at Toolik

**Accepting applications for the 2025 award**

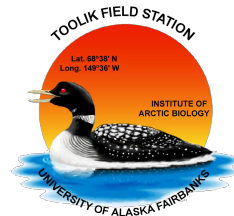


**UA Giving Day is March 26-28**



# Strategic Plan:

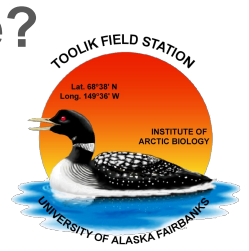
## Coproduction of Knowledge & Outreach



- Committee: Amanda, Abby, Haley, Kara, Mayra, Rachel, Randy, Ruby, and Sara
  - Welcome others to join
- Indigenous Author Library
- Land Acknowledgement & Cultural Insights at Talking Shops
- Inupiaq words at the station
- Collaborating with other UAF researchers in AKP
- ICARP IV: Working group on Co-production and Indigenous Methodologies
- Working on navigating NSF Tribal Council Approval
- Visit to Anaktuvuk Pass
- Indigenous Scholar at the All Scientist Meeting
- Proposal writing to be ready for small and large funding opportunities
- Continuing to build bridges with the Anaktuvuk Pass Community

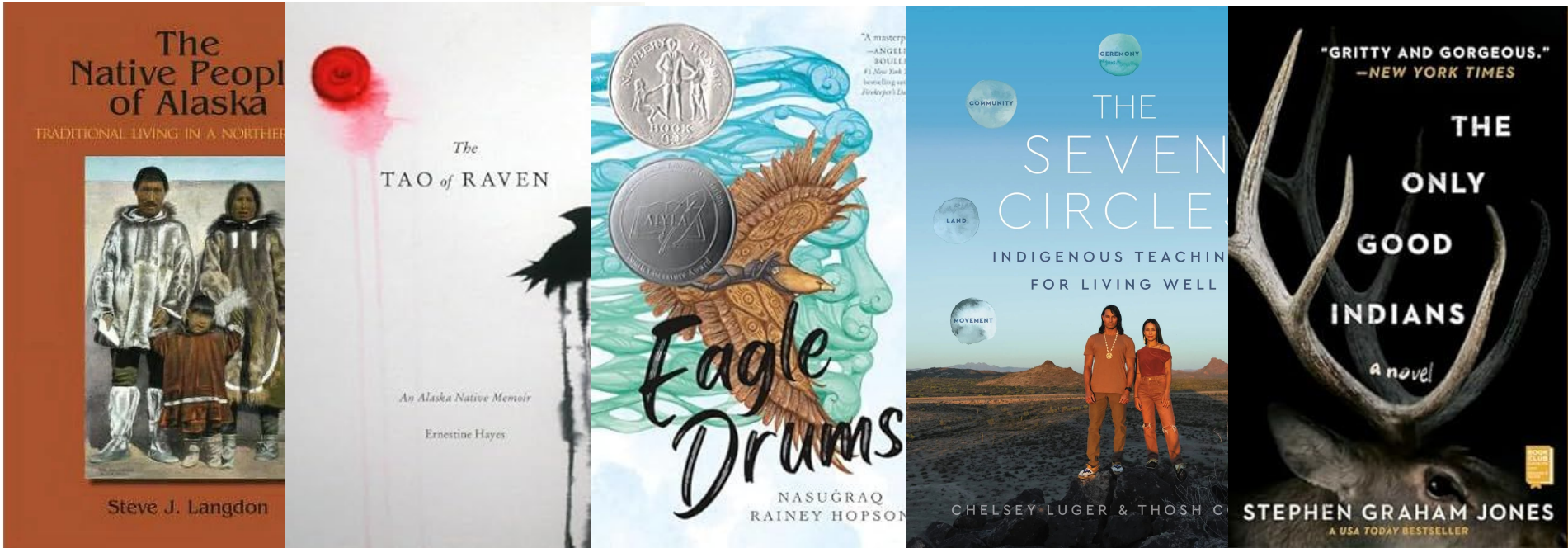


# Want to learn more about Indigenous cultures and literature?



Toolik has an Indigenous authors library in the main office!

Check-out sheet located just above the books. Feel free to donate or suggest additions to the library. Additional links to books check out the resource document



Red foxes are called kaiyuktuḱ in Iñupiaq



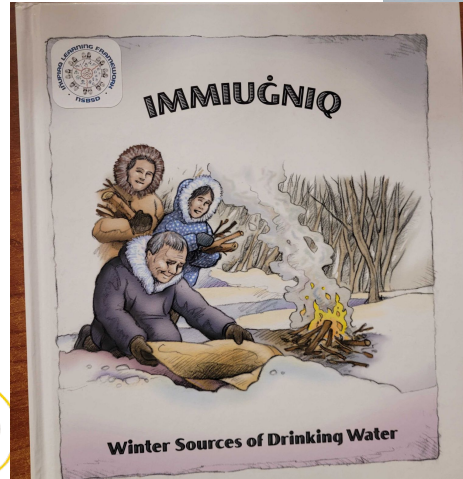
Photo credit: ©2023 Seth Beaudreault



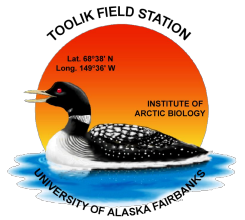
# Visit to Anaktuvuk Pass

## School Visit

- April 22-25, 2024
- Snow Science Curriculum based off of the Fresh Eyes on Ice but for snow
- K-12 students, primarily with 7-8th grades
- Home room teacher & Iñupiaq teacher



# Ways you can help us build a bridge with Anaktuvuk Pass



Research and learn about Indigenous communities, specifically AKP

Take trainings in coproduction of knowledge and in working with Indigenous communities.

- Equitable Arctic Research

Educate students working with Indigenous communities

Classroom Curriculum

- Help us develop curriculum (K-12)

Build in time (lots of it) and money to future grants for working with communities and compensating participants.

