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

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<tr>
<th>Action</th>
<th>Description</th>
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<tr>
<td>Proactive 2020 AGU Fall Meeting inclusive registration policy:</td>
<td>targeted reduced or no-fees</td>
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<td>AGU Publications staff leading examination of DEI practices across</td>
<td>scholarly scientific publications</td>
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<td>AGU co-sponsoring Cultivating Leadership for Change/Anti-racism</td>
<td>workshop series</td>
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<td>AGU Honors Program – New Awards and Equity Audit</td>
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<td>Biennial Bystander and Implicit-Bias Training for all Board and Council</td>
<td>Members</td>
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<td>AGU LANDInG Academy initiative – Expanded DEI resource investments</td>
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<td>Permanent Indigenous Action working group: established as a D&amp;I</td>
<td>Sub-committee</td>
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<td>AGU Diversity and Inclusion Dashboard – to help track progress</td>
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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

SOCIETIES CONSORTIUM
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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