Who I am:

- I am a Black Latina from US
- I am a daughter, an aunt, a friend, and a partner
- I have a PhD in Neuroscience from Oregon Health and Science University (OHSU) in Portland, Oregon
- Co-created a new model to address systemic racism in academia that I am currently piloting at OHSU
Our process and our path, our untapped power, and our potential
How did we get here? What was the path?
How did we get here? What was our path?

Individuals and groups and made decisions driven by the **values of power, greed, exploitation, profit, expansion**...

...**repeated and scaled** to form large scale change...

Decisions rooted in harmful values created **climate change**.
They drive **racial inequities**, **Class inequities**, **Global inequities**, **Systemic oppression**.
Pause…

Breathe….
How can we adapt our path?

Our values shape our decisions. They are a reflection of who we are. Our outcomes reflect who we are.
Values that drive equitable solutions

- Equity (as it relates to power)
- Interdependence
- Adaptability
- Decentralization (the opposite of hierarchical power-hoarding)
- Trustworthiness
- Listening
- Resiliency
- Care
- And more...
Systems of oppression

Classism
Systemic racism
Patriarchal systems
White supremacy
Heteronormativity
Colonialism
And more....

Discriminatory institutions, structures, norms, beliefs, values, behaviors, policies, and practices embedded into our society used to oppress groups of people.
Many of the world's healthiest ecosystems are managed by Indigenous peoples and local communities, whose governance systems, values, and traditions often support biocultural diversity and promote environmental stewardship. Disenfranchised populations oftentimes value interdependence, resiliency, and adaptability. This has been useful in their survival. These values are baked into who they are and therefore into their decision-making. See the value and power in historically disenfranchised communities.
A process of questioning:

- Are the values we use to drive decisions based in humanity?

- How might we be repeating systemic oppression in our solutions?

- How are we centering and empowering vulnerable populations during our solution creation process?
Octavia Butler
All successful life is
Adaptable,
Opportunistic,
Tenacious,
Interconnected, and
Fecund.
Understand this.
Use it.
Shape God.

(amb)
(Fractal)
(Adaptive)
(Nonlinear/Iterative)
(Resilient/Transformative Justice)
(Interdependent/Decentralized)
(Creates More Possibilities)
(Scholarship, Reflection)
(Practice/Experiment)
(Intention)
Utilizing the power of open science to drive climate change solutions, we must ask:

- Are the values that shape open science and climate change “solutions” center equity and humanity? What are the guiding values me and my team are using for our “solutions”?

- Who controls decision-making processes for open science and solutions for climate change? **Who is left out?** Are we centering the voices of the most vulnerable who are historically disenfranchised by these decisions? How are we sharing power and control?

- How might systems of oppression be repeating themselves in our solution? (List it out and receive counsel on your decisions!) What steps are we taking to ensure we do not repeat that in our “solution”?

- What does my team need to do to learn humanity-based and equitable decision-making? How do we create accountability amongst ourselves and others? How do we de-center our own personal perspective and importance and practice valuing others, in our everyday practice? Do our outcomes reflect that?