

AGU Diversity & Inclusion Strategic Plan

Draft Plan – For AGU Member Comment

October 4, 2018

EXECUTIVE SUMMARY

The AGU Diversity & Inclusion (D&I) Task Force, convened in October 2017, proposes adoption of a new AGU Diversity and Inclusion Strategic Plan that has been developed with consideration of all aspects of AGU as an organization that serves a large, global community of Earth and Space Scientists. The proposed plan works toward the vision that “Diversity and Inclusion are recognized and celebrated as being essential for the success of AGU, its members, and the global Earth and Space Science enterprise.” The plan considers D&I topics related to all four of the AGU strategic goals and has incorporated elements of the recommendations related to D&I identified by the concurrent Talent Pool Task Force effort, where relevant. Five priority goals have been identified that broadly address the following aspects of diversity and inclusion: the culture of the Earth and Space Sciences; the climate of AGU operations for its members; AGU members as agents-of-change; AGU’s leadership role within the larger Earth and Space Sciences community; and, AGU as a model organization for promoting diversity in science. For each goal, three objectives that relate to resources and/or information, incentives, and accountability have been identified. The proposed plan also identifies some specific strategies or tactics that AGU could implement in order to achieve the goals and objectives outlined; some have been identified as being of high priority for near-term action.

A NEW VISION FOR AGU D&I

The previous AGU Diversity Plan, released in 2002 by the AGU Committee on Education and Human Resources, marked a major milestone within the Earth and Space Sciences community. For the first time, AGU attempted to elevate concern about the lack of participation by historically underrepresented communities within the geosciences workforce and codify its priorities regarding how best to address this lack of diversity. Four major goals were outlined in the 2002 plan: 1) Educate and involve the AGU membership in diversity issues; 2) Enhance and foster participation of scientists, Earth and Space Science educators, and “pre-service scientists” from underrepresented groups in AGU activities; 3) Increase the visibility of the Earth and Space Sciences and foster awareness of career opportunities in these fields for underrepresented populations; and, 4) Promote changes in the academic culture that remove barriers and disincentives for increasing diversity in the student and faculty populations and that reward member-faculty wishing to pursue these goals. Soon after the release of this plan, AGU convened the Joint Society Conference on Increasing Diversity in the Earth & Space Sciences. This meeting, convened in 2003 in collaboration with more than 50 other scientific societies, demonstrated both AGU’s willingness to be a leader in the arena of science diversity, equity, and inclusion and the reality that many of the solutions to the problem were bigger than what one organization could tackle.

In the past fifteen years, AGU has sought to implement many of the recommendations outlined in the original AGU Diversity Plan. It has expanded its membership, especially internationally, used its meetings to raise awareness among AGU members about important issues related to diversity and

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1 inclusion, encouraged participation of more diverse members in AGU leadership¹ activities, and
2 collaborated with other organizations to effect changes in the educational systems that recruit and train
3 future geoscientists. Significant progress in diversity, both through the increased globalization of the
4 geosciences enterprise and the increased participation of women, has been realized in the past two
5 decades. But some populations – in particular, historically underrepresented ethnic/cultural minorities
6 in the U.S., people from developing countries, and persons with disabilities – continue to be
7 underrepresented within the geosciences community relative to their availability in the talent pool and
8 their participation in other scientific disciplines. All of the barriers to participation identified in 2002
9 remain relevant today.

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11 Importantly, the entire context that underpins discussions about how to define AGU’s priorities related
12 to diversity and inclusion has evolved dramatically in the past fifteen years. AGU’s membership is now
13 nearly 40% international, demanding that AGU re-think its definition of what constitutes diversity. The
14 field of Earth and Space Science has become increasingly interdisciplinary, as collaborations between
15 geoscientists and social scientists, health scientists, policymakers, and solution-minded communities
16 seek to apply geoscience knowledge for the benefit of society. Increased participation of women in a
17 commonly field-oriented discipline has raised a new set of concerns regarding sexual harassment and
18 safety that were not as prevalent before. Liberalization of attitudes toward gender, gender expression,
19 and sexual identity has opened the door to new conversations regarding diverse audiences who were
20 not even considered back in 2002. Several recent studies by the National Academies of Science² have
21 both highlighted the many ongoing issues that underpin conversations about diversity and inclusion in
22 science and argued for bolder, community-wide action to address what are often systemic barriers to
23 participation.

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25 Within this overall context, the AGU D&I Task Force proposes the following new definitions for the
26 terms “Diversity” and “Inclusion”.

DIVERSITY

AGU defines “Diversity” as the full spectrum of personal attributes, cultural and socio-economic affiliations, and professional statuses that characterize individuals within society. Collectively, these identities inform and shape one’s scientific ways of thinking. AGU values diversity because it catalyzes productivity in the Earth and Space Science enterprise, fosters the professional success of AGU’s members, increases the vitality of the AGU organization, and enhances the societal relevance and impact of AGU science.

¹ AGU leadership activities refers to all areas where a selective process has been used to identify participants. It includes the AGU Board and Council Members, Section Leadership, Committee Chairs and Committee Members, Journal Editors, Journal Reviewers, Invited Presenters, AGU Fellows and Awardees.

² Fostering Integrity in Research (April, 2017); Graduate STEM Education for the 21st Century (May, 2018); Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (June, 2018)

INCLUSION

AGU defines “Inclusion” as valuing the contributions of diversity to the Earth and Space Sciences and respecting the individual identities of participants engaged in executing AGU’s vision, mission, and strategic priorities. Inclusion encompasses proactive efforts to provide equitable access to AGU membership and to all AGU programs, resources, honors, and leadership positions, regardless of personal identity and background, and to ensure that AGU is a safe, welcoming and supportive environment for all Earth and Space Scientists. AGU strives to cultivate a culture of respect and be a model organization – and scientific community – for inclusive practices because it augments the quality and impact of the Earth and Space Science enterprise and its workforce, and because it is the morally and ethically right thing to do.

The AGU Centennial celebration in 2019 offers an important opportunity to re-imagine AGU’s approach to diversity and inclusion and develop a bold new vision for its efforts going forward. A key consideration in developing the proposed D&I plan is the recognition, based on a growing body of social science and education research, that diversity makes fundamentally important contributions to scientific and organizational excellence. Engagement of diverse perspectives invigorates problem solving, balances biases, and facilitates specialization. This reality that diversity and inclusion are good for the geoscience enterprise is well-reflected in the newly modified AGU Ethics Policy, which identifies harassment as an act of scientific misconduct. Further, numerous investments made over the past twenty years have identified effective strategies for reducing barriers to participation among specific populations, engaging more diverse communities in the sciences, and retaining them so they can pursue successful scientific careers. AGU has an important opportunity to mobilize its membership and capitalize on its role as a community leader to disseminate those insights and greatly amplify their impacts. The following proposed AGU Diversity and Inclusion Strategic Plan has been developed with this vision in mind:

VISION STATEMENT

Diversity and Inclusion are recognized and celebrated as being essential for the success of AGU, its members, and the global Earth and Space Science enterprise.

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Figure 1. Five Proposed Goals for the Revised AGU Diversity and Inclusion Strategic Plan

AGU DIVERSITY AND INCLUSION STRATEGIC PLAN – GOALS AND OBJECTIVES

Goal 1: Diversity and inclusivity are widely recognized within the AGU community as essential features of excellence in the Earth and Space Sciences

Objective 1: Increase awareness within the scientific community of the benefits of diversity for the Earth and Space Sciences enterprise and workforce, and the evidence for it

Objective 2: Promote and expand collaborative activities that engage Earth and Space scientists in community-relevant scientific endeavors, particularly in support of under-served and disadvantaged communities

Objective 3: Enforce standards of scientific integrity and behavior identified in the AGU Ethics Policy when members of the scientific community engage in discrimination or harassment

Goal 2: AGU provides a safe, welcoming environment and cultivates an inclusive culture that supports the success of every individual AGU member and their science

Objective 1: Expand the offering of respectful, tailored programs that address the professional development needs of all individuals within the AGU community, regardless of their career stage or affiliations

Objective 2: Provide an organizational environment where everyone is actively engaged, empowered, and informed regarding diversity and inclusion issues

Objective 3: Assess the climate of AGU operations on a regular basis over time

Goal 3: AGU members are empowered to be effective and impactful change agents for diversity and inclusion within the Earth and Space Science community

Objective 1: Strengthen and expand the ability of the Earth and Space Sciences community to implement programs and activities in support of increasing diversity, both individually and collectively

Objective 2: Encourage more members of the Earth and Space Sciences community to advance AGU's diversity and inclusion goals by expanding the number and types of incentives that reward such activities

Objective 3: Consider and reward an individual's diversity and inclusion efforts and impacts when evaluating candidates for AGU honors and leadership positions

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1 **Goal 4: AGU embraces and fulfills its role as a leader and advocate for promoting diversity**
2 **and inclusion in the Earth and Space Sciences worldwide**

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4 *Objective 1: Increase the visibility of education and career paths in the Earth and Space Sciences*
5 *among diverse audiences and encourage participation in the geosciences*

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7 *Objective 2: Encourage systemic improvements in the policies and practices of Earth and Space*
8 *Sciences educational programs, in order to create a more inclusive environment*

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10 *Objective 3: Establish community-wide standards and expectations regarding diversity and*
11 *inclusion best practices for Earth and Space Sciences education programs and scientific research*

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14 **Goal 5: AGU operates as a model organization for advancing diversity and inclusion in science**

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16 *Objective 1: Increase the use of demographic measures and data to inform decision-making*
17 *about AGU diversity programs and to regularly monitor progress in achieving results*

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19 *Objective 2: Increase representation of historically underrepresented groups in all aspects of*
20 *AGU operations (e.g., publications, meetings, leadership, honors, AGU headquarters staff)*

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22 *Objective 3: Establish concrete diversity and inclusion policies for all AGU programs and*
23 *operations and implement accountability mechanisms*

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1 AGU DIVERSITY AND INCLUSION STRATEGIC PLAN – STRATEGIES/TACTICS

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 3 The AGU D&I Task Force has identified the following strategies and tactics as mechanisms that could be
 4 used to implement the proposed plan and achieve the desired goals and objectives. It is expected that a
 5 standing AGU Diversity and Inclusion Committee (see Goal 5, Objective 3 below) would establish more
 6 concrete suggestions, identify specific metrics and benchmarks for documenting progress toward
 7 achieving goals, review and update objectives as needed, and oversee synthesis and reporting of data
 8 related to D&I activities. The Chair of this committee would report to the AGU Council and Board.

| GOAL | OBJECTIVE | SUGGESTED STRATEGIES/TACTICS |
|----------|-----------|--|
| 1 | 1 | <ul style="list-style-type: none"> • Provide at least one Union-wide session at future AGU meetings that feature diversity-related themes and issues, starting with the 2019 AGU Fall Meeting (Centennial year) • Disseminate research on diversity in science through leadership meetings convened by AGU (e.g., Heads and Chairs) • Increase the visibility of the contributions of diverse members of the scientific community (e.g., through special monographs highlighting their careers/work); for example, encourage the AGU Centennial project to extract and publish profiles of “100 AGU Scientists” with predominantly female or minority representation, perhaps with a foreword by the AGU President • Deploy diversity and inclusion “ambassadors” as resource agents during the AGU Fall Meeting • Create and disseminate vignettes on why D&I matters • Explicitly include diversity and inclusion in the definition of scientific integrity for the Earth and Space Sciences community (i.e., promote the AGU Ethics Policy adopted in 2017) |
| | 2 | <ul style="list-style-type: none"> • Publicize the results of community-based geoscience research via mainstream media outlets • Develop additional funding sources (e.g., through community-based foundations) to support expansion of the Thriving Earth Exchange • Incentivize scientific collaborations in under-served or disadvantaged communities through grant programs • Make “Science and Society” a major theme of the AGU Centennial • Convene AGU meetings in demographically underrepresented regions within and outside the U.S. • Engage community-based organizations (e.g., non-profits, foundations) as convening partners for AGU meetings |
| | 3 | <ul style="list-style-type: none"> • Create an Ethics Resource Center to provide guidance on best practices for promoting and ensuring ethical behavior within the geosciences, with specific information related to diversity and inclusion issues • Establish mechanisms for reporting alleged violations of ethical behavior and assessing their validity • Develop policies and procedures for imposing accountability when ethics violations related to diversity and inclusion occur |

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| GOAL | OBJECTIVE | SUGGESTED STRATEGIES/TACTICS |
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| 2 | 1 | <ul style="list-style-type: none"> • Expand mentoring programs offered during large AGU meetings • Continue to provide relevant career services programs for all career stages • Create special meeting badges that can be used voluntarily to identify personal affiliations (e.g., LGBTQ) • Convene daily networking events for affinity groups during major meetings • Develop and implement policies regarding accessibility for conferences and meetings based on known best practices (e.g., offer Braille signage and transports for persons needing assistance) • Provide editorial support for non-English speakers submitting manuscripts to AGU publications • Offer reduced fees for scientists from developing countries or socio-economically depressed regions |
| | 2 | <ul style="list-style-type: none"> • Increase the visibility, number, and diversity of scientific role models engaged in AGU leadership roles • Allocate slots on all AGU committees for early-career scientists • Provide training and resources that support effective mentoring • Include diversity and inclusion as core competencies for all AGU staff members who interact with the membership • Provide annual webinars on how to make an oral presentation more useful for non-native English-speaking audiences • Ensure access to AGU resources for scientists with limited internet access • Establish mechanisms for sub-populations within the AGU membership to voluntarily affiliate with external organizations that provide support for a larger community of scientists with the similar identities. • Establish and enforce a code of conduct and anti-harassment policy for AGU meetings • Expand “Safe AGU” support available during meetings |
| | 3 | <ul style="list-style-type: none"> • Collaborate with social scientists to conduct periodic studies that gauge the D&I attitudes of AGU members • Conduct surveys immediately after the Fall Meeting to assess the diversity and inclusion climate of the meeting • Convene listening sessions during AGU meetings to get stakeholder input • Devote time during at least one AGU Council/Board meeting each year to focus on diversity and inclusion outcomes • Consider diversity and inclusion contributions during annual performance reviews of AGU staff members |

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| GOAL | OBJECTIVE | SUGGESTED STRATEGIES/TACTICS |
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| 3 | 1 | <ul style="list-style-type: none"> • Create a central resource center that provides AGU members (and the larger ESS community) with best practices for D&I • Offer webinars and training that can increase AGU member engagement and efficacy in D&I efforts • Create diversity-focused forums that promote collaboration and collective impact |
| | 2 | <ul style="list-style-type: none"> • Create new awards and honors that explicitly honor achievements in diversity and inclusion (tiered by career stage) • Support communities of practice within the membership focused on diversity initiatives • Feature successful D&I programs regularly in <i>Eos</i> |
| | 3 | <ul style="list-style-type: none"> • Develop policies regarding D&I qualifications for candidates seeking AGU leadership positions • Use diverse selection committees to evaluate candidates |
| 4 | 1 | <ul style="list-style-type: none"> • Establish new collaborations with relevant organizations and implement joint programs to market Earth and Space Science education and career pathways • Explore alliances or special invited co-meeting interactions with relevant minority-serving or international scientific organizations. Consider a special invitation to their membership for participation at the 2019 AGU Fall Meeting, possibly with reduced registration rates. Consider a co-located meeting for future AGU meetings. • Create promotional resources that are tailored for diverse audiences about the relevance of, and opportunities within, the ESS • Establish intentional collaborations with minority-serving institutions, academic institutions, and scientific organizations to improve recruitment and retention of minorities in the ESS • Collaborate with international scientific organizations to encourage exchanges |
| | 2 | <ul style="list-style-type: none"> • Create, and promote the use of, a standardized survey for assessing departmental culture/climate • Use leadership forums (e.g., Heads & Chairs) to engage academic departments, national laboratories, and field stations in discussions about diversity best practices • Convene workshops and trainings during AGU meetings focused on academic department and student research practices related to diversity and inclusion |
| | 3 | <ul style="list-style-type: none"> • Articulate community expectations for D&I best practices in academic institutions • Support the establishment and implementation of a pilot program to develop SEA Change departmental equity achievement awards in Earth and Space Science |

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| GOAL | OBJECTIVE | SUGGESTED STRATEGIES/TACTICS |
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| 5 | 1 | <ul style="list-style-type: none"> • Collect and report ongoing demographic information regarding key parameters related to membership, governance, meetings, publications, and honors³ • Survey the D&I attitudes and needs of the AGU membership worldwide, using appropriate evaluation expertise • Proactively encourage membership to update their AGU profiles with relevant diversity indicator information • Monitor and report annually to the AGU Council/Board on the state of diversity in AGU operations |
| | 2 | <ul style="list-style-type: none"> • Encourage diversity in how sessions are organized at AGU meetings, including Session Conveners, Session Chairs, 1st Author Abstracts, and Oral Session Presenters • Provide all AGU leadership team members, committee chairs, journal editors, and senior AGU staff with bi-annual Ethics, Implicit Bias, and related D&I training, as a condition of service and make this training available online • Encourage diversity in how sessions are organized at AGU meetings, including Session Conveners, Session Chairs, 1st Author Abstracts, and Oral Session Presenters • Recruit diverse membership on selection committees and meeting sessions • Evaluate current mechanisms for selecting honors and explore new approaches that will minimize bias • Set benchmarks for participation of early career scientists in committees and sessions in meetings • Create new incentives to encourage participation in AGU operations |
| | 3 | <ul style="list-style-type: none"> • Establish a standing AGU Diversity and Inclusion Advisory Committee by April 1, 2019, with a charter and membership selected to also allow advice or collaboration on Talent Pool-related topics as a closely coordinated parallel or sub-group effort; it is anticipated that this committee will help to prepare the annual AGU diversity report and recommend changes to D&I programs and policies as needed • Review the current status of diversity within all AGU programs • Develop metrics and evaluation measures to evaluate program effectiveness |

³ The Task Force recommends providing an annual snapshot/dashboard with the demographic information (gender, country of origin, ethnicity, career stage) for these roles: Membership, Board, Council, Committees, Award Committees, Awardees, Reviewers, Authors, Invited Lectures, Session Conveners, Session Chairs, Authors, 1st Author Abstracts (for meetings and publications), Oral Session Presenters (meetings), and AGU Staff Leadership.

Implementation – High Priority Actions

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The following action items are recommended by the AGU D&I Task Force as being of highest priority for immediate implementation:

- Institute/Require Bi-annual Ethics/D&I-related training for all Council and Board members.
- Establish a standing AGU Diversity and Inclusion Advisory Committee by April 1, 2019, with a charter and membership selected to also allow advice or collaboration on Talent Pool-related topics as a closely coordinated parallel or sub-group effort. This Committee would help to identify the useful demographic data and D&I program measures that should be collected on a regular basis and reported to the AGU membership, Council and Board.
- Establish a new AGU award that explicitly honors individual or group leadership in promoting or advancing Diversity & Inclusion in Geoscience.
- Provide 3-5 questions that gauge attitudes regarding D&I on each of the annual member surveys and track results over time⁴
- Explore alliances or special invited co-meeting interactions with relevant minority-serving or international scientific organizations and consider a special invitation to their membership for participation at the 2019 AGU Fall Meeting, possibly with reduced registration rates. Explore the potential for co-located meetings of those organizations in conjunction with future AGU meetings.
- Establish a formally recognized AGU community that holds affiliation with the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) and explore additional opportunities with other external scientific organizations that offer similar support for specific identity groups within the AGU membership.

⁴ Suggested topics to query regarding level of agreement include: “AGU encourages open, honest and respectful conversations in pursuit of our goals.” “Differences in styles and individual backgrounds are valued by AGU.” “Differences in styles and individual backgrounds are valued by those with whom I work.” “AGU provides sufficient resources to help address D&I related issues and opportunities.”

APPENDIX I: SUMMARY OF D&I TASK FORCE ACTIVITIES

The Diversity & Inclusion (D&I) Task Force began work in October 2017 and was charged with:

- Reviewing the current state of AGU D&I policies and practices, within the context of the needs of AGU’s membership, known best practices for D&I, and activities at relevant scientific organizations.
- Recommending updates to the 2002 AGU Diversity Plan that reflect current needs and provide definitions for the terms “diversity” and “inclusion” that are relevant for AGU.
- Reviewing available D&I-relevant metadata regarding AGU’s programs (across the entire organization) and recommend areas where additional study may be needed.
- Identifying areas where additional research and/or support may be needed.
- Recommending whether a longer-term D&I oversight committee is needed and, if so, its responsibilities.
- Recommending additional activities needed to further engage the AGU membership in meaningful D&I efforts.

The [D&I Task Force](#) sought to fulfill this charge in the following manner:

- The Task Force includes seventeen members, with all but three of them being AGU members and five of the seventeen being current or former AGU Council members. They are supported by three AGU staff partners.
- Between November 2017 and August 2018, the group convened four meetings of the Task Force (3 virtual; 1 face-to-face). The group carefully considered input from the Earth and Space Sciences community provided through:
 - A Town Hall on Diversity and Inclusion held during the 2017 AGU Fall Meeting;
 - Presentations on diversity and inclusion efforts underway at relevant scientific organizations, given by representatives of the European Research Council (ERC), European Geophysical Union (EGU), American Association for the Advancement of Science (AAAS), National Science Foundation (NSF), American Geosciences Institute (AGI), National Oceanic and Atmospheric Administration (NOAA), National Aeronautics and Space Administration (NASA), and the American Meteorological Society (AMS); and,
 - Updates by AGU staff on diversity and inclusion activities underway in relevant AGU programs, including: the Talent Pool Task Force, Meetings, Publications, Honors and Awards, Governance, Thriving Earth Exchange, Affiliation and Engagement, Membership, and Ethics.
- As a result of this process, the D&I Task Force has:
 - Developed new definitions for “Diversity” and “Inclusion” that are relevant for an international organization like AGU.
 - Developed a new AGU Diversity and Inclusion Strategic Plan that lays out an ambitious vision for D&I at AGU and updates and expands the goals of the original 2002 AGU Diversity Plan.
 - Identified five new D&I strategic goals that are well-aligned with the four AGU strategic goals, consistent with the recommendations made by the AGU Talent Pool Task Force, and encompassing of all aspects of AGU operations.
 - Identified three priority objectives under each of the five strategic goals, each supported by a series of proposed strategies and/or tactics.
 - Identified a list of recommended high priority activities that should be undertaken soon, for consideration by the AGU Council and Board.

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- 1 • Preliminary recommendations were submitted for review to the AGU Council on September 6,
2 2018 and to the AGU Board on September 26, 2018.
- 3 • The D&I Task Force will continue to solicit broader community input through a public comment
4 period in October-November 2018 and presentations at the 2018 Geological Society of America
5 Annual Meeting (4-7 November), and the 2018 AGU Fall Meeting (10-14 December).
- 6 • After incorporating revisions received by the Board, Council and AGU membership, the final
7 draft plan will be submitted for approval by the AGU Board in December, 2018. If adopted, the
8 D&I Task Force expects to develop a draft charge and list of responsibilities for the proposed
9 new AGU Diversity and Inclusion Committee, which would be a longer-term entity that provides
10 oversight during implementation of the new AGU Diversity and Inclusion Strategic Plan. One
11 important task for this committee will be to better define the metrics for success under each
12 goal and objective of the proposed AGU Diversity and Inclusion Plan.
13