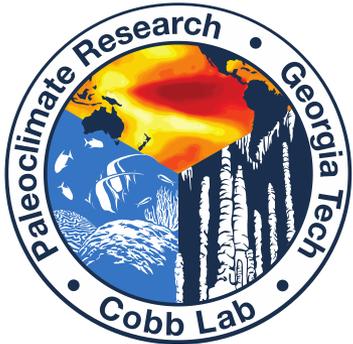


# Empowering the Voices of Early Career Scientists

*Reflections of a mid-career climate scientist*



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# Mentors and Moms

Awareness via osmosis/proximity

Crisis management from a gendered frame

“In my day...”

*Sara Cobb*

*Prof. George Mason*

Kicks in the pants



*Miriam Kastner*  
*PhD Advisor, UCSD*





# Guiding Principles as a Mentor Mom

Engagement as norm, not exception

Knowledge is power (scientists like data)

Talk about issues, and then *\*really\** talk some more

## Kim Cobb's Lab

PALEOCLIMATE AND CLIMATE CHANGE  
Georgia Institute of Technology

Georgia  
Tech

SUNDAY, DECEMBER 9, 2012

### Women's attire at the AGU Fall Meeting

by Kim Cobb

Every year before the Fall Meeting of the [American Geophysical Union](#), there is a flurry of conversation in my mostly female lab about what to wear. I understand that this was also discussed on the [Earth Science Women's Network](#) listserv. For someone who has never been, it is impossible to know what to expect. This is science after all, and geology at that, so much of the online guidance about corporate conference attire is off-base. As women in earth science, it is especially difficult to balance several competing aims when packing for AGU. First and foremost, AGU presents a unique opportunity for

10,000 views

# Characteristics of Successful Interventions

- create “safe” spaces for meaningful exchanges
- multi-scale (lab, dept, college, national)
- packaged w/ concrete tools
- buy-in (literally) from relevant power-brokers



**Earth Science**  
WOMEN'S NETWORK