

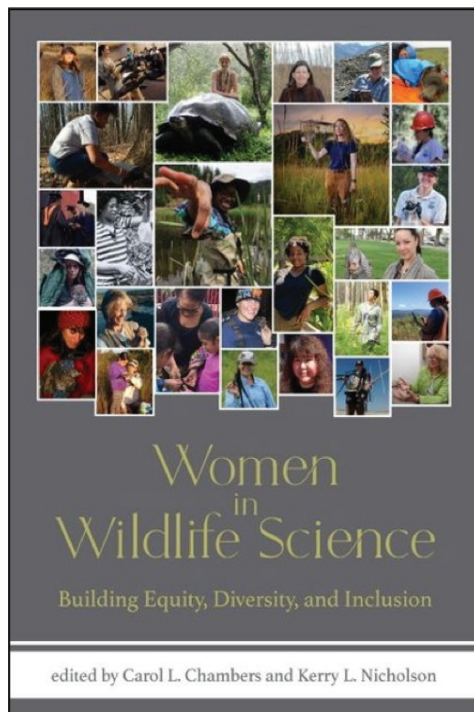
Women in Wildlife Science: Building Equity, Diversity, and Inclusion, edited by Carol L. Chambers and Kerry L. Nicholson. 2022. Johns Hopkins University Press, Baltimore, Maryland, USA. 385 pages. \$49.95 (hardcover and eBook). ISBN: 978-1421445021 (hardcover) and 978-1421445038 (eBook).

You're likely to get the wrong impression of this book at first glance. But once you start reading, you notice quickly that this isn't *just* a book on Women in Wildlife, and you might take a second look at the book's subtitle, "Building Equity, Diversity, and Inclusion." Truly, this is a book about the historical and current experiences of women in wildlife science. It is also about how women are working together to diversify the wildlife field. And, of course, about how much work there is left to be done. This perspective is reinforced by the "Why this chapter is needed" and "How to be an ally" sections in the discussion portion of each chapter. In combination with the thoughtful activities included at the end of each chapter, they allow, even encourage, the reader to engage with the ideas outside of the book's pages.

The 42 mostly women authors of this edited volume succeed with a comprehensive yet accessible coverage of this broad topic. Part one, on "Breaking Ground and Presenting Facts: Acknowledging the Past and Defining Present Challenges," opens with why this book, and diversity in wildlife science in general, is needed. Readers are presented with enlightening information on how women, particularly women of color, have always been involved in this field but rarely hold positions of power. The book discusses the considerations and challenges that women have uniquely faced that have led to the lack of diversity in the field of wildlife science.

The book is clear that being a woman in wildlife is not something to be taken for granted; the history of exclusion is heartbreaking and, in some ways, ongoing. The writing is so engaging, you'll find yourself seeking other books related to women in wildlife, noting text, and thinking of all the other students and scientists that you want to connect with these different histories (or future children to name in these amazing women's honors!).

One of the strengths of the book is that, interspersed among the data, empirical evidence, definitions, and footnotes on the trajectory and status of women in wildlife (and environmental science/biology in general) are experiential testimonials from the authors and other women from marginalized backgrounds. Statistical data cannot fully capture information on injustices that are not reported in spaces that are unsafe. Perspectives of indigenous women and women of color in wildlife, including oral histories, are brought to the fore. The authors of the second section of this book, "Diverse Perspectives and Practical Acts: Listening and Learning for an Inclusive and Equitable Future," provide insights on the various perspec-



tives of women, on the LGBTQ+ experience, and on generational changes in this field, as well as how men can act as allies.

The audience for *Women in Wildlife Science* is anyone in this field, decades in or newly arrived, and those who want to make an active effort to support women in science. Additionally, this text can be used for teaching, whether as an introduction to a course on diversity, equity, inclusion, and justice (DEIJ) in STEM or as part of a regular wildlife course, as the authors provide an abundance of terminology boxes to explain fundamental terms. Although the editors clearly worked hard to have a diverse author group and bring in a wide range of voices, one minor critique is that *Women in Wildlife Science* is almost entirely focused on the U.S. and Canada and, in the early chapters, Europe. This probably should have been acknowledged in the introduction, if not the title. However, many of the book's insights are universal and can be beneficial to communities outside of North America.

Beyond its diversity of perspectives, perhaps the greatest strength of *Women in Wildlife Science* is that it focuses on solutions. It offers excellent perspective on how to be more inclusive of different identities, including race, gender, and sexual orientation, and thus expand representation diversity and ultimately improve science and its impacts. The authors recommended diverse programs and engaged universities at the forefront of increasing diversity and supporting women in wildlife science and ecology. As two women in science, who have dealt with obstacles in the way of our career paths, we are both grateful for the women mentors that have cleared the way before us—remarkable scientists who themselves might not have had women mentors to support them. We feel inspired and hope you will too.

Book Reviewers: Toni Lyn Morelli, Research Ecologist, U.S. Geological Survey, Northeast Climate and Adaptation Science Center, and Adjunct Associate Professor, University of Massachusetts, Department of Environmental Conservation, 134 Morrill Science Center, Amherst, MA 01003, USA. tmorelli@usgs.gov.

Jahiya Clark, Graduate Fellow, Northeast Climate and Adaptation Science Center, and M.S. Student, University of Massachusetts, Department of Environmental Conservation, Amherst, MA 01003 USA. jahiyaclark@umass.edu.