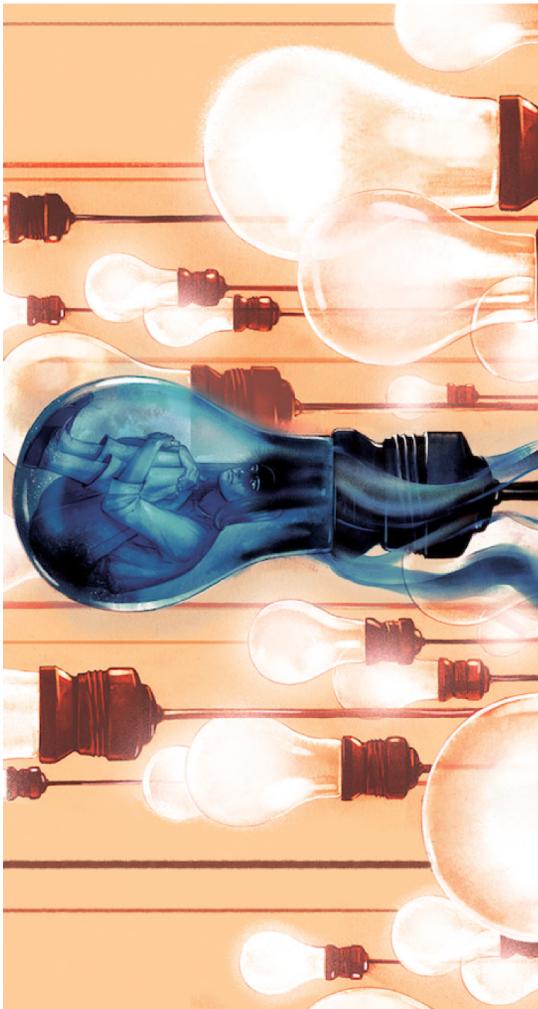
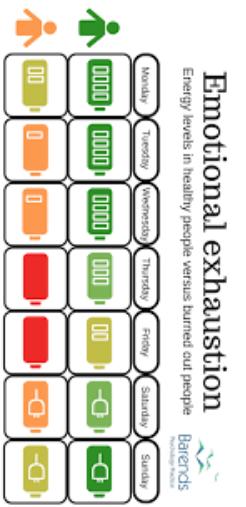
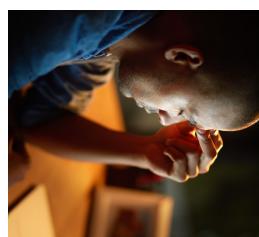
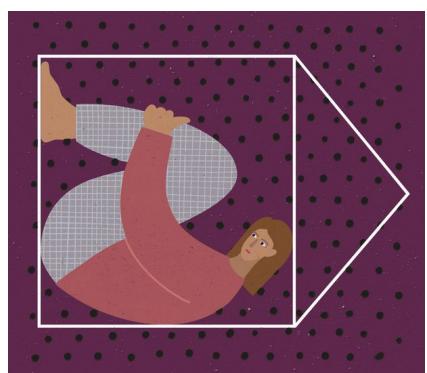


Sustainability

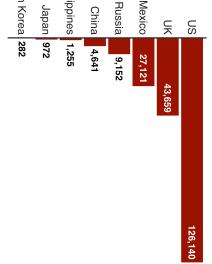
Trigger warnings:
police brutality, racism



'Headline stress disorder'



Source: Johns Hopkins University, data to 30 June



No amount of sleep in the world could cure the tiredness I feel.

Stress vs. Burnout

- overengagement
- reactive or over reactive emotions
- sense of urgency or hyperactivity
- lost or diminished energy
- anxiety
- physically tolling

- disengagement
- blunted or distant emotions
- sense of helplessness
- lost or diminished motivation
- depression
- emotionally tolling



Keep efforts manageable

long term actionables with short term goals

- diversity minutes
- service requirements to receive a PhD
- K-12 outreach programs in underserved communities
- tiny noticeable things



<https://www.crs.org/educators/basis/>



<https://blogs.brown.edu/ostem/resources/you-are-welcome-here-campaign/>



Categories of Diversity

Visible	Skin color	Gender	Body size/type
Age	Physical abilities	Physical traits	
Possibly invisible	Religion	Ethnicity	
Marital status	Socio-economic status	Culture	Functional specialty
Invisible	Sexual orientation	Nationality	Beliefs
Native born or non-native			Values
Parental status	Habits	Personal history	Personality
Education	Level in organization		Military experience
Work background			
Geographic location			