

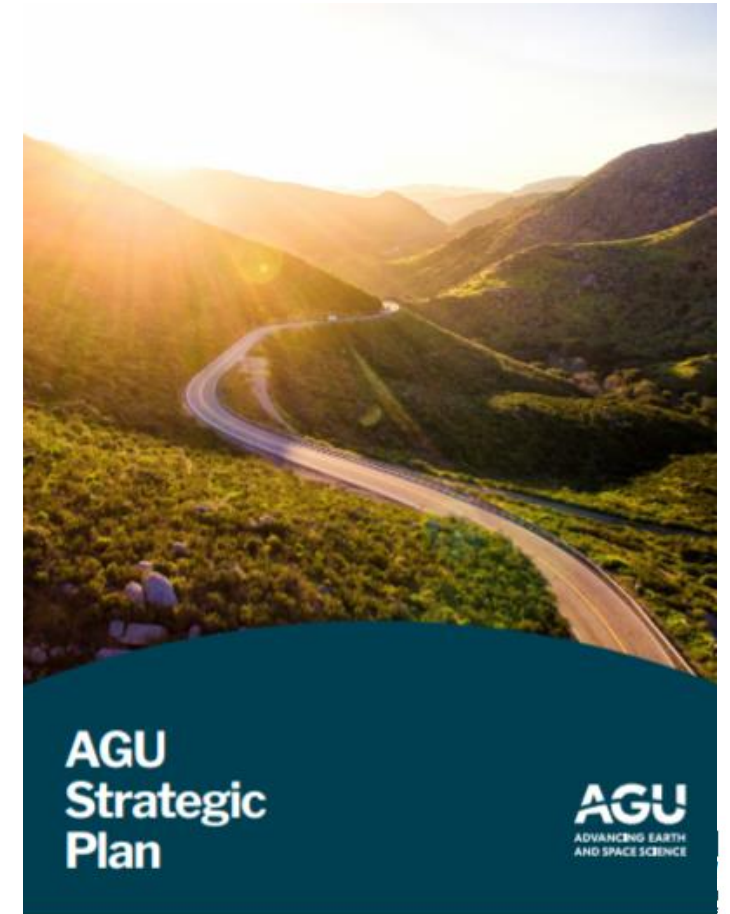
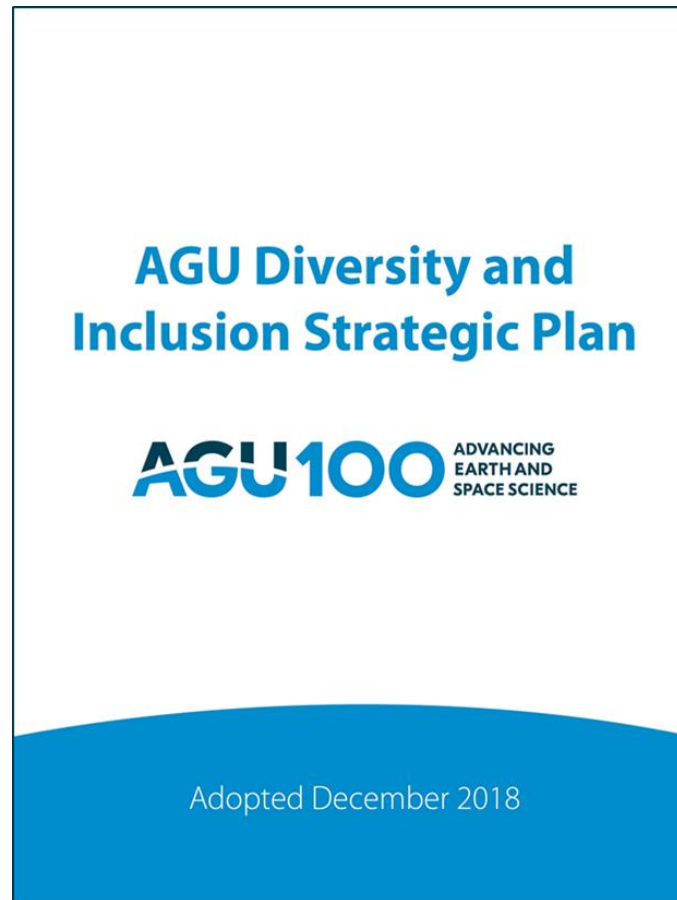
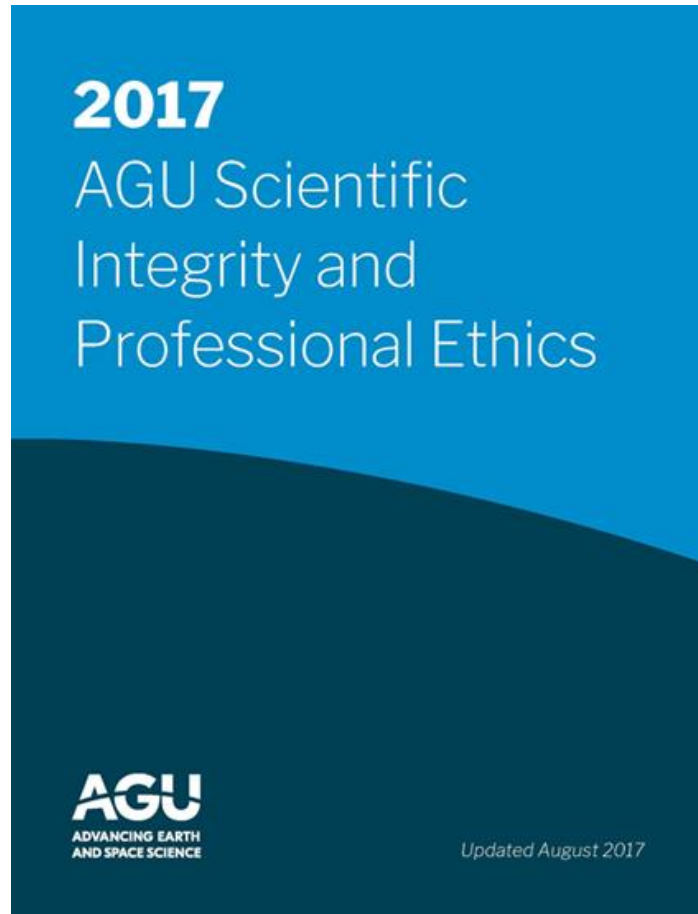
Diversity Equity and Inclusion at AGU: Bold new Leadership Commitments and Progress under an Updated Strategic Plan

**EGU General Assembly
26 April 2021**

**Billy Williams, Margaret Fraiser, Lisa White, Pranoti Asher, Brooks
Hanson**

AGU's DEI-Multilayered Policy Foundation:

Diversity and Inclusion as Essential Elements of Success



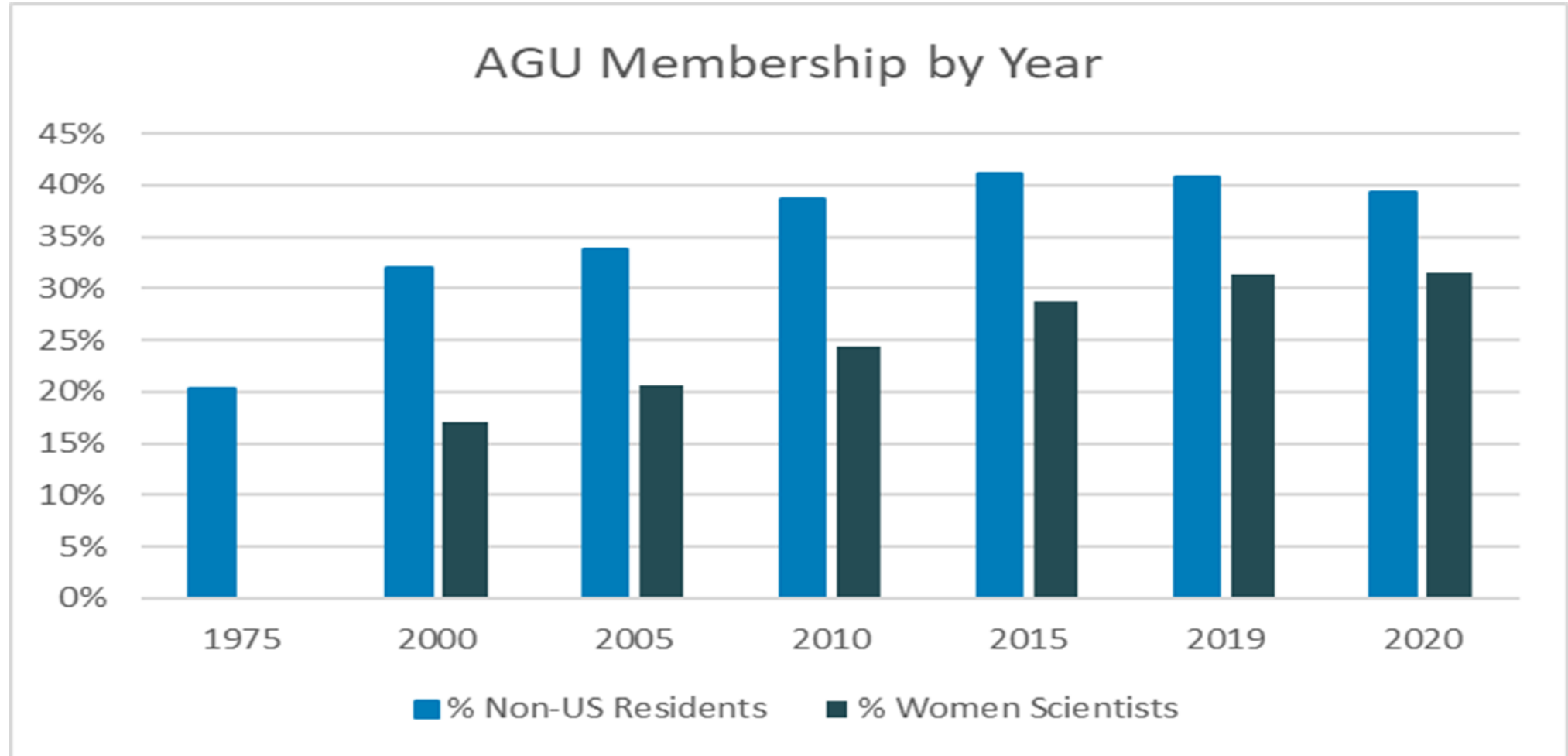
AGU Strategic Goal 2: Promote and Exemplify an Inclusive Scientific Culture

To meet this goal, we will:

- Increase the diversity of the talent pool so that individuals of all backgrounds are equitably included and valued.
- Lead in defining and promoting the ethics, responsibility and associated competencies required of a scientist in the 21st century.
- Assure that diversity, inclusion, equity, ethics and cultural awareness are embedded and represented in all AGU programs, honors, governance and operations.
- Foster an inclusive research, engagement and education culture that supports, recognizes and rewards discovery and solution-based science, including that derived through Indigenous Knowledges.

AGU Demographic Trends

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



Supporting the Strategic Plan

AGU's 8 action areas to combat systemic racism

Expand Funding
for AGU's DEI
efforts

Diversify AGU's
Governance and
Committees

Enable, Recognize,
and Reward
Diversity in our
Honors

Create Truly
Diverse Meetings

Review diversity,
equity and
inclusion across
AGU's Publications

Support the Success
of Emerging
Underrepresented
Scientists

Advocate for
Policies that
Eliminate Racial
Injustice

Partner with Leaders
across STEM to
Remove Systemic
Racism and Foster
Culture Change

Supporting the Strategic Plan

Many AGU Actions Already in Progress

Proactive 2020 AGU Fall Meeting inclusive registration policy: targeted reduced or no-fees

AGU Publications staff leading examination of DEI practices across scholarly scientific publications

AGU co-sponsoring Cultivating Leadership for Change/Anti-racism workshop series

AGU Honors Program – New Awards and Equity Audit

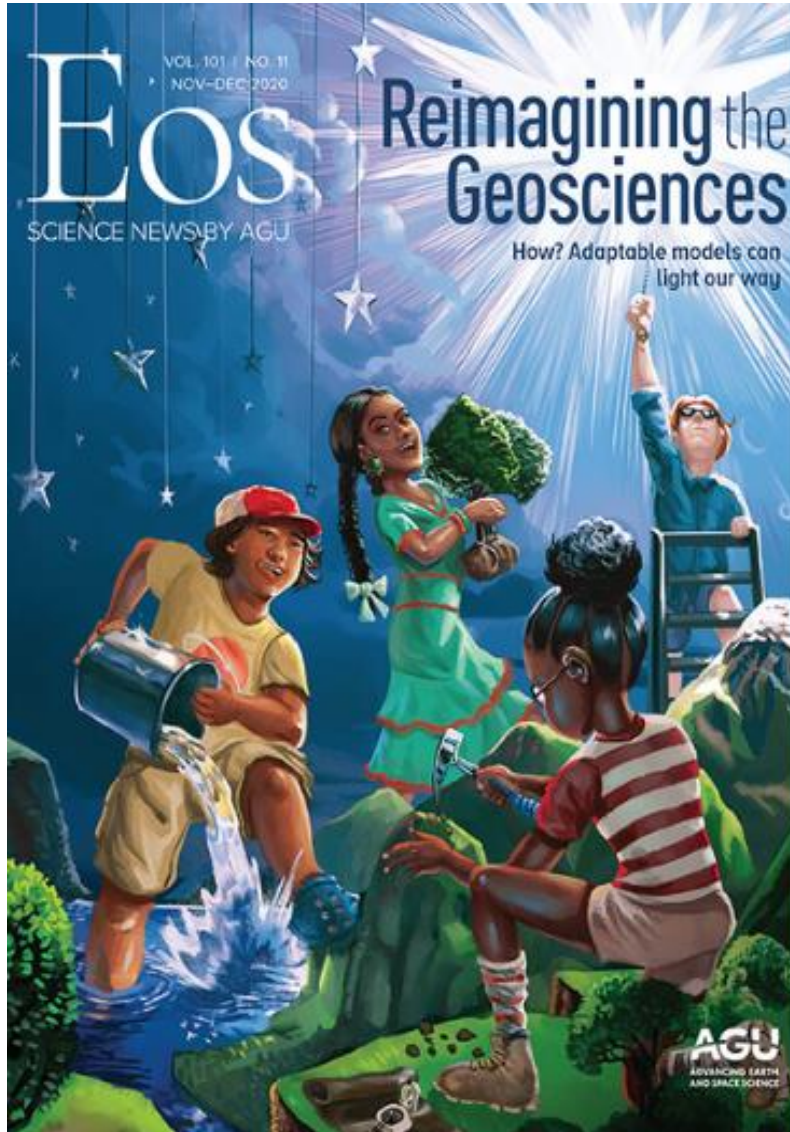
Biennial Bystander and Implicit-Bias Training for all Board and Council Members

AGU LANDInG Academy initiative – Expanded DEI resource investments

Permanent Indigenous Action working group: established as a D&I Sub-committee

AGU Diversity and Inclusion Dashboard –to help track progress

A Visible Action Example from *Eos* Editors and Team



Shaping the Future of Science

In our special double issue, *Eos* looks at inclusion, diversity, and accessibility within the geosciences; how to implement practices that meet the needs of different communities; and what this could mean for generations to come.

Eos

November-December 2020

<https://eos.org/special-topics#future>

AGU Dashboard to Help Track Progress – now available



Additional for 2021:

- Updated race and ethnicity categories
- Voluntary SOGI information
- Expanded qualitative and quantitative measurements
- Public facing
- Additional metrics around 8 steps

Sample only, not actual data

The Power of Partnerships

ON SEXUAL HARASSMENT IN STEMM

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



Reminder: A Long Journey to Achieve DEI Vision

- No quick fixes, but many positive impacts along the way
- Commitment, engagement and accountability are key
- We are in this together!



Thank you

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**ADVANCING EARTH
AND SPACE SCIENCE**