

# Lessons from the Environmental Justice Movement for Inclusion and Equity in Geochemical Research

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Discourse in Bristol has long emphasised the essential intersection of racial and environmental justice, while highlighting the corresponding lack of inclusion of minoritized voices in the environmental movement. The Green and Black Programme was an example of Black community-led research, engagement and constructive disruption to inaccessible networks, power structures and relationships. Here, we draw upon G&B insights to reflect on geochemical research practice. Direct parallels are inappropriate, but the G&B lessons are avenues by which our own discipline's practice can be critiqued.

G&B highlighted that institutions routinely fail to acknowledge their entanglements with capitalism and the extraction of wealth from the community. In failing to acknowledge this, researchers, acting as institutional representatives, lack credibility with the communities they aspire to engage; moreover, their ignorance often leads to exploitative partnerships. This happens in geochemical research when we fail to understand and therefore reinforce implicit power relationships. Well-intentioned aspirations to avoid helicopter science can result in collaborations with local actors that have their own problematic relationships with marginalised communities.

G&B also highlighted that “inclusion” in the environmental movement typically failed to cede power and influence to marginalised groups, who were often invited to events ‘only after the agenda had already been set.’ Globally, this inequity in voice and power is amplified by colonial histories. Scientists from the Global North must recognise that their work is part of a centuries-long legacy of knowledge, labour and resource extraction – and this is particularly true for the Earth Sciences. We must invest more time with local communities, building long-term and multiple partnerships based on resource- and power-sharing. That long-term engagement respects local communities' history and relationship with the land from which geochemists extract knowledge (and our latest career-building paper).

G&B ultimately focused on innovations in training a new generation of leaders, supported by allies who passed over voice and influence. In the geochemistry discipline, this is manifested both in our relationships with early career researchers and our relationships with global partners. Delivering this change requires challenging traditional metrics of success, to create space for others' success or to devote time and energy to others' agendas.