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Challenging Discrimination in Earth Science in global North academic Institution: Unexpected fallout in global south academia

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The intersection of perspectives of individuals and groups from various cultural, ethnic, racial, gender, and other identifications can positively influence collective thinking and understanding [1,2]. This platform to voice and share lived experiences of workplace discrimination is an important step towards improving equity in workplaces. Workplace diversity initiatives are founded on discrimination-fairness and access-legitimacy paradigms or alternatively on learning-effectiveness leading to improvement in problem solving. Changes in diversity through expansion in representation is slow as it tends to be controlled by society's core and privileged groups, rather than by those most affected due to their non-core identifications. Important questions can be raised in the context of lived experience of underrepresented minority faculty in Earth Science departments in global north academic institution. How are biases manifested and whether biases are overt or covert, and reflective or unreflective? How such biases impact everyday experiences? Whether there are active barriers by way of disparity in resource allocation for doing research? Do peers in the institution account or acknowledged such barriers? To answer these questions, reliance is placed on memories of foreign scholar's lived experience during the scholar's time as a tenure-track faculty position in the Earth Science of premier institution in North America. The scholar's had challenged the negative experiences through an in the academic institution through grievance mechanisms. While negative decision on performance evaluation was reversed and some amends were made in working situation, however, the hostility did not die down and it continued to negatively impact the scholar. The scholar left for his home country to safeguard his mental and physical health and preserve family life. However the stigmatization from global north percolated to global south academic institution and negatively impacted the scholar's efforts to continue with his research. The negativity and partial information without any context from global north was incorporated in the assessment record in global south vitiating his employment.

References: [1] Griffiths, H et al. (2022). *Antarctic Science*, **33**(6), 573-574 [2] The Equity Myth (2017) F. Henry and Others UBC Press ISBN-13: 978-0774834896.