

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

2022 US CLIVAR Summit

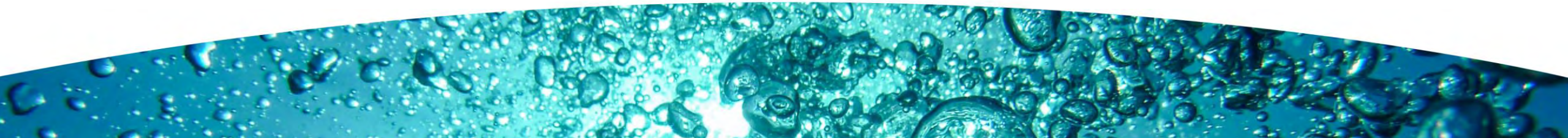
Billy M. Williams

AGU EVP for Ethics, Diversity and Inclusion

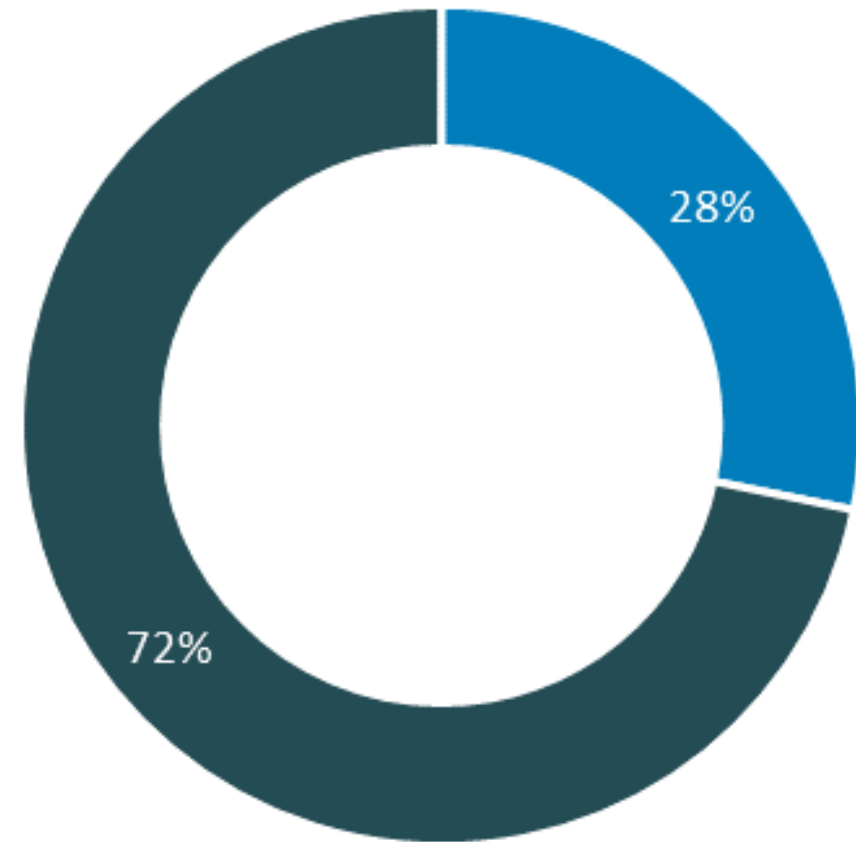
15 March 2022

Today's Discussion

- AGU Demographic Overview
- AGU DEI Foundation and Framework
- Recent Initiatives to Impact Change

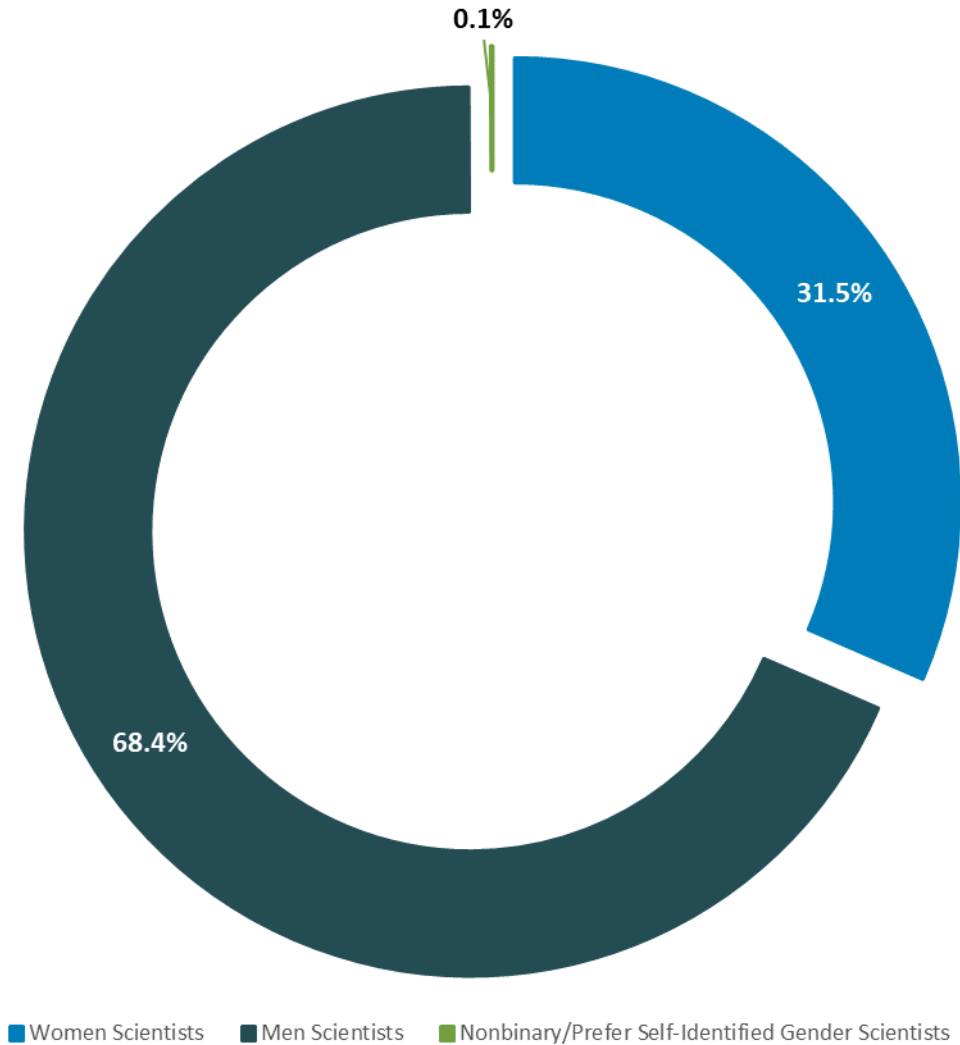


Approximately
28% of AGU
members are
students



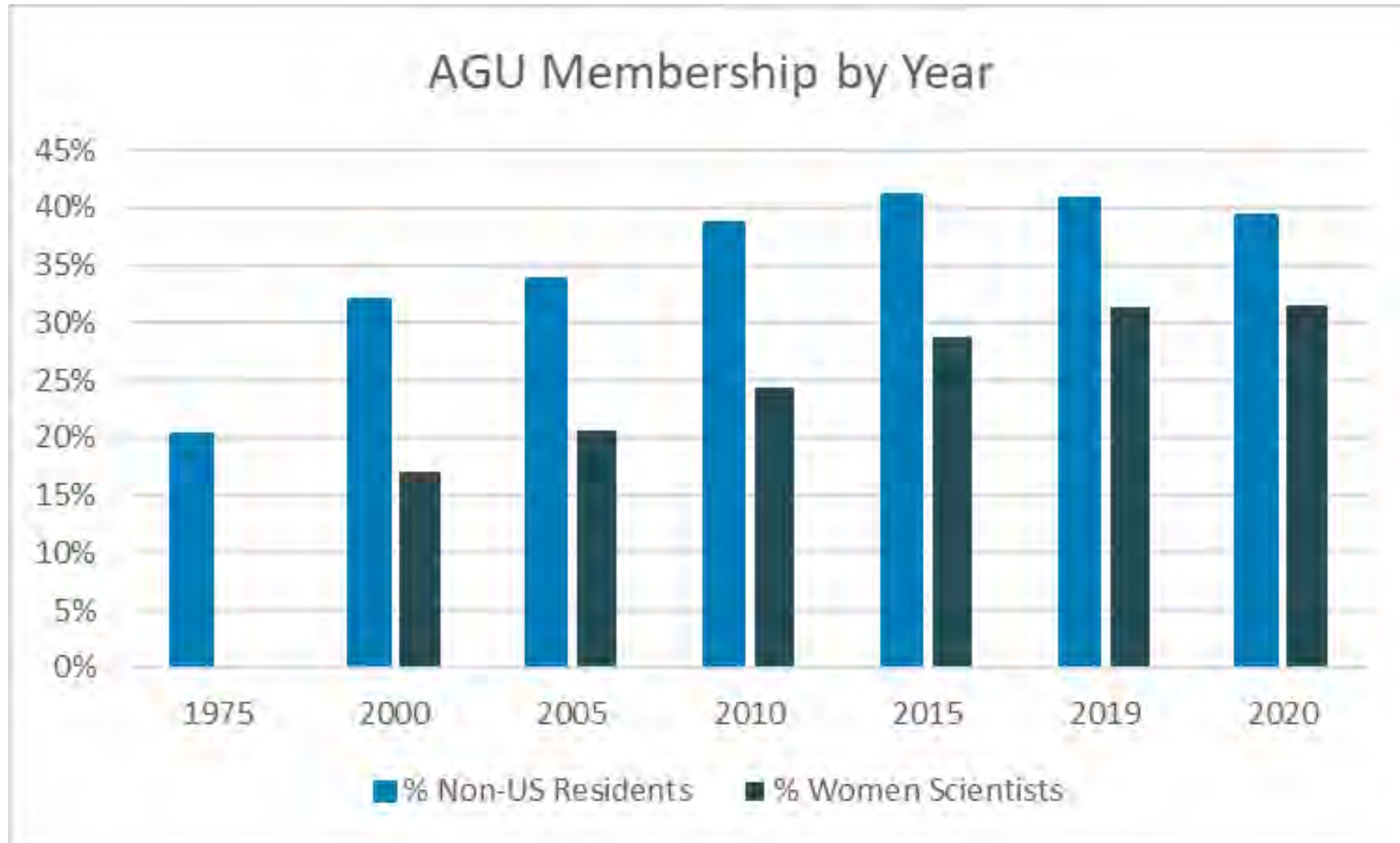
■ Student Members ■ Non-student Members

Approximately
32% of AGU
members are
women



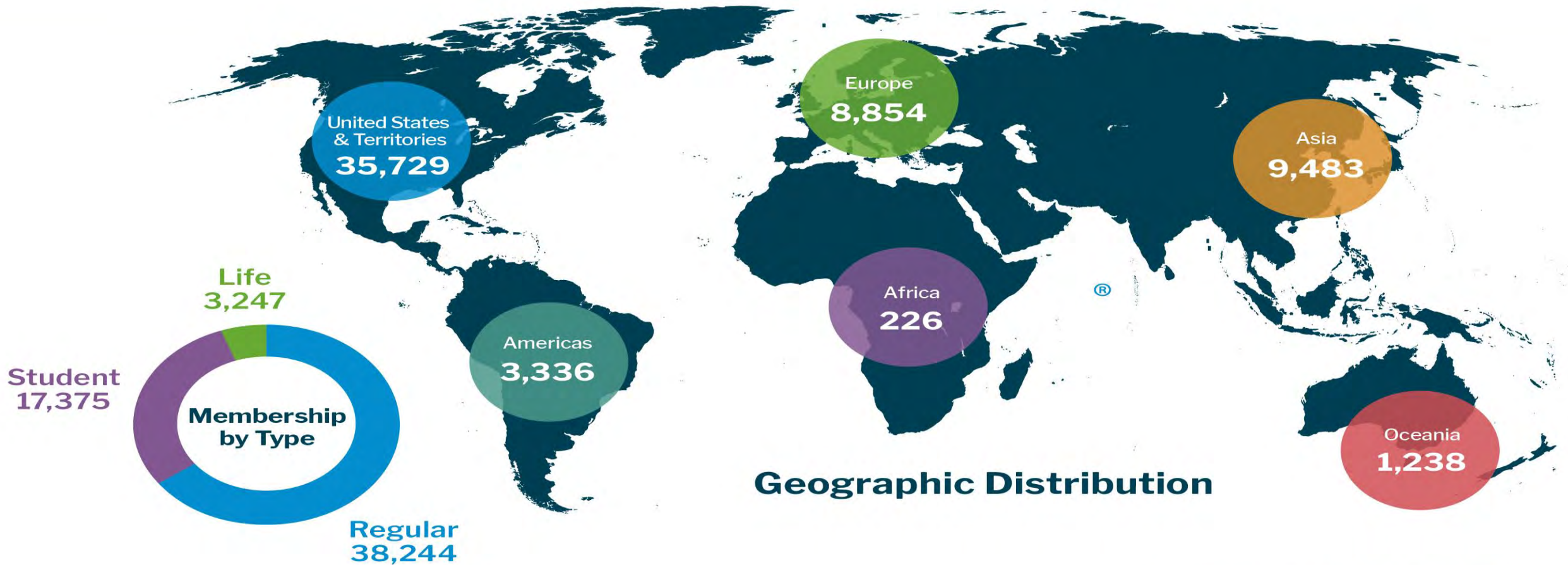
AGU Demographic Trends

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



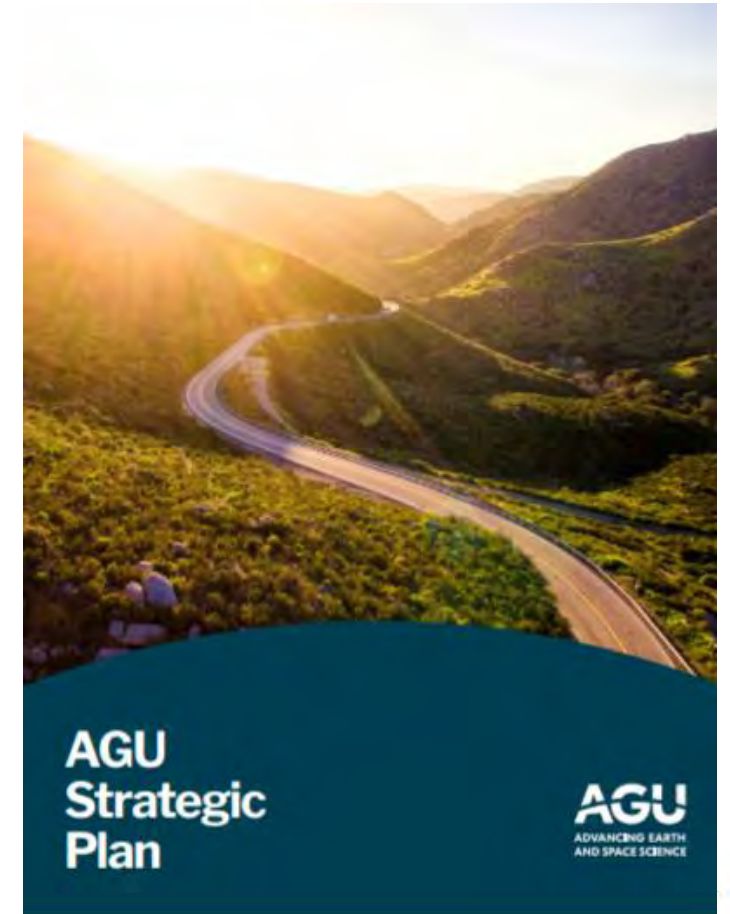
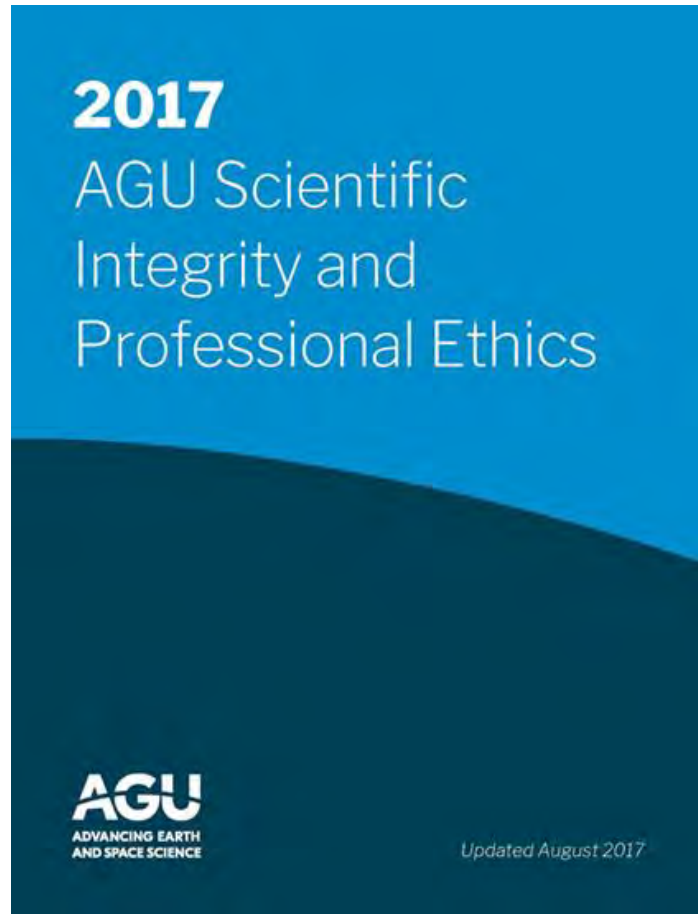
AGU Global Membership

AGU Members Resided in 145 Countries in 2020



AGU's Multilayered Policy Foundation:

Diversity, Equity, Inclusion, as Essential Elements of Success



Recent Initiatives

AGU dashboard tracks progress: (D&I Advisory Committee Sponsor)



Sample only, not actual data

- 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

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

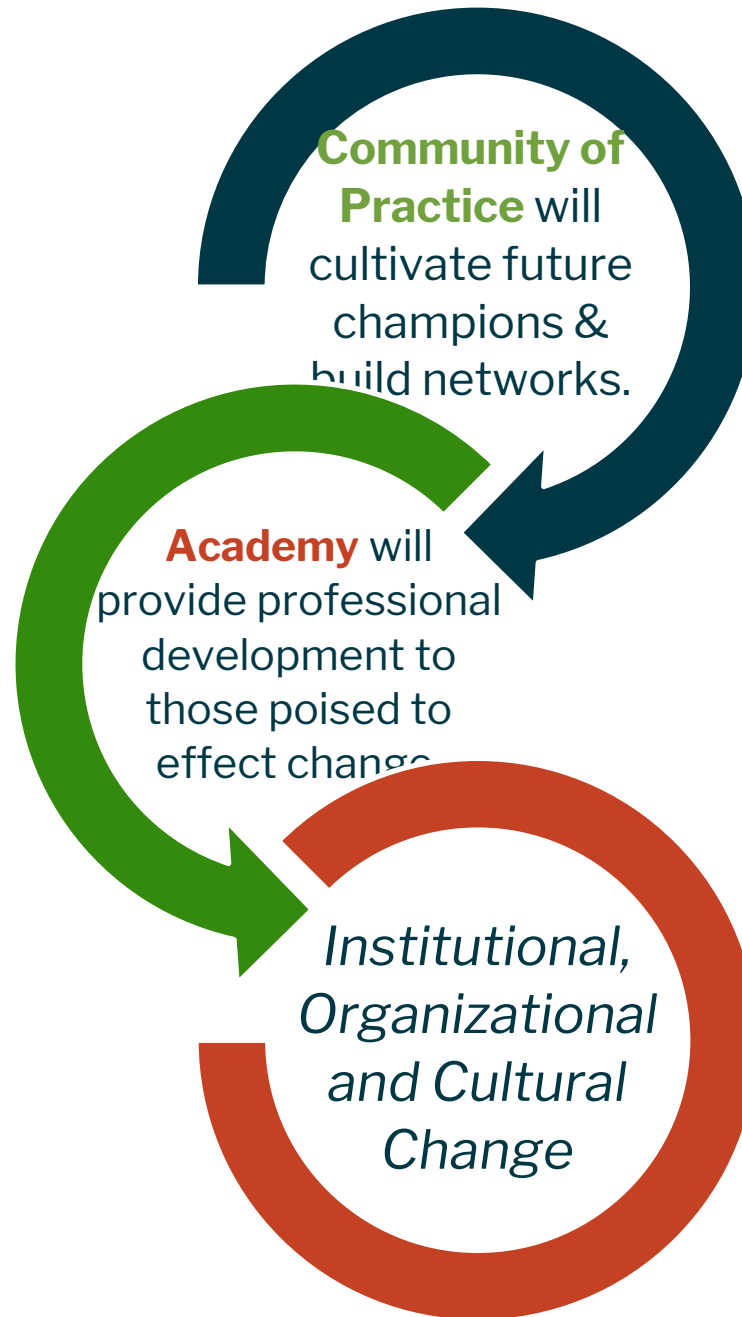
AGU LANDInG

Leadership Academy and Network for Diversity and Inclusion in the Geosciences



ICER 2036823

<https://ethicsandequitycenter.org/agu-landing/landing@agu.org>



AGU
ETHICS & EQUITY

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



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

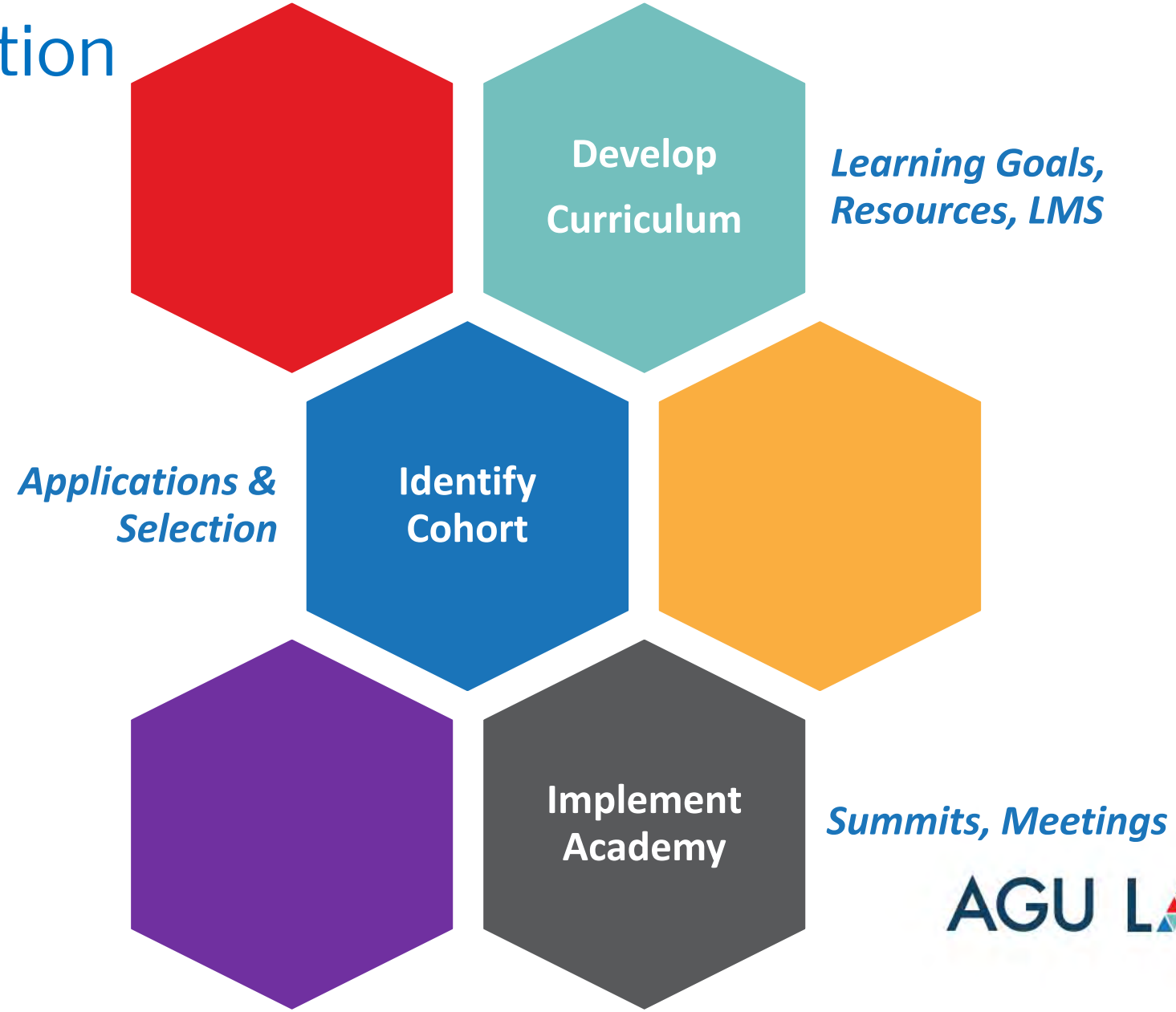
Peer-Mentoring

- 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

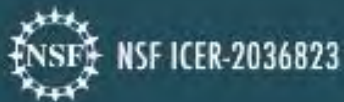
Implementation



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.



Kristie Bradford
*Professor
Tomball, TX*



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*



Rocío Paola Caballero-Gill
*Assistant Research Professor
Ashburn, VA*



Kade Keranen
*Associate Professor
Ithaca, NY*



Carrie Menold
*Professor and Chair
Albion, MI*



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*

LANDInG Community of Practice

Recent Launch : March 1, 2022
Connecting New STEM Resources

AGU LANDInG



LANDInG Community of Practice: Increasing Networks and Capacity for DEI Leadership



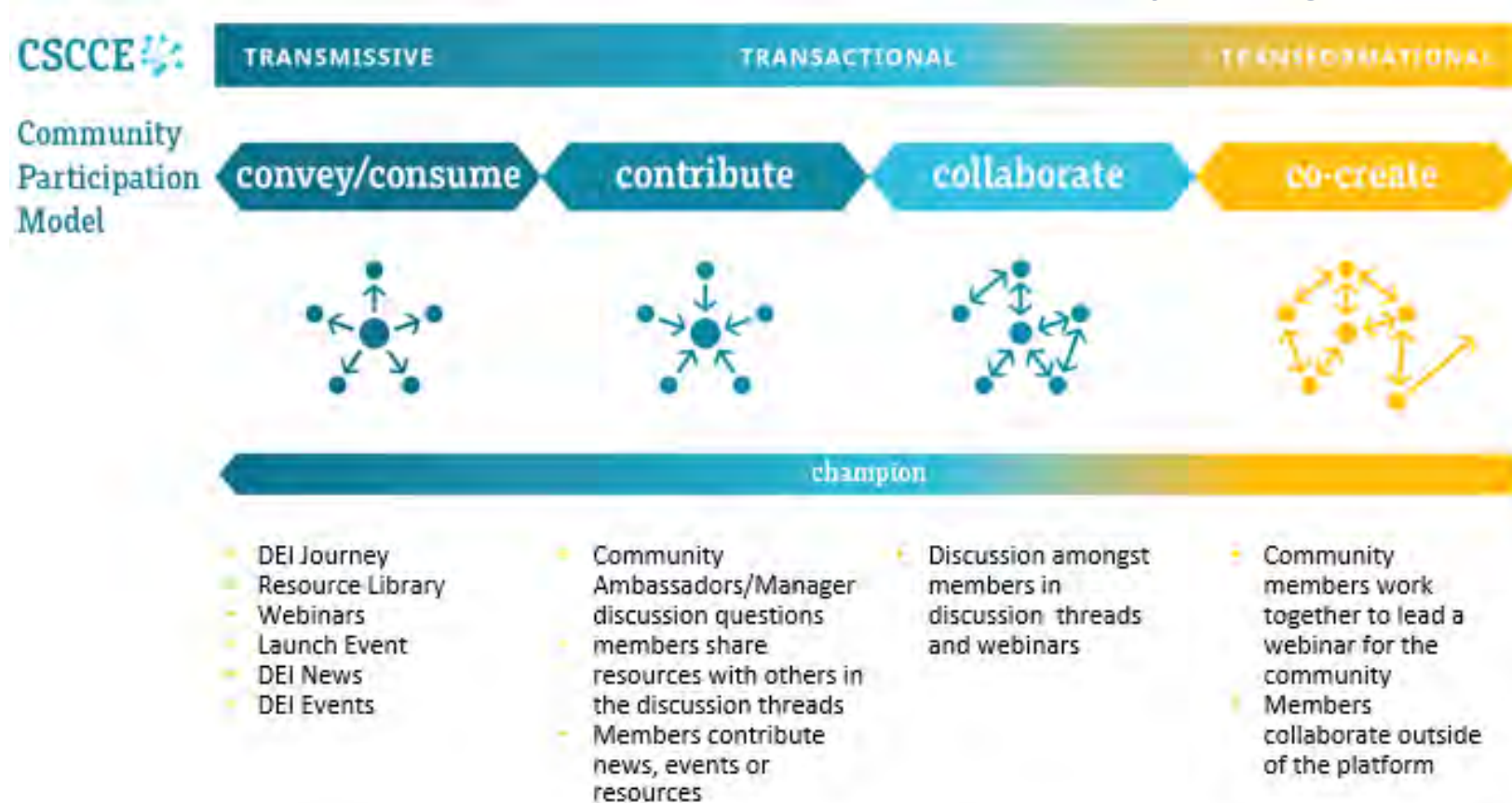
Community Management - Engagement

Dedicated Community Manager

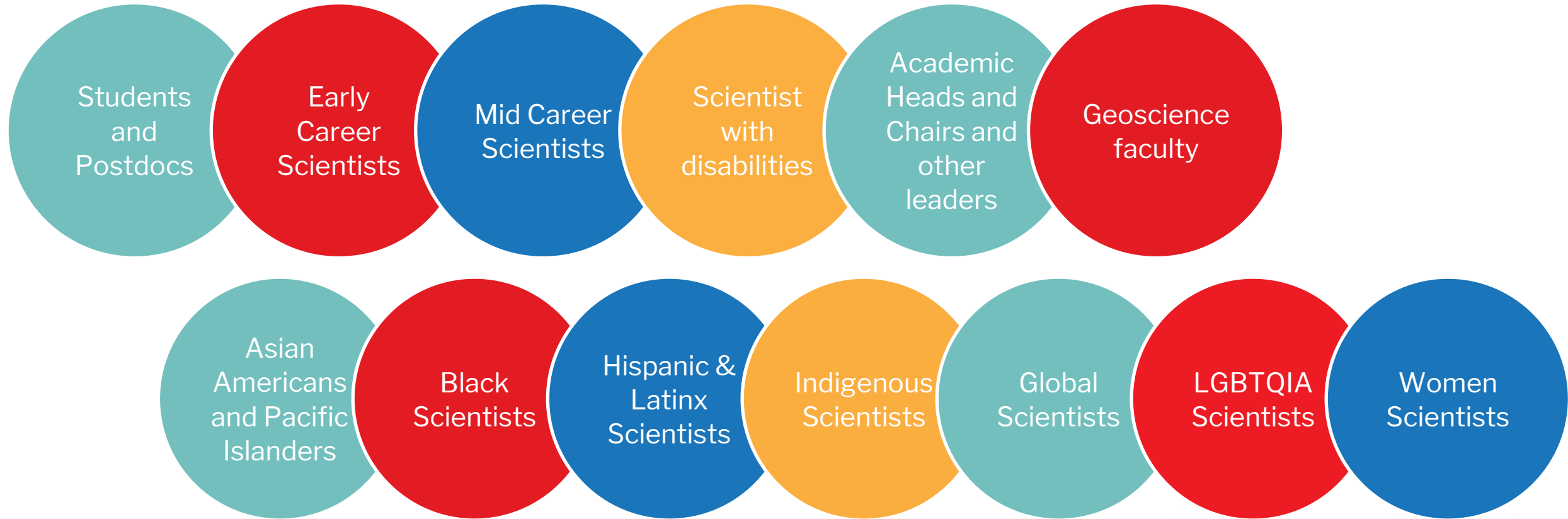
- Training – Community Engagement Fundamentals by The Center for Scientific Collaboration and Community Engagement

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



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.



LANDInG CoP Partnerships (more to come)

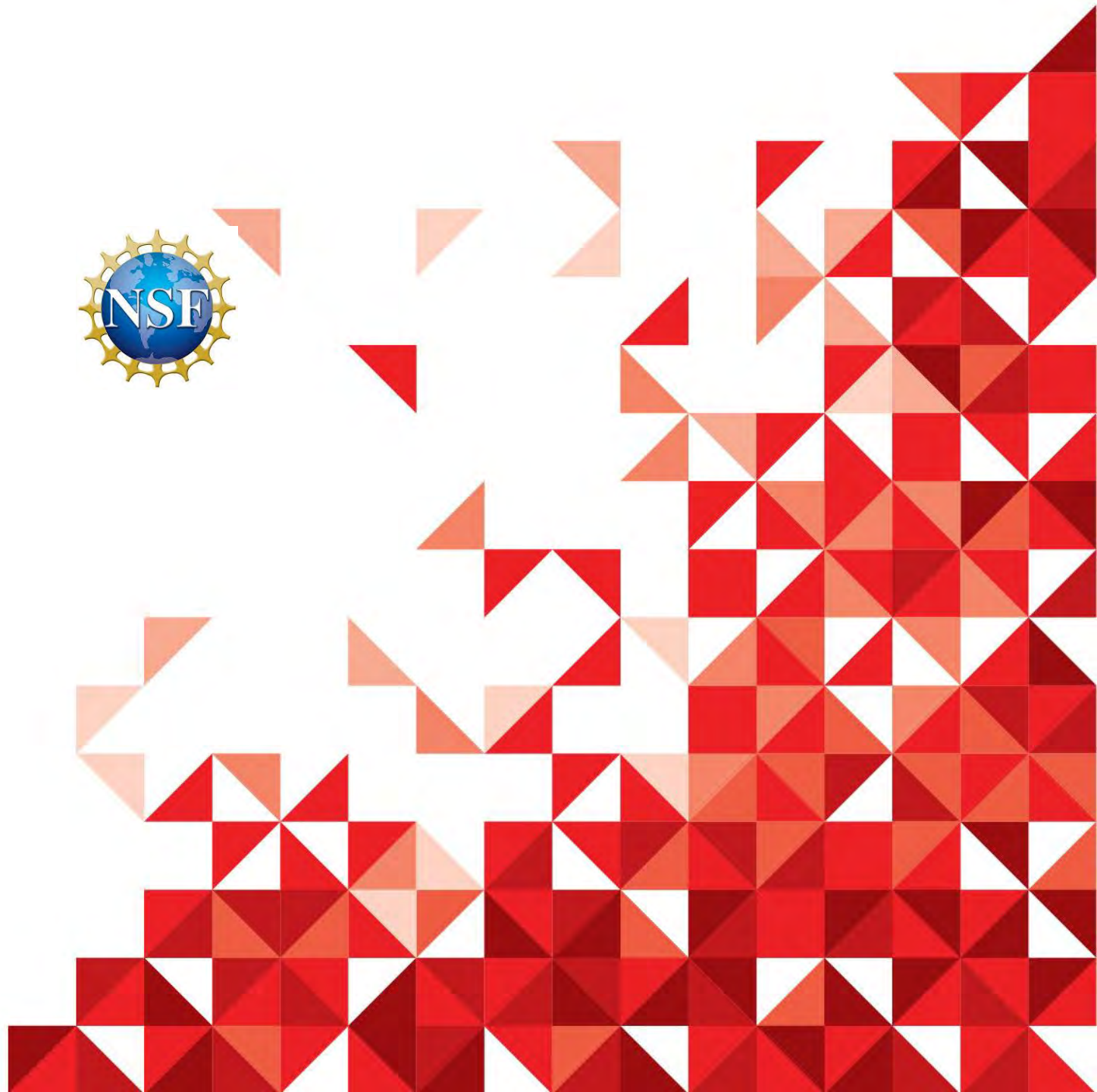


LANDInG-PRFP

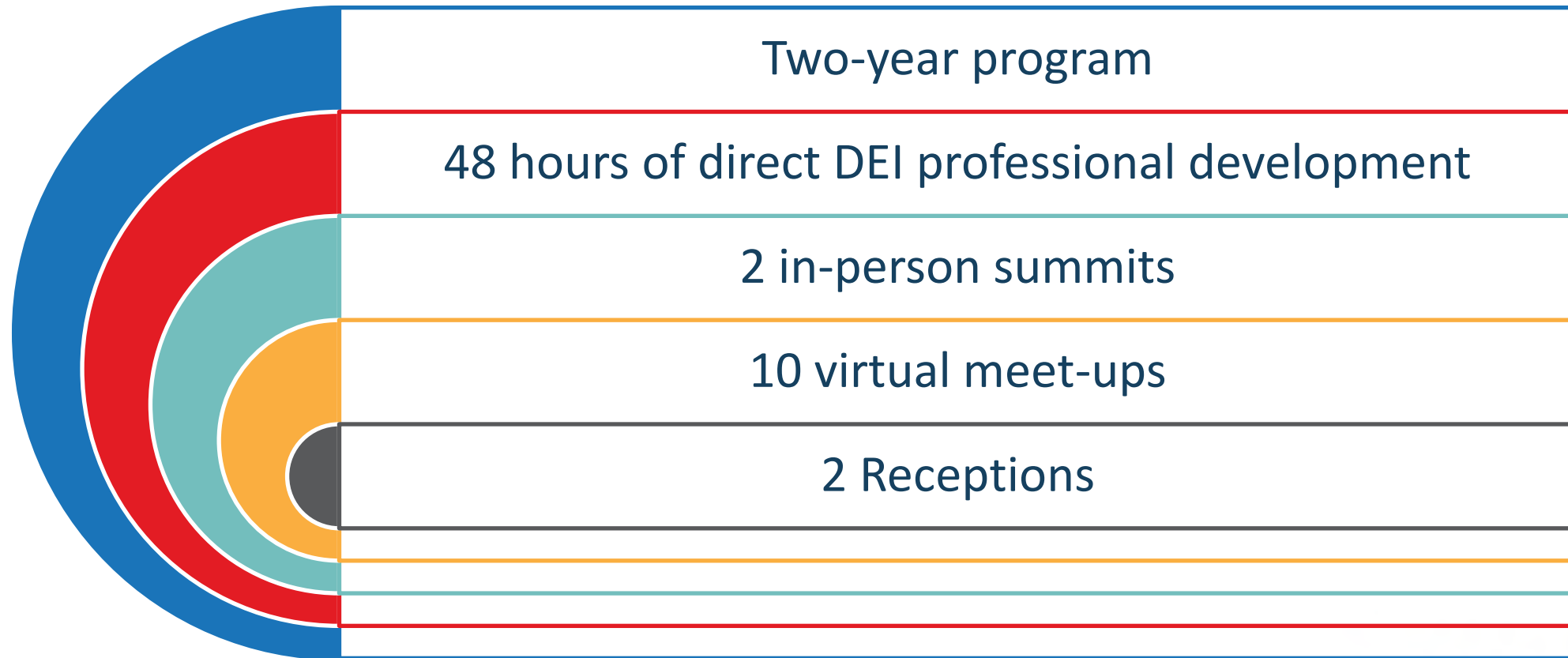


A Postdoctoral Research Fellows
Program with the Leadership
Academy and Network for
Diversity and Inclusion in the
Geosciences

AGU  LANDInG



LANDInG-PRFP



LANDInG-PRFP Topics:

Year 1

The Big Picture

How We "Do"
Science

Inclusive
Practices in
Networking,
Advocacy, and
Allyship

Inclusive
Mentoring

Creating an
Inclusive
Classroom

Inclusive Course
Design

Organizations for
Change

Year 2

Climate &
Harassment

(Dis)Ability,
Accessibility &
Inclusion

Practicing
Inclusion &
Accessibility in
the Field

Advocacy &
Allyship in
Leadership

Practicing
Inclusion in
the
Community

DEI Leadership
in the
Community

DEI
Leadership:
Next Steps

Self-
Assessment:
Am I a DEI
Champion
(Yet)?

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

bwilliams@agu.org

mfraiser@agu.org

<https://ethicsandequitycenter.org>

AGU

ETHICS & EQUITY