



`rstudio::conf(2022)` TALK

A Journey to Data Science: Tools for Equity and Diversity in STEM



ILEANA FENWICK

July 25-28th | WASHINGTON, D. C.

Register at rstd.io/conf



Who am I?



Search or jump to...



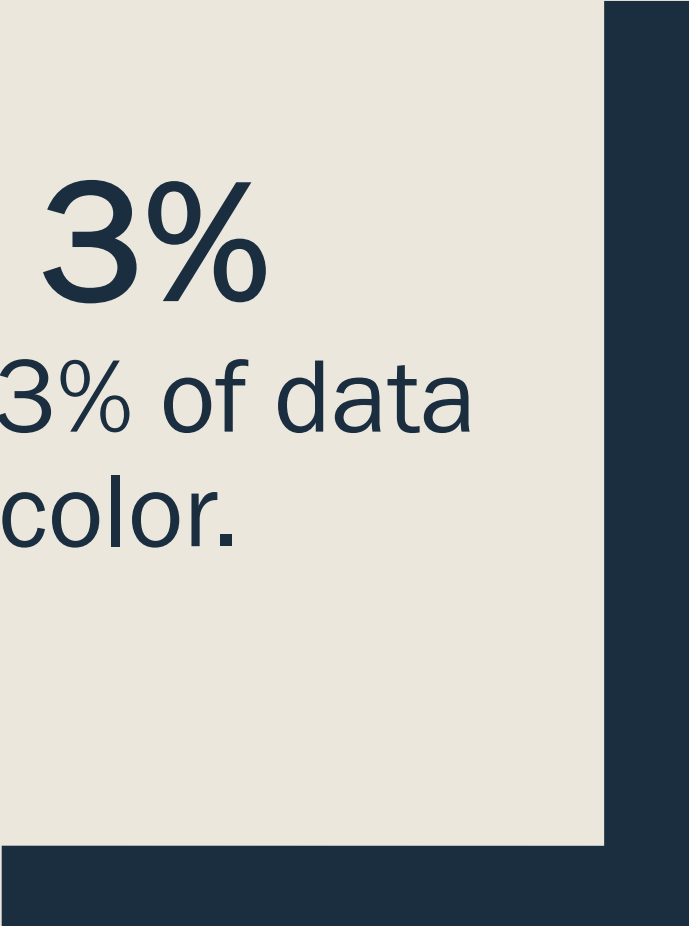
Ileana F.
IleanaF

I am a quantitative community ecologist and PhD student, my current work focuses on the response of marine fisheries in the NW Atlantic to climate change.



I am one of the 3%

Data suggest that fewer than 3% of data scientists are women of color.



I was almost lost along the way

- The exclusivity of data science
- Historic exclusion of minority STEM professionals
- Lack of action and support from institution



Artwork by Allison Horst

I was almost lost along the way

- The exclusivity of data science
- Historic exclusion of minority STEM professionals
- Lack of action and support from institution
- I lost my spark



Artwork by Allison Horst

Open science saved me

- I found community in R Studio and its users
- Openscapes changed my workflow
- Discovered my passion for data science education and engagement



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“Open Science” and Openscapes pave the way for more inclusive science

Open Data Science: the tools and practices enabling reproducible, transparent, and inclusive practices for data intensive science



e.g. Github

+



R Studio community



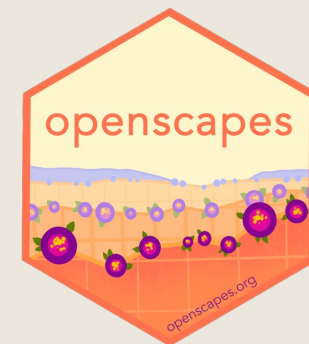
Openscapes helps researchers reimagine data intensive science and develop the skills to cultivate collaborative and inclusive teams

“Open Science” and Openscapes pave the way for more inclusive science

Openscapes Champions Program: an open science mentorship program for science teams

Openscapes Mindset a community building framework to support the transition to open science

- Empower research teams
- Amplify leaders
- Engage mentors



A question turned collaboration

Two questions → dialogue → long-term collaboration

- *To support historically excluded scientists in their journeys to data science*
- *Connecting with similarly motivated individuals*
- *Exposure to the incredible resources the open science community has to offer*

A question turned collaboration

Two questions → dialogue → long-term collaboration

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I went from an outsider to a participant

A formula for success learned along the way

1. Values in action
2. Investment aligned with these values
3. An Openscapes mindset at all levels



Values in action

- Communities that walk their talk
- Authentic leadership
- Action with a sense of urgency



Investing in community values

- Prioritize compensating people for their:
 - *Time*
 - *Effort*
 - *Contributions to safer spaces for us all*
- Lowering the barriers for participation and engagement
 - *R Studio Diversity Scholars*
 - *Resource guides for all learner levels*

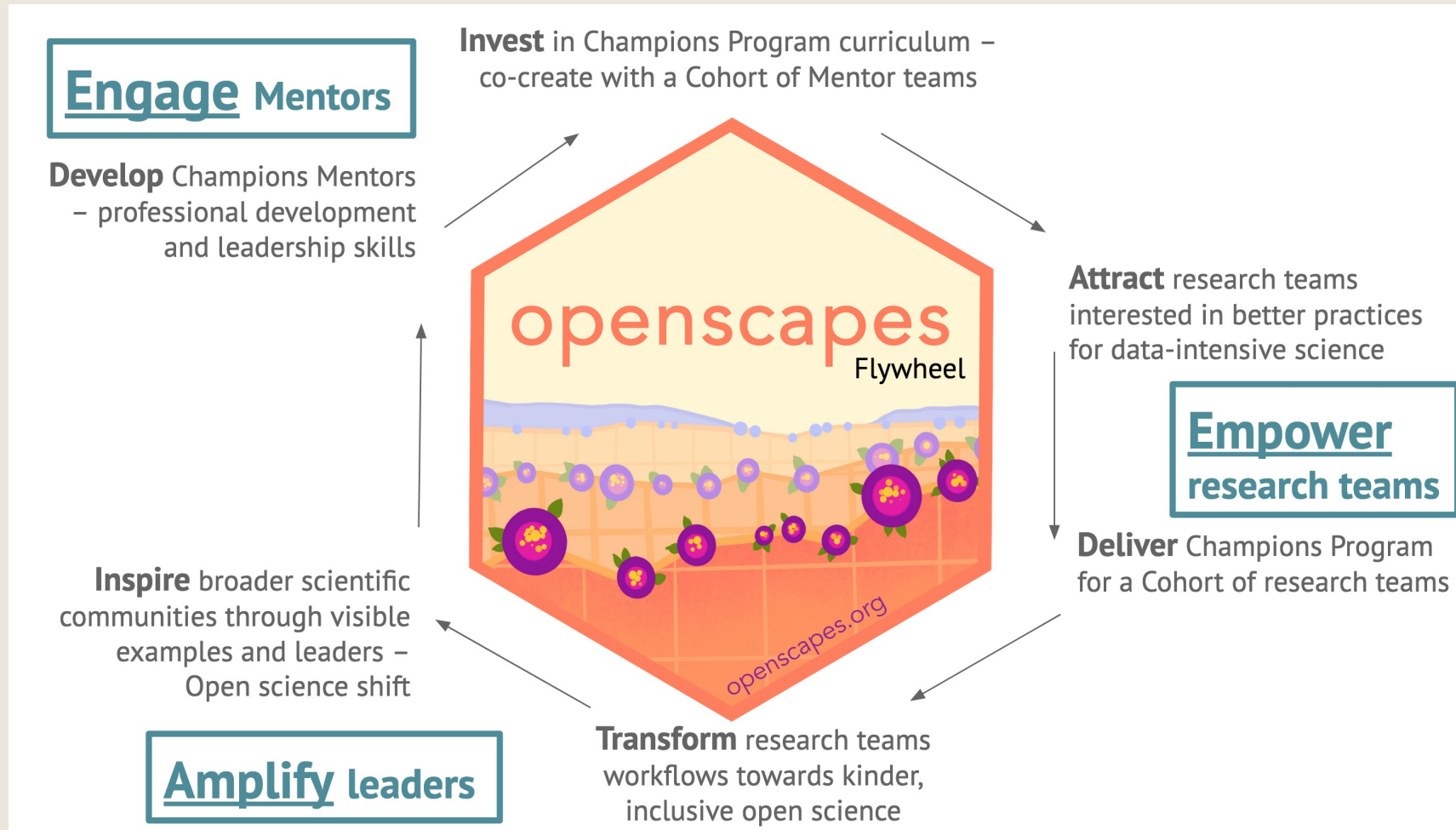
ESG & HUMAN CAPITAL MANAGEMENT

Using Compensation to Promote Diversity, Equity, and Inclusion



 R Studio Blog

Openscapes mindset at all levels



Openscapes mindset at all levels

- Build collaboration and mentorship beyond your immediate organization
- Make work more:
 - *Collaborative*
 - *Inclusive*
 - *Kind*
 - *Efficient*
- You are not alone
 - *Research and collaborate as a team*



What does it look like when we do the work?

1. Values in action
2. Investment aligned with these values
3. An Openscapes mindset at all levels

What does it look like when we do the work?



What does it look like when we do the work?



WELCOME! Let's talk data!

Check in using the link in the chat

Outline of Events

- Introductions
 - Data Strategies for Future Us
 - Data. The good, the bad and the ugly. Creating our community!
 - Debrief
- Thank you for joining us!



Hosted by: Ileana Fenwick
Let's connect!
Twitter: [@_ileanaf](#)
Github: [IleanaF](#)

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[Event Fund] Congratulations + Important Info for New Grantees > Inbox x



Angela Okune

Hello all!

Fri, Jul 1, 2:41 PM

A more
equitable
future for our
field is
possible

Let's do the
work.



Centering the voices of the
those we work to support and
include



Ask hard questions in rooms
where you have a voice



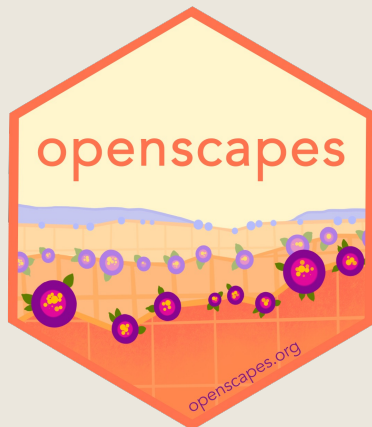
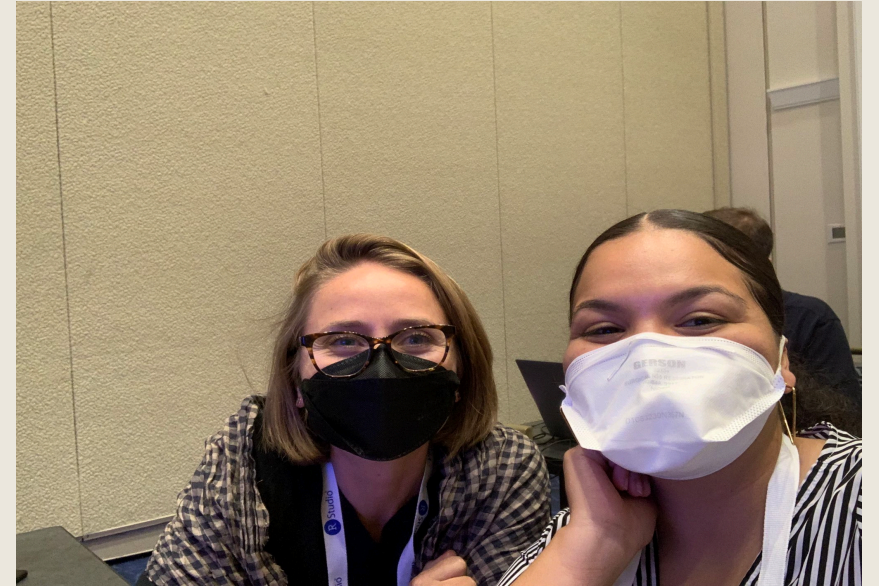
Be the community member who
you would want to meet at the
beginning of your journey



**I am one of few but leveraging our
community I can be one of many.**

Acknowledgments

- Julia Stewart Lowndes and the Openscapes Team
- R Studio Diversity Scholars
- Micah Floyd and my support system



Questions?



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Thank you! Let's connect. Let's work.