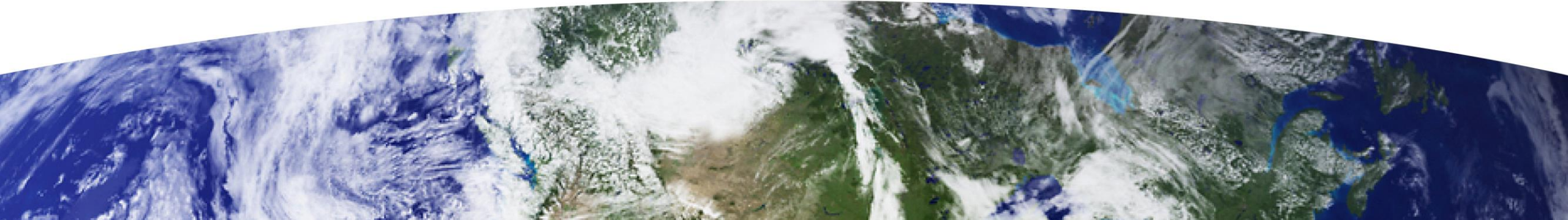


AGU Ethics, Diversity, and Inclusion: Leveraging Partnerships to Achieve Inclusive Excellence

EGU 2020 Annual Assembly

Billy M Williams, Senior Vice President; **Brooks Hanson**, Executive Vice President;
and **Robin Bell**, AGU President

American Geophysical Union
Washington, DC
May 2020



Who is AGU?

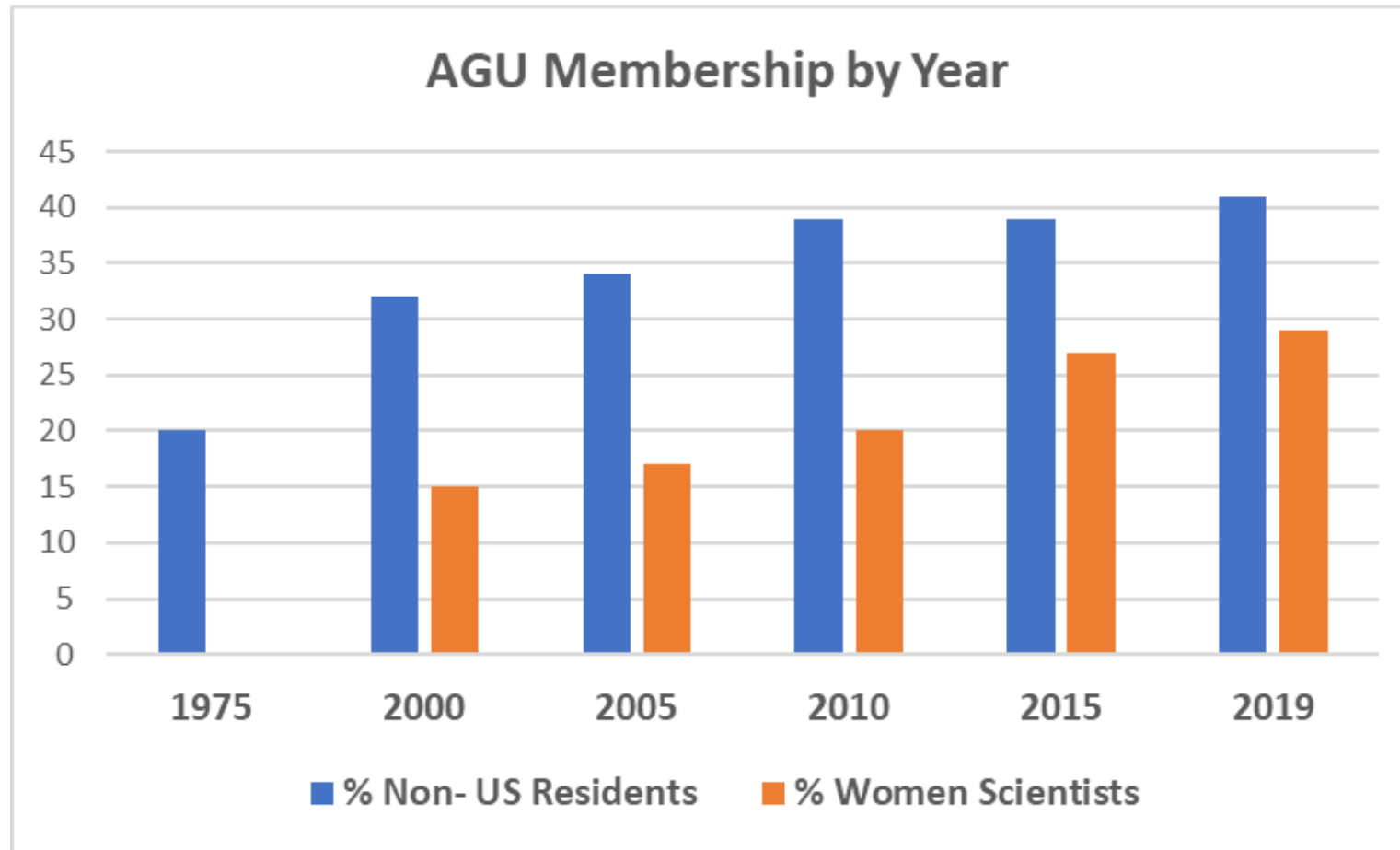
- 60,000 Earth and Space Scientists
- 23% Students / 29% women / 41% non – U.S.
- 25 Disciplinary Sections
- 20 Peer Reviewed Journals
- International Meetings
 - AGU Fall Meeting (25K attendees)
 - Ocean Sciences Meeting (Biennial)
 - Chapman Conferences
- Honors and Awards
- Career Services
- Outreach, Public Affairs




**ADVANCING EARTH
AND SPACE SCIENCE**

AGU Demographic Trends

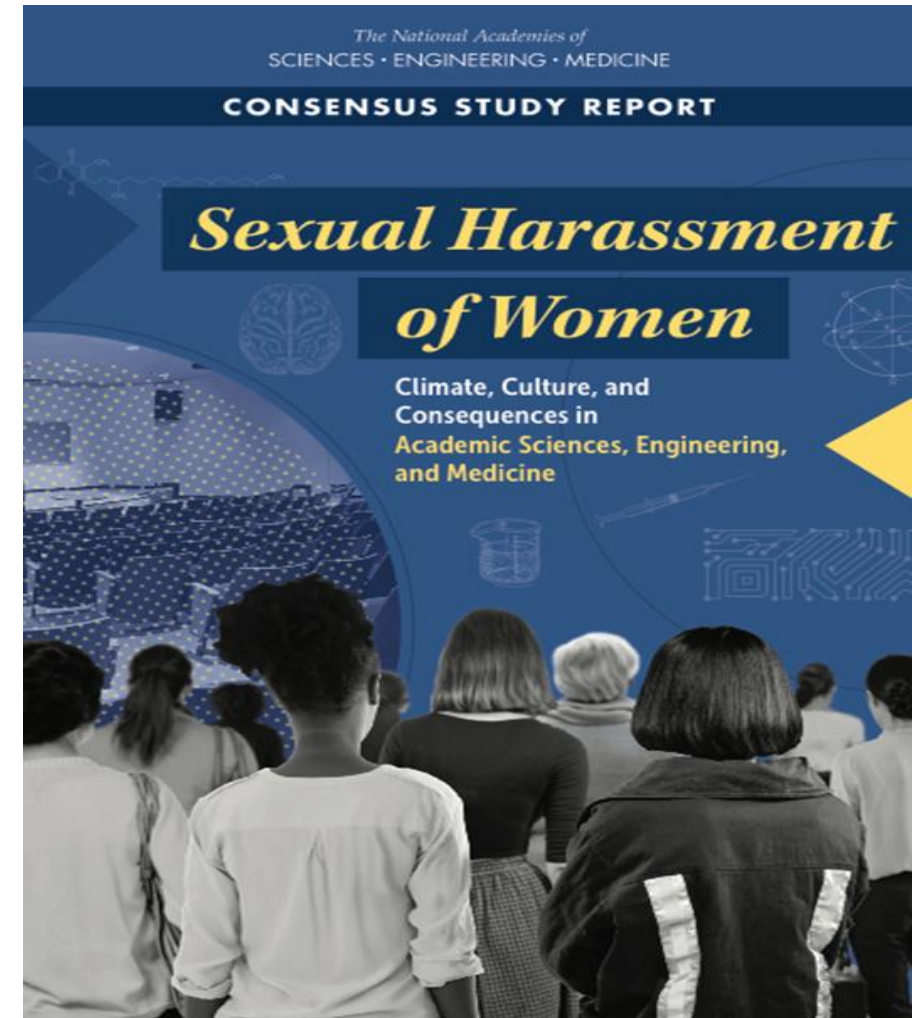
Women and Non-U.S. Residents are growing percentages of AGU Membership



Key Findings from – June 2018 U.S. NASEM Report



Professional societies have the potential to be powerful drivers of change.



What Is AGU Doing?

Address Harassment in STEM - new AGU ethics policies and practices

Lead and Share on DE&I Issues Across the Sciences- new Partnerships

- An Updated AGU Diversity and Inclusion Strategic Plan
- Formation of *Societies Consortium for Addressing Harassment in STEM*
- *SEA Change* Geoscience Departmental Awards (Athena Swan Model)

Provide New Resources for Science Community

- New AGU Ethics and Equity Center - partnership with NCPRE / U of Illinois
- New Assessment Tools and Workshop Resources through Sloan Foundation Grant

AGU Ethics and Anti-harassment Initiatives –

Summary: *“What’s working for us” – 5 key items*

Updated AGU Ethics Policy – defines “harassment” as scientific misconduct/ conduct self-disclosure process

Safe AGU Program including Bystander Intervention and Implicit Bias Workshops

Proactive D&I Partnerships across STEMM

Updated Diversity and Inclusion Strategic Plan

New Resources- AGU Ethics and Equity Center!



New Policies! Updated AGU Diversity and Inclusion Strategic Plan

- New definitions for AGU D&I
- Vision and plans to lead as a model organization
- Cross-cutting for all AGU programs
- Implementation in progress
 - Standing D&I Advisory Committee Appointed
 - D&I Training for all Council and Board Members
 - Organizational D&I Dashboard

AGU Diversity and Inclusion Strategic Plan

AGU100 ADVANCING
EARTH AND
SPACE SCIENCE

Adopted December 2018

New Partnerships! Sharing and Rewarding Building our Ethical Community



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

Share Learnings!

- AGU a Founding Member
- 124 societies have joined to-date

Partnerships Across STEM!

Building our Ethical Community



SEA CHANGE

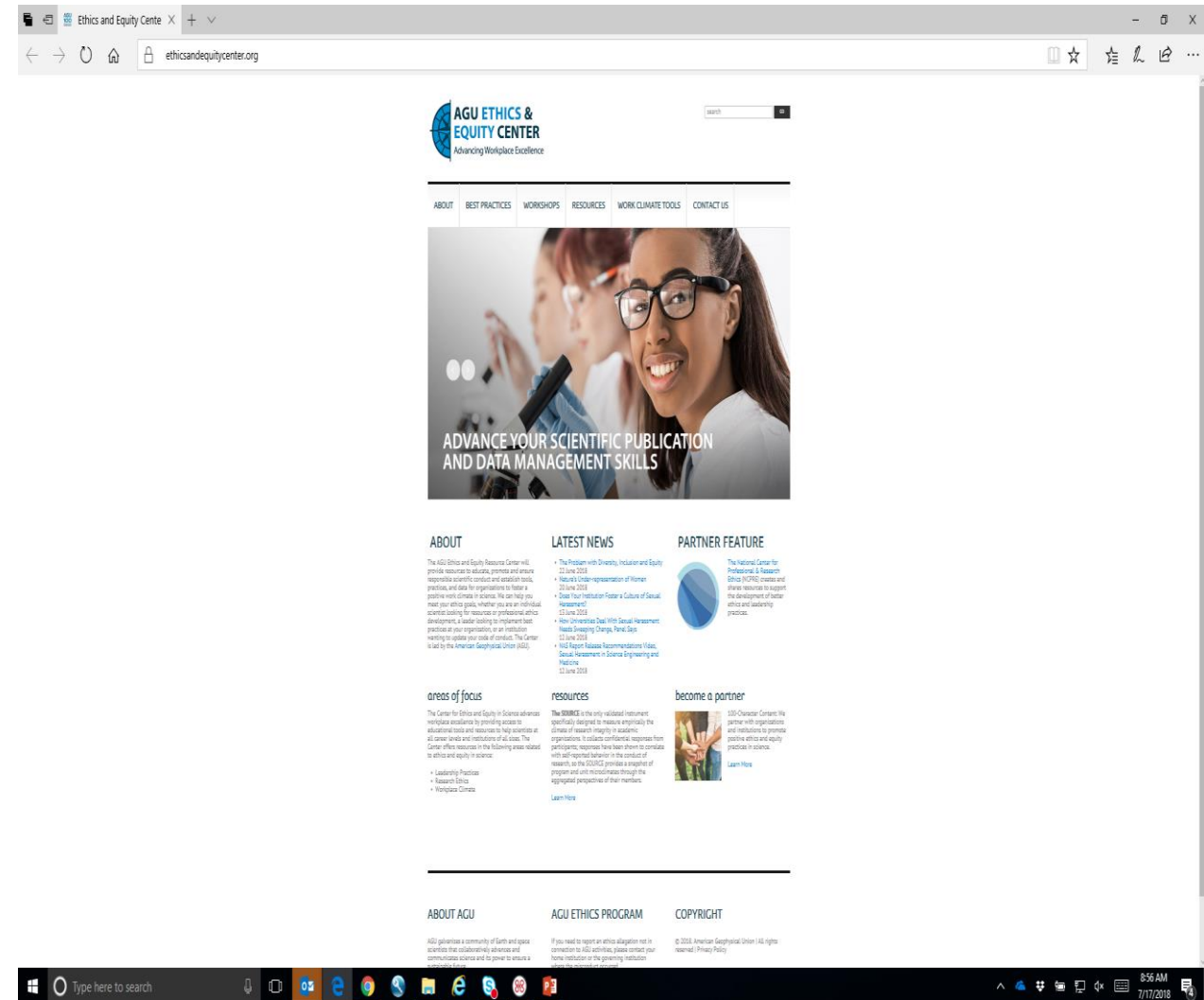
Recognize and Reward!

- STEM Equity Initiative – based on Athena Swan
- Geoscience Departmental Awards
- Voluntary for Institutions and Departments

New Resources! The AGU Ethics and Equity Center

Advancing workplace excellence

- Unique new services and RESOURCES
- Based on NCPRE (U of Illinois) Synergies and Partnership
- Problem Solving SUPPORT for harassment targets
- Cross-Sector Workshops and Studies



Future Focused: 2020 and Beyond

AGU Diversity, Equity, and Inclusion Programs

- Grow strategic partnerships
- Assure broad impact: implement metrics and measurements
- Make it sustainable!



Thank you

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