



EARTH-
LIFE
SCIENCE
INSTITUTE

THE POWER OF DIVERSITY



WPI PILLARS



**INTERNATION-
ALIZATON**



SCIENCE



FUSION



REFORM

DIVERSITY IS STRUCTURAL

4 STAGES

- 1. REALIZATION**
- 2. ASK MINORITY TO CHANGE**
- 3. MAJORITY TRIES TO
ACCOMMODATE**
- 4. WORKING TOGETHER**

DIVERSITY IS STRUCTURAL

EXAMPLE: A-SAN AND B-SAN

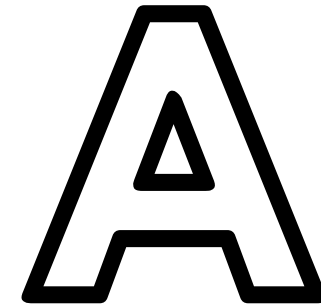
A
SAN

“ THIS DOOR WORKS GREAT FOR ME. WHAT IS WRONG WITH YOU? ”

B
SAN

“ NOTHING IS WRONG. I AM JUST A LITTLE DIFFERENT. ”

**ACCESS
DOOR**



1. REALIZATION

DIVERSITY IS STRUCTURAL

EXAMPLE: A-SAN AND B-SAN

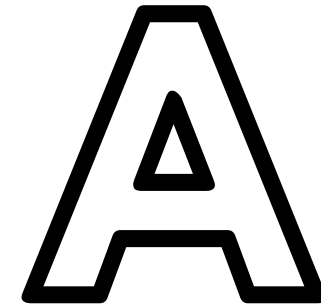
A
SAN

“
CAN YOU
CHANGE
YOURSELF TO
FIT OUR
STRUCTURE?
”

B
SAN

“
THAT IS A
LITTLE
DIFFICULT.....
”

**ACCESS
DOOR**



**2. CHANGE THE
MINORITY**

DIVERSITY IS STRUCTURAL

EXAMPLE: A-SAN AND B-SAN

A
SAN

“OK, WE FIXED THE DOOR, BUT IT STILL DOESN'T FEEL RIGHT.”

B
SAN

“THE NEW DOOR IS BETTER. CAN WE WORK TOGETHER ON A DOOR THAT WORKS FOR EVERYONE?”

**ACCESS
DOOR**

AB

**3. MAJORITY
ATTEMPTS
INCLUSION**

DIVERSITY IS STRUCTURAL

EXAMPLE: A-SAN AND B-SAN

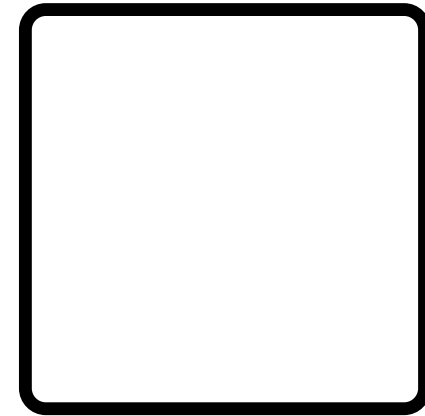
A
SAN

“
WOW, THIS
DOOR IS
GREAT! I WISH
WE WORKED
TOGETHER
EARLIER.
”

B
SAN

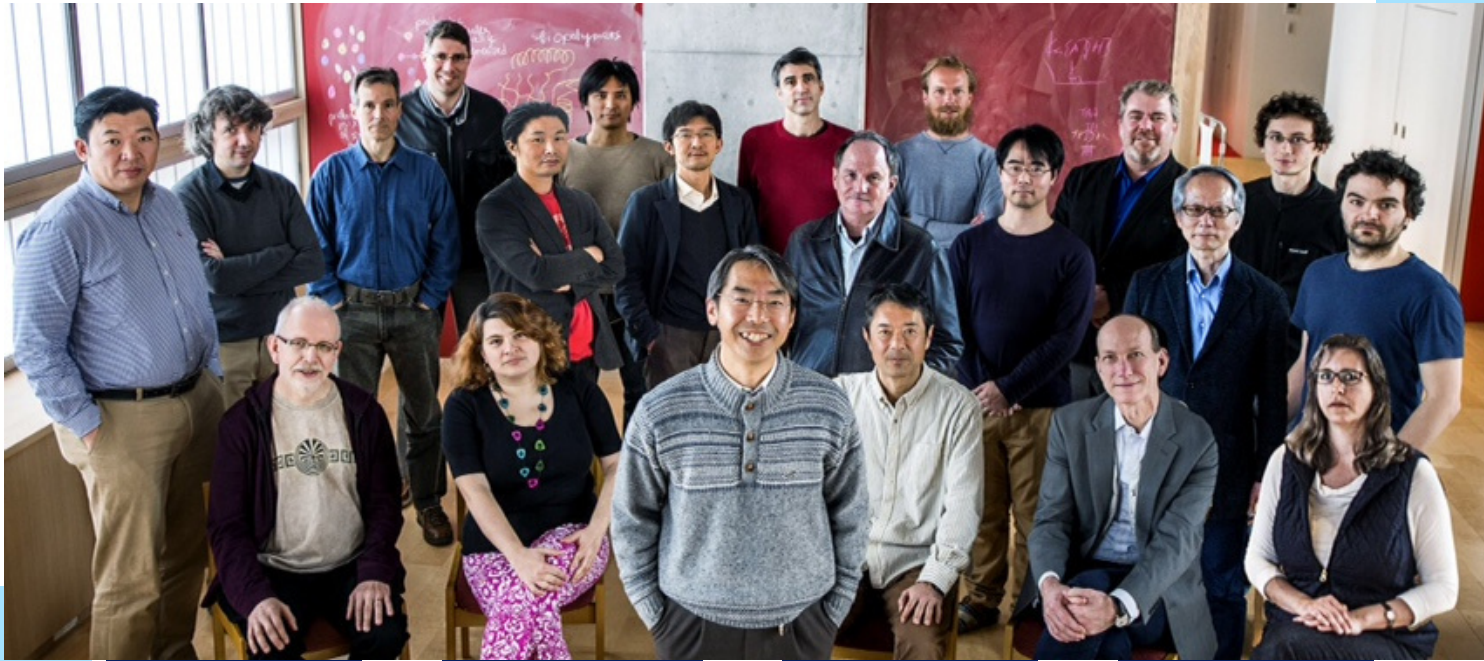
“
THINK OF ALL
THE NEW
BREAKTHROUGHS
WE CAN HAVE
TOGETHER.
”

**ACCESS
DOOR**



**4. BUILD A NEW
STRUCTURE
TOGETHER**

ELSI: BUILT ON WPI PILLARS OF DIVERSITY



INTERNATIONALIZATION



SCIENCE



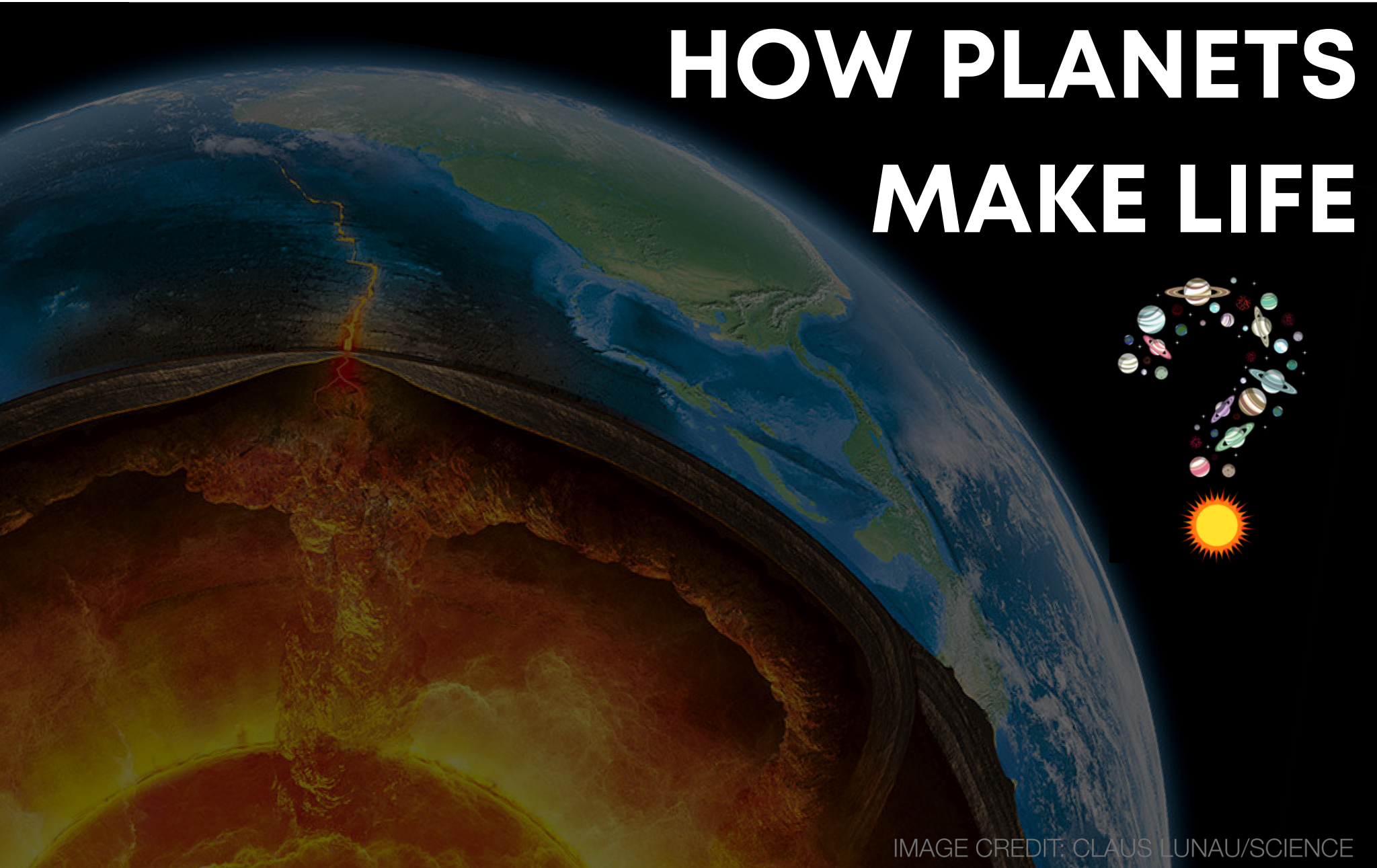
FUSION



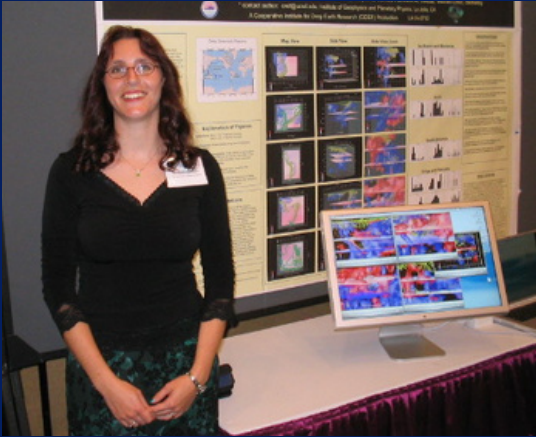
REFORM

ELSI BIG QUESTION

HOW PLANETS MAKE LIFE



RESEARCH + SERVICE



UCSD-SCRIPPS INSTITUTION OF OCEANOGRAPHY PH.D.

- Started outreach program to bring Scripps science to low income schools.
- Trained teachers to teach Earth science.



UC SANTA CRUZ RESEARCH SCIENTIST

- University of California Presidents Postdoctoral Fellow.
- Over \$500 thousand USD in successful grants.



TOKYO TECH - ELSI ASSISTANT PROFESSOR

- PR Committee Chair.
- Global Environment Team Chair.
- Symposia and workshop organizer.

**EXPERTISE: GLOBAL SEISMOLOGY, EARTH
STRUCTURE AND COMPOSITION**

RECRUITMENT: LAYING THE FOUNDATION

— Cast a wide net

- Advertised 20 positions in Science magazine.
- Recruiting directly at multidisciplinary conferences.

— Fair Candidate Evaluation

- Metric rubric set before candidates evaluated.
- Multiple reviews submitted for each candidate's application.
- On-site interviews and seminar.



RECRUITMENT: EARLY CAREER WORKSHOPS



— Early Career Day at ELSI Symposia

- Encouraged invited speakers to bring their research groups to the annual symposium.
- Added a day for the early career researchers to engage with each other and ELSI faculty.



RECRUITMENT: EON (ELSI ORIGINS NETWORK)

- 500 million yen Templeton Foundation Grant
- Supported 10 researchers to work at ELSI and abroad.
- Numerous workshops made ELSI an international hub for revitalizing origins of life research.
- Members now work at institutions across the globe.



STRONGER TOGETHER

Global Environment Team

Code of Conduct

Diversity goals for ELSI events

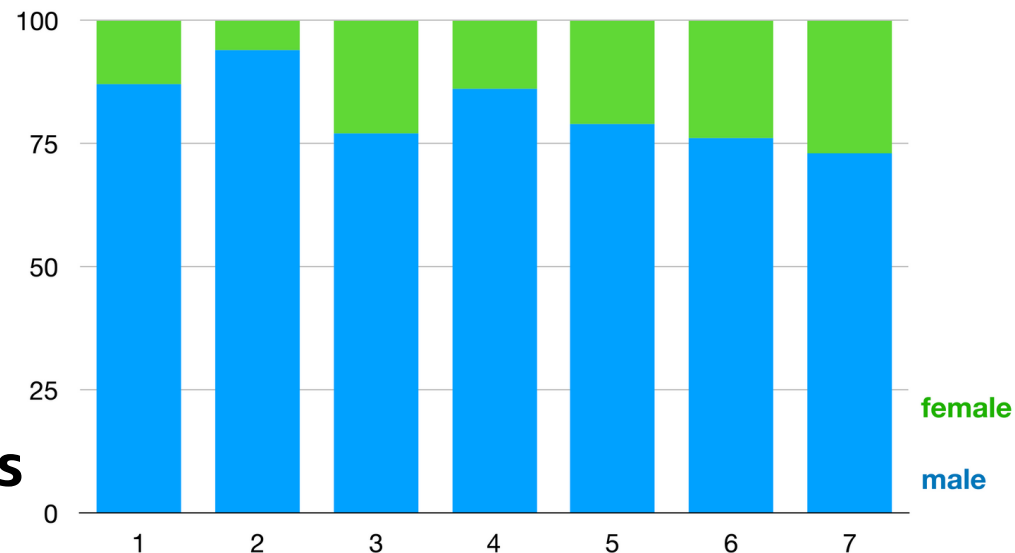
Data collection

Helping to meet diversity goals

Marc Kaufman article describing GET:

https://wpi.elsi.jp/en/media/blogs/2020/20200312_mk Kaufman.html

Symposium Speaker Gender



TRANSPARENCY



All ELSI Meeting (December 8, 2020)

1. Personnel Changes (Hirose)
2. From Health and Safety Committee (Sakurai)
3. From Building Committee (Sakurai)
4. From Admin Office (Sakurai)
5. PR Office (Heenatigala)
6. SSC Report for ELSI 2.0 (Sekine)
7. AbGradCon (Johnson)
8. ELSI Symposium (H. Smith)
9. RIC Virtual GIFT (Mamajanov)
10. Tokyo Tech Research Festival 2020 (Nishimura)
11. Others (Hirose)

— ELSI All Meeting

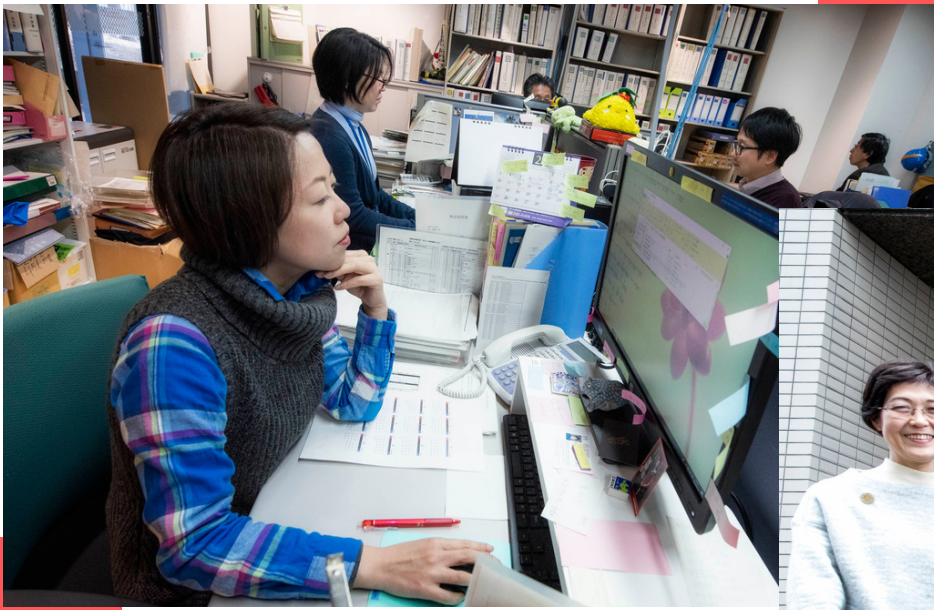
— Easy-access meeting room booking

— ELSI Assembly to discuss future directions

— ELSI redmine communication hub

— Director's Fund

— Culture Training



ADMINISTRATION SUPPORT

Making the mission a reality.

THE PRESENT



ELSI-FIRST LOGIC

ASTROBIOLOGY DONATION PROGRAM

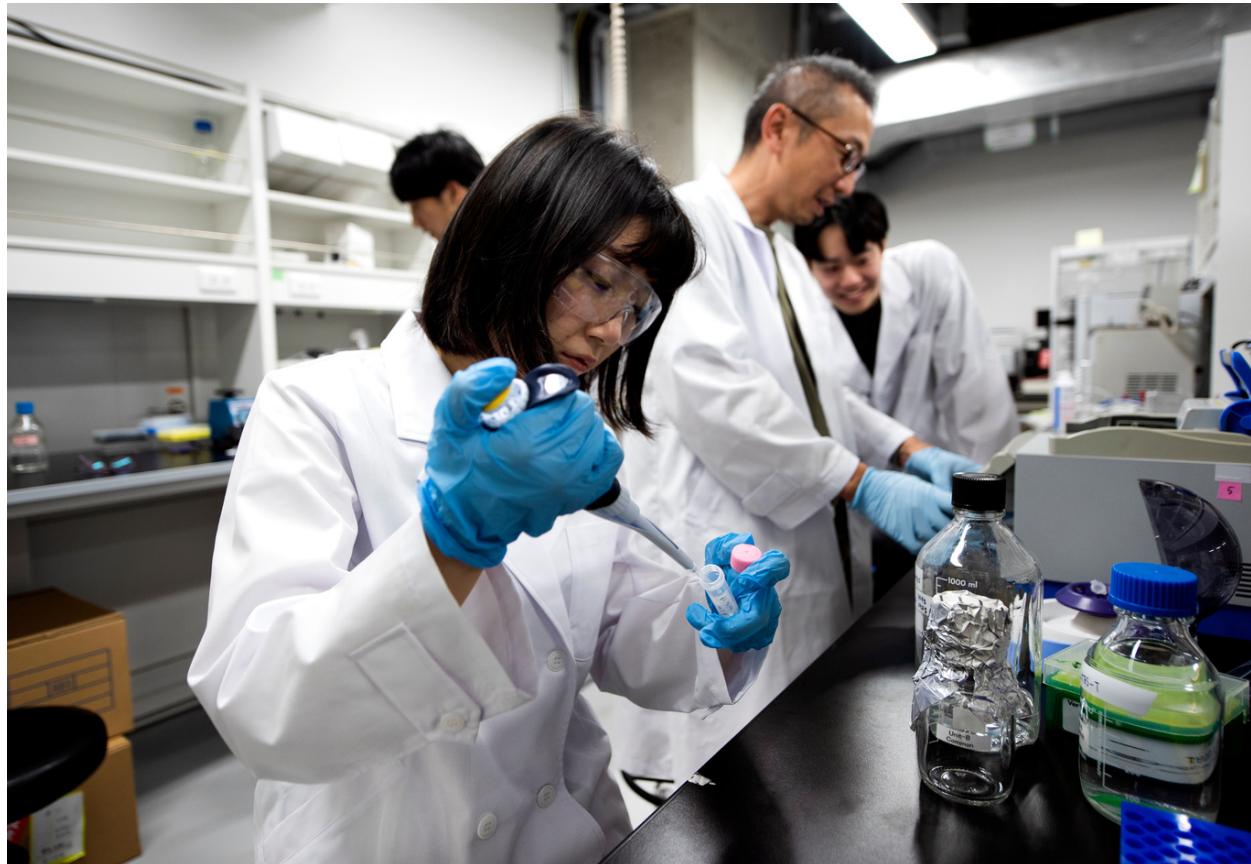
Fujishima Lab

"The whole ELSI team just created a very special atmosphere, and everybody (visitors, researchers, staff) felt part of the family.... You went far out of your way to let visitors, new and old ELSI members feel welcome, and part of the ELSI family. Big thank you for this unique and great experience. I'm very glad to be a member of the ELSI family, and I will try to carry the torch and implement at least just a hint of the ELSI spirit elsewhere."

Recent quote from former ELSI member.

THE PRESENT

THE FUTURE IS UP TO YOU



Matsuura Lab