Attraction of young, diverse communities to entomology

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Generations

• “Baby Boomers” – 1946 – 1964
  • Post-war homecoming
  • Nearly doubled the previous generation
  • Largest generation in history

• “Generation X” – 1965 – 1985
  • First generation with more women than men in college
  • Increase in foreign-born immigrants
  • Delayed marriage and parenthood
Generations

• “Millennials” – Born 1982-2000
  • 83.1 million
  • >¼ entire U.S. population
  • Exceeds the number of Boomers
  • Diverse generation: 44.2% minorities

• “Generation Z” – After 2000
  • Majority-minority: 50.2% minorities

• Both generations are globally connected
Shifting Demographics

• Five states (or equivalent) are “majority-minority”
  • Hawaii – 77%
  • D.C. – 64.2%
  • California – 61.5%
  • New Mexico – 61.1%
  • Texas – 56.5%

• >11% counties are majority-minority
  • Five new additions in 2013: Russell (AL), Newton (GA), Eddy (NM), Brazoria (TX), Suffolk City (VA)

• Demographic switch is happening across the US and shows no sign of slowing down or reversing
What Millennials Expect

• Women more likely to obtain some college, equally likely to obtain Bachelors
• Educational attainment has increased for all race and Hispanic origin groups since 1940
• As of 2015:
  • >50% Asians over 25 obtain Bachelors
  • 36% non-Hispanic whites
  • 22% Blacks
  • 15% Hispanics
• Used to a diverse environment where anyone has the ability to do anything – clashes with older generations who expect more rigid hierarchical organization
Juvenoia (n): The fear or hostility directed by an older generation toward a younger one, or toward youth culture in general.
Juvenoia

• Term coined by David Finkelhor in 2010, an American sociologist known for working on crimes against children.
• Trend has been around for centuries
• Examples exist in literature from 1700s and earlier
millennials are lazy
millennials are stupid
millennials are the worst

EXHIBIT 2 | U.S. Millennials View Themselves More Positively Than Non-Millennials Do

Source: BCG analysis.
Note: Size of word indicates frequency of response.
Juvenoia

• From my Millennial perspective, we are:
  • Hardworking
  • Innovative
  • Resourceful
  • Facing issues that could never have been predicted

• From other perspective, we are:
  • Lazy
  • Entitled
  • Etc...
No jobs were found for this search.
What do Millennials need?

- Ask someone who IS NOT a Millennial what we need...
  - Constant contact
  - Technological advances
  - Social media
  - “There are no jobs”
- What do our interviews and experiences say?
What do Millennials need?

• Technology is great but...
  • Never mentioned as a reason to leave science, ESA etc...
  • ESA already has great social media presence, blog
  • May be a great recruiting tool, however...
  • It’s the science that brings students/young professionals in, not the media
Rob Nelson - Biologist, Filmmaker and Educator

Rob Nelson is a biologist and Emmy award winning science communicator who currently acts as the director of Untamed Science. He is the lead producer for the videos produced from the NSF and on this site. He also writes and coordinates much of the content for the website. Rob’s real passions have led him to take Untamed Science into classrooms via Pearson Publishing (nearly 6 million students a year), on Youtube via their science channel and via science film tutorials.

Draw My Life - Rob Nelson

Education

| University of Miami | B.S. | Dual Major Biology and Marine Science minor in Chemistry |
| University of North Texas | | One year exchange program specializing in tropical marine and coral reef ecology |
| University of Hawaii Manoa | M.S. | Masters Degree - Behavioral and Pop Ecology of Marine Fishes |
| Montana State University | M.F.A. | Masters of Fine Arts in Science and Natural History Filmmaking |

About

The Next Gen Scientist was formed with the idea that scientists can and should utilise all available resources to communicate what they are doing and why it is important. It’s more critical than ever to convince policymakers and the public that scientific innovation must be nurtured to help tackle the biggest problems that humanity faces now and in the future.

It’s an interesting time to be a young scientist. Technology is advancing rapidly and dropping in cost. We have the ability to connect with others on a global scale through the internet. Social media can be utilized to share and communicate with others at little to no cost. What will all of this mean for the future of scientists? What will this mean for young people with an interest in science? What will this mean for the future of our planet?

About the creators and contributors to the NSS web page:
What do Millennials need?

• Jobs are not increasing at the rate that students are graduating
• Still not a reason people say they’ve considered leaving science
• The “dream” of tenured prof right out of your Ph.D. is not as real today
• Aaron Pomerantz said “we are making our own jobs”
• Millennials are diversifying the job market in unthinkable ways
  • Social media pros who do EcoTourism
  • Outreach professionals who write for mainstream outlets
Harassment in Science, Replicated

By CHRISTIE ASCHWANDEN  AUG. 11, 2014

Sexual Harassment Case Shines Light On Science's Dark Secret

October 16, 2015 - 4:33 AM ET
Heard on Morning Edition

MICHAEELEN DOUCLEFF  

Fewer international science students come to 'unwelcoming' UK

Where Are All the Disabled Scientists?

I decided to talk to some disabled researchers, academics, and more to find out more about the specific problems disabled STEMers face -- and how to fix them.

S.E. SMITH · MAY 1, 2012
What do Millennials need?

- Harassment and an unwelcoming environment are common reasons people give for thinking of leaving science, ESA
- STEM harassment is a hot topic right now
- Commonly experienced, especially by women and minorities
- Unwelcoming environment may not be harassment but may be just as effective at “kicking out” young talent
- Remember that Millennials are raised in diverse groups being told they can accomplish anything...
Committee on Diversity and Inclusion (D&I)

ESA's Statement on Diversity & Inclusion

12:30 PM - 01:15 PM
Convention Center - West Hall F2 (WF2)
293 Lunch and Learn: No Means No: How to Stop Harassment in Professional Settings
What can ESA do?

• ESA already has a Committee on Diversity and Inclusion
• Symposia, Women in Entomology breakfast, Lunch and Learn groups...
• Code of Conduct for meetings
  • By attending you are agreeing to the code of conduct
  • One of only a few societies with such an agreement in place
What can ESA do?

• Simple answer:
  • Take materials already in place and make them more visible
  • Sticky on resource pages, regular reminders through email, Twitter etc...

• A little less simple:
  • Compiling material by other institutions to have a resources page for harassment or discrimination
  • Many people don’t realize that there are rules in place at every institution
  • Do not think to record things that help the process (e.g. time, place of event, were there witnesses?)
  • Lets people know that resources are available
What can ESA do?

• Conference networking often happens at the bar
  • Traditionally masculine environment
  • May be physically difficult for differently abled people
  • May be impossible for people with hearing difficulties
  • International students/professionals may also find it difficult to be understood or hear others over loud environment
  • Many people do not drink or want to be around others drinking
  • Generally unwelcoming to many people

• ESA can offer other networking opportunities not centered around alcohol
  • Example: Change receptions to have tickets for FroYo
  • Example: Offer non-alcoholic student mixer in addition
Final thought...

• Most people do not want to leave or report the person in question
• People recognize ignorance rather than malicious intent and simply want someone to talk to
• Huge stigma against therapy and asking for help
• Symposia discussing mental health and inclusiveness go a long way
  • Validate people’s feelings
  • Connect a group of people looking for help
  • Make people feel less alone
  • Puts these issues out in the open, removes the stigma
Conclusions

• Millennials and Gen Z present unique challenges
• ESA already making headway in their efforts to be more inclusive and welcoming
• Always room for improvement
  • Make materials more visible
  • Create resources page specifically for harassment/hostile environment
  • Offer more mixer and reception options that are more welcoming
  • Continue symposia talking about these issues
    • Take these symposia to the local and regional levels
    • Take them to other societies, open up discussion
Resources

• Ento Allies
  • entoallies.wordpress.com
• American Association for the Advancement of Science
  • aaas.org
• Feminist Forester
  • feministforester.com

ENTO-ALLIES
Making our Professional Meetings Safe

The Feminist Forester
A place for tree people who stand for equality.

AAAS Annual Meeting Code of Conduct

AAAS is committed to making the Annual Meeting an inclusive space for sharing ideas and knowledge. The Board approved the following code of conduct in October 2015.
Selected References


