AGU’s Actions & Commitments for Diversity, Equity & Inclusion

2022 US CLIVAR Summit

Billy M. Williams
AGU EVP for Ethics, Diversity and Inclusion
15 March 2022
Today’s Discussion

- AGU Demographic Overview
- AGU DEI Foundation and Framework
- Recent Initiatives to Impact Change
Approximately 28% of AGU members are students.
Approximately 32% of AGU members are women.
AGU Demographic Trends

Women and Non-U.S. Residents are growing percentages of AGU Membership
AGU Global Membership
AGU Members Resided in 145 Countries in 2020

Geographic Distribution

- United States & Territories: 35,729
- Europe: 8,854
- Asia: 9,483
- Africa: 226
- Americas: 3,336
- Oceania: 1,238

Membership by Type
- Student: 17,375
- Life: 3,247
- Regular: 38,244

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AGU’s Multilayered Policy Foundation: Diversity, Equity, Inclusion, as Essential Elements of Success
Recent Initiatives
AGU dashboard tracks progress: (D&I Advisory Committee Sponsor)

- Allows AGU to review our progress, year over year.
- Guides AGU’s DEI efforts and strategic goals toward creating a more inclusive scientific community.
- Provides transparency to all on AGU’s DEI efforts.
- Quantitative and Qualitative metrics

Sample only, not actual data
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
Recent DEI Partnerships and Additional priorities

- **ADVANCEGeo Partnership** – antiharassment/improved workplace climate
- **Sloan Grant /NCPRE Partnership** - new resources: work-climate assessment tools & workshops
- **Societies Consortium Partnership/Co-Leadership** – share leading antiharassment/antiracism practices
- **SEA Change/AAAS Partnership** – STEM Equity Achievement initiative (Athena Swan Model)
- **Ethics & Equity Resource Center & Safe AGU** - Professional Conduct and Ethics Education
Community of Practice will cultivate future champions & build networks.

Academy will provide professional development to those poised to effect change.

Institutional, Organizational and Cultural Change

https://ethicsandequitycenter.org/agu-landing/landing@agu.org
Background

NSF Funded September 1, 2020

Initial 4-year Grant

LANDInG Leadership

• Project Team (8 members)
• Steering Committee (8 members)
• Advisory Board (17 members)
LANDInG Strategies to Impact Change

- Leveraging AGU’s DEI Commitment, Membership, Partnerships
- Building Capacity for DEI Leadership Knowledge, Skills
- Providing Professional Networks of Support, Community of Practice Platforms
- Promoting Visibility of DEI Leadership Success
- Recognition of DEI Leadership Value, Broad and Sustainable DEI Leader Development
About the Academy

Cohort-based, Expert Professional Development

- 2-year cohorts
- Evidence-based professional development facilitated by DEI leaders and experts
- Curriculum Areas: DEI Foundations, Models for Change, DEI Leadership

Peer-Mentoring

- Share expertise
- Build and strengthen sustainable networks of support within and beyond the Academy

Broadening Participation Projects

- Apply knowledge, skills and awareness to effect meaningful change
- Broaden impact of program to launch innovative initiatives
Implementation

- Develop Curriculum
  - Learning Goals, Resources, LMS
- Identify Cohort
- Implement Academy
  - Summits, Meetings
- Applications & Selection
AGU LANDInG

Congratulations to our first cohort of Academy Fellows!

AGU LANDInG Academy is a professional development program for current and aspiring DEI leaders in the Earth and space sciences. The initiative is led by AGU and funded by a grant from the National Science Foundation.

Kathleen Johnson
Associate Professor
Irvine, CA

George I. Matsumoto
Sr. Education and Research Specialist
Monterey, CA

David C. Smith
Professor and Associate Dean
Kingston, RI

Rocio Paola Caballero-Gill
Assistant Research Professor
Ashtabula, OH

Kade Keranen
Associate Professor
Ithaca, NY

Christy Till
Associate Professor
Phoenix, AZ

Lekelia Jenkins
Associate Professor
Tempe, AZ

Adriana E. Martinez
Associate Professor
Edwardsville, IL

Scott Sheridan
Professor and Chair
Akron, OH

Leah Turner
Director for GeoSTEM Career Exploration and Workforce Development
Austin, TX

NSF
NSF/CER-2036823
LANDInG Community of Practice

Recent Launch: March 1, 2022
Connecting New STEM Resources
LANDInG Community of Practice: Increasing Networks and Capacity for DEI Leadership

- Curated Resources
- Networking
- Events
- Discussions
- Mentoring
- Registered Access
Community Management - Engagement

**Dedicated Community Manager**
- Training – Community Engagement Fundamentals by The Center for Scientific Collaboration and Community Engagement

**Community Ambassadors**
- Active in justice, equity, diversity and inclusion work within the geosciences
- Seeding/facilitating discussions in partnership with Community Manager / Monthly themes
Community of Practice: Find Your Communities

- Students and Postdocs
- Early Career Scientists
- Mid Career Scientists
- Scientist with disabilities
- Academic Heads and Chairs and other leaders
- Geoscience faculty
- Asian Americans and Pacific Islanders
- Black Scientists
- Hispanic & Latinx Scientists
- Indigenous Scientists
- Global Scientists
- LGBTQIA Scientists
- Women Scientists

AGU LANDInG
LANDInG Community of Practice Discussion Boards

- Can We Talk About...?
- History of Inequalities in STEM/Geosciences
- Understanding Intergroup Bias
- Gender Equity
- Addressing Race and Racism
- Advancing LGBTQ
- Disability Diversity & Accessibility
- Allyship & Advocacy
- Inclusive Mentorship
- Anti-Harassment
- Intersectionality
- Models for Change
- Assessing DEI Needs
- DEI Leadership
Future: Map and Track Individual DEI Journey

DEI Curious
I have questions about DEI but I’m not certain these issues are relevant or important to me.

DEI Aware
I recognize the value of DEI and want to learn more, but I’m not yet ready for a more active role.

DEI Active
I value DEI and I’m ready for a more active role in my organization & community.

DEI Champions, Leaders, and Scholars
I continue to build my knowledge and awareness while actively working to effect change and share my expertise.

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LANDInG CoP Partnerships (more to come)
LANDInG-PRFP

A Postdoctoral Research Fellows Program with the Leadership Academy and Network for Diversity and Inclusion in the Geosciences
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<thead>
<tr>
<th>LANDInG-PRFP</th>
<th>Two-year program</th>
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<tr>
<td></td>
<td>48 hours of direct DEI professional development</td>
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<tr>
<td></td>
<td>2 in-person summits</td>
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<td>10 virtual meet-ups</td>
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<td>2 Receptions</td>
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AGU LANDInG
**LANDInG-PRFP Topics:**

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<tr>
<th>Year 1</th>
<th>Year 2</th>
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<tr>
<td><strong>The Big Picture</strong></td>
<td><strong>Climate &amp; Harassment</strong></td>
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<td><strong>How We &quot;Do&quot; Science</strong></td>
<td><strong>(Dis)Ability, Accessibility &amp; Inclusion</strong></td>
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<td><strong>Inclusive Practices in Networking, Advocacy, and Allyship</strong></td>
<td><strong>Practicing Inclusion &amp; Accessibility in the Field</strong></td>
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<td><strong>Inclusive Mentoring</strong></td>
<td><strong>Advocacy &amp; Allyship in Leadership</strong></td>
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<td><strong>Creating an Inclusive Classroom</strong></td>
<td><strong>Practicing Inclusion in the Community</strong></td>
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<td><strong>Inclusive Course Design</strong></td>
<td><strong>DEI Leadership in the Community</strong></td>
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<td><strong>Organizations for Change</strong></td>
<td><strong>DEI Leadership: Next Steps</strong></td>
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<td><strong>Self-Assessment: Am I a DEI Champion (Yet)?</strong></td>
<td><strong>DEI Leadership in the Community</strong></td>
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LANDInG Vision: Academy Cohorts + CoP + PRFP

- High impact potential
- Sustainable into the future
- Broad partnerships and involvement
- A model across STEM
- Bigger/broader than the original NSF proposal
Professional societies and associations have the potential to be powerful drivers of change!
Thank you

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