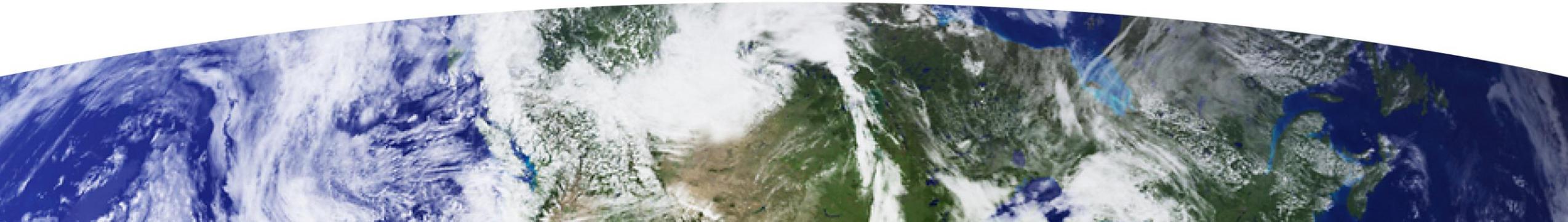


# AGU Ethics, Diversity, and Inclusion: Leveraging Partnerships to Achieve Inclusive Excellence

## EGU 2020 Annual Assembly

**Billy M Williams**, Senior Vice President; **Brooks Hanson**, Executive Vice President;  
and **Robin Bell**, AGU President

American Geophysical Union  
Washington, DC  
May 2020



# Who is AGU?

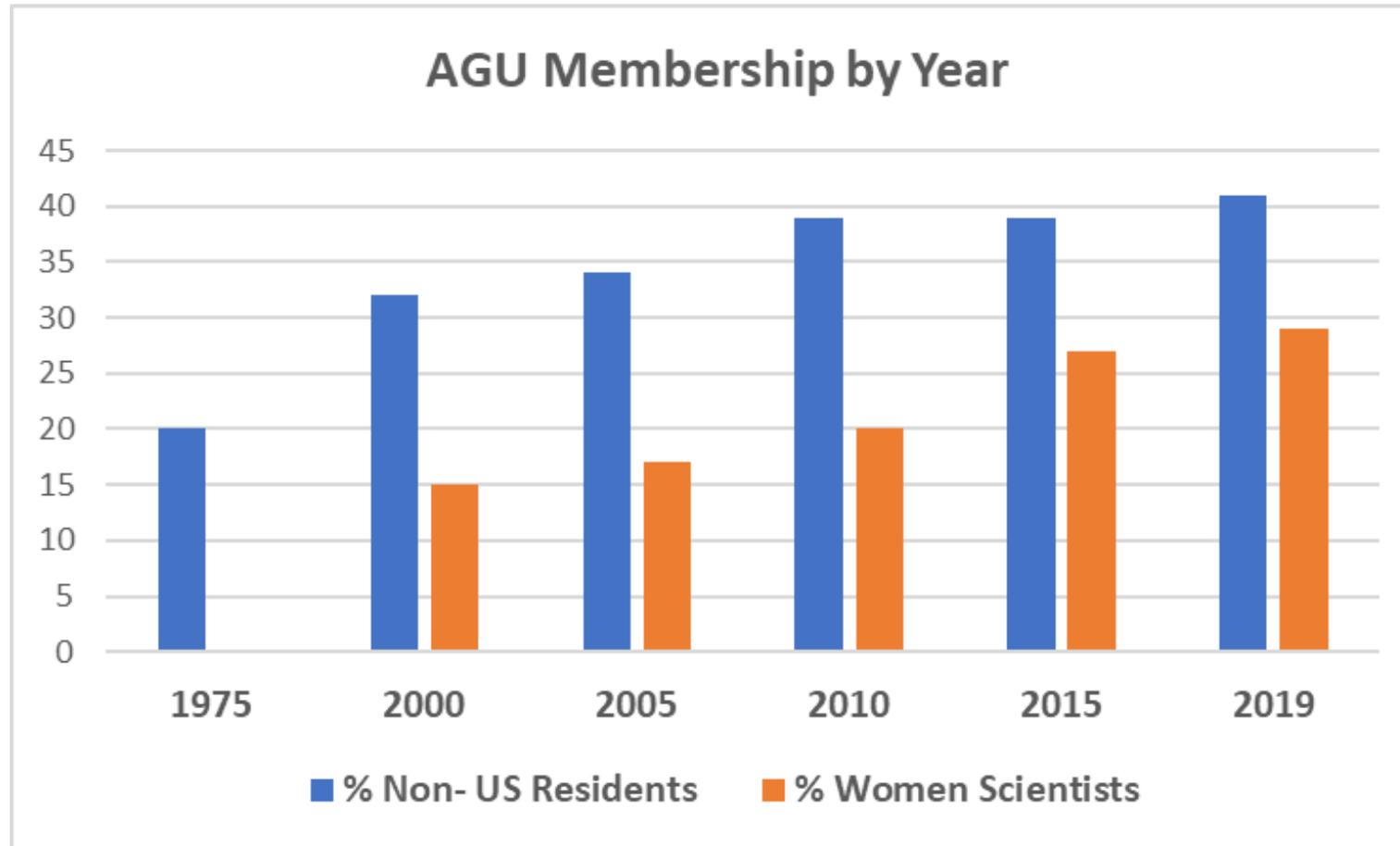
- 60,000 Earth and Space Scientists
- 23% Students / 29% women / 41% non – U.S.
- 25 Disciplinary Sections
- 20 Peer Reviewed Journals
- International Meetings
  - AGU Fall Meeting (25K attendees)
  - Ocean Sciences Meeting (Biennial)
  - Chapman Conferences
- Honors and Awards
- Career Services
- Outreach, Public Affairs



**ADVANCING EARTH  
AND SPACE SCIENCE**

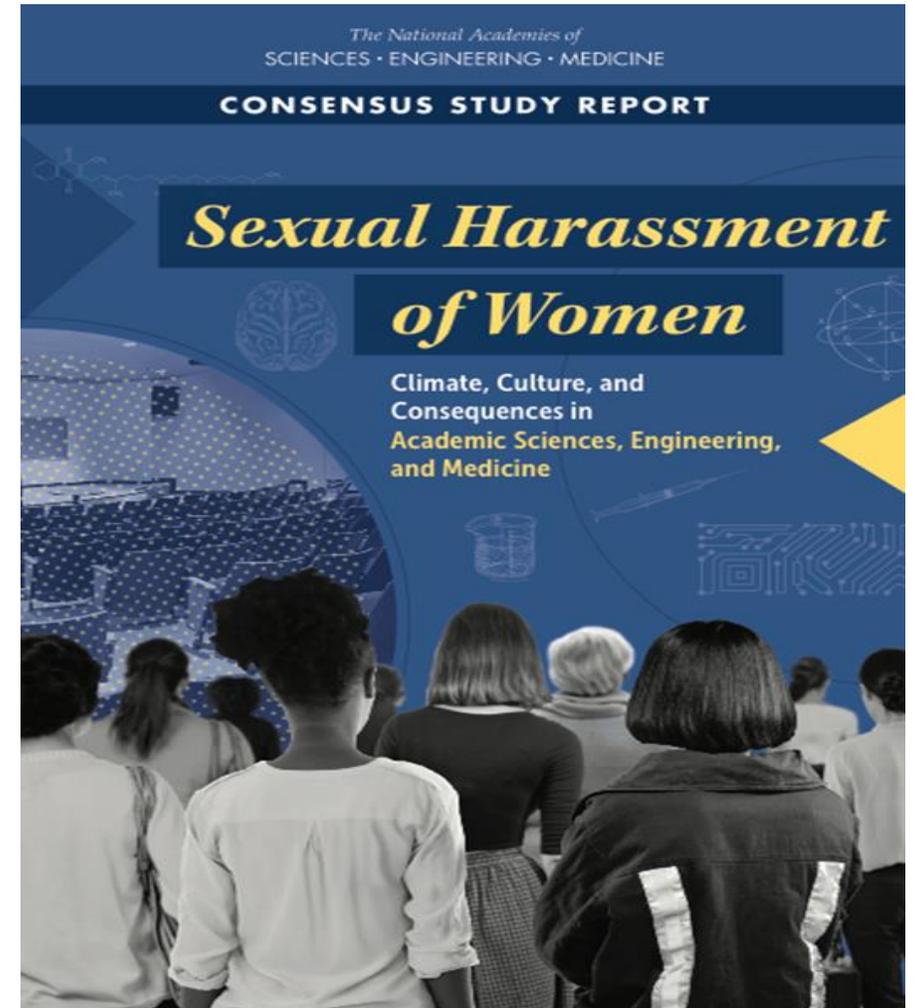
# AGU Demographic Trends

*Women and Non-U.S. Residents are growing percentages of AGU Membership*



# Key Findings from – June 2018 U.S. NASEM Report

*Professional societies have the potential to be powerful drivers of change.*



# What Is AGU Doing?

Address Harassment in STEM - new AGU ethics policies and practices

Lead and Share on DE&I Issues Across the Sciences- new Partnerships

- An Updated AGU Diversity and Inclusion Strategic Plan
- Formation of *Societies Consortium for Addressing Harassment in STEM*
- *SEA Change* Geoscience Departmental Awards (Athena Swan Model)

Provide New Resources for Science Community

- New AGU Ethics and Equity Center - partnership with NCPRE / U of Illinois
- New Assessment Tools and Workshop Resources through Sloan Foundation Grant

# AGU Ethics and Anti-harassment Initiatives – Summary: “What’s working for us” – 5 key items

Updated AGU Ethics Policy – defines “harassment” as scientific misconduct/ conduct self-disclosure process

Safe AGU Program including Bystander Intervention and Implicit Bias Workshops

Proactive D&I Partnerships across STEMM

Updated Diversity and Inclusion Strategic Plan

**New Resources- AGU Ethics and Equity Center!**



# **New Policies! Updated AGU Diversity and Inclusion Strategic Plan**

- New definitions for AGU D&I
- Vision and plans to lead as a model organization
- Cross-cutting for all AGU programs
- Implementation in progress
  - Standing D&I Advisory Committee Appointed
  - D&I Training for all Council and Board Members
  - Organizational D&I Dashboard

## **AGU Diversity and Inclusion Strategic Plan**

**AGU100** ADVANCING  
EARTH AND  
SPACE SCIENCE

Adopted December 2018

# **New Partnerships! Sharing and Rewarding** **Building our Ethical Community**



*An initiative to advance professional and ethical conduct, climate & culture*

## Share Learnings!

- AGU a Founding Member
- *124 societies have joined to-date*

# Partnerships Across STEM!

## Building our Ethical Community



# SEA CHANGE

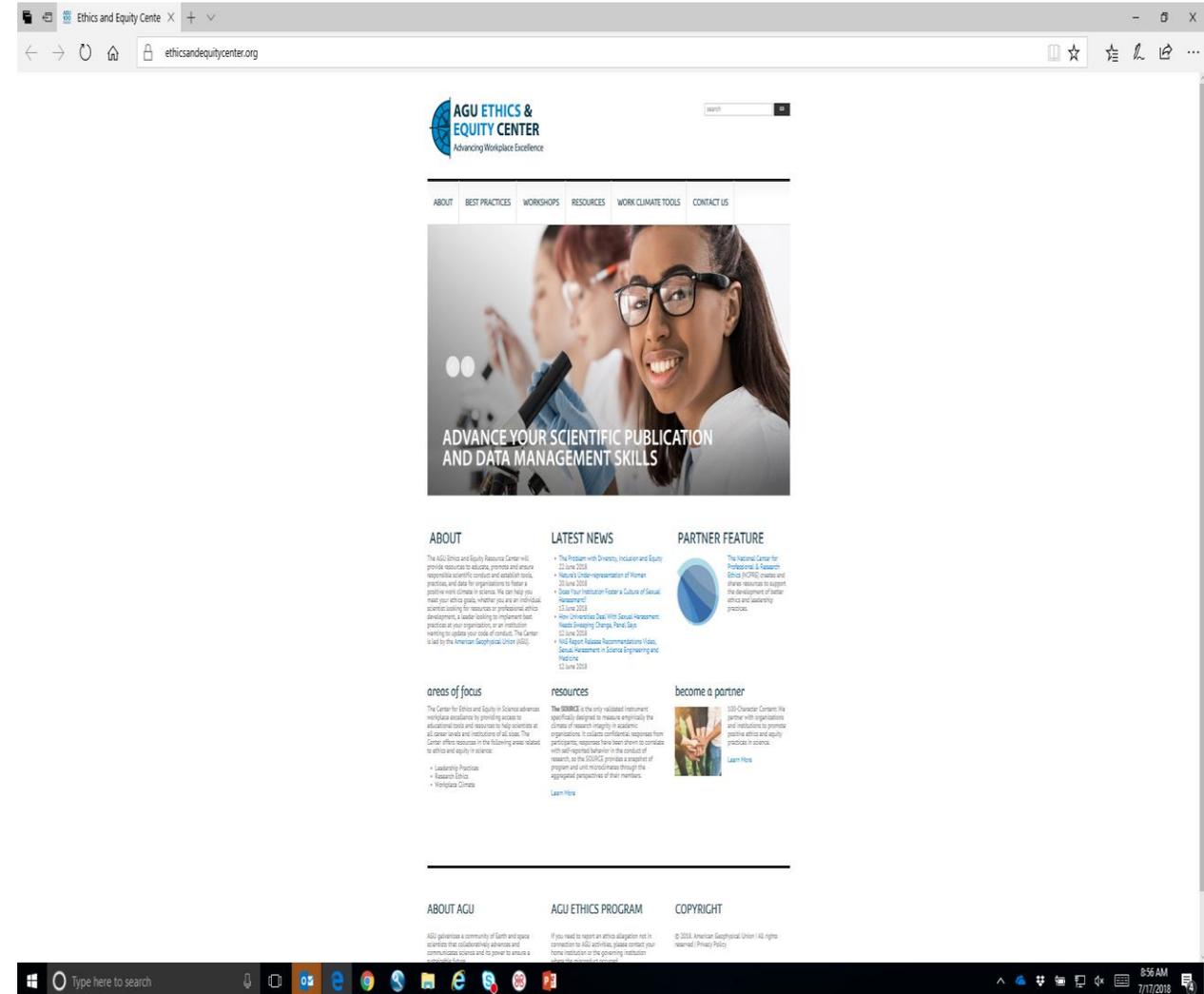
Recognize and Reward!

- STEM Equity Initiative – based on Athena Swan
- Geoscience Departmental Awards
- Voluntary for Institutions and Departments

# New Resources! The AGU Ethics and Equity Center

## Advancing workplace excellence

- Unique new services and RESOURCES
- Based on NCPRE (U of Illinois) Synergies and Partnership
- Problem Solving SUPPORT for harassment targets
- Cross-Sector Workshops and Studies



# Future Focused: 2020 and Beyond

## AGU Diversity, Equity, and Inclusion Programs

- Grow strategic partnerships
- Assure broad impact: implement metrics and measurements
- Make it sustainable!



**Thank you**

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**ADVANCING EARTH  
AND SPACE SCIENCE**