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Diversity, Equity, and Inclusion (DEI) at AGU: New Leadership Commitments and Progress Under an Updated Strategic Plan

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The American Geophysical Union (AGU), a global scientific society of >60,000 members, has a series of initiatives underway to address issues of diversity, equity, and inclusion in the Earth and space sciences, including the well-known issues of harassment and its impact on women scientists, and the closely related issues of systemic racism, sexism, ableism, discrimination against LGBTQ community, and their related intersectional issues. Building on its earlier work of establishing an updated AGU Ethics Policy which defines harassment and discrimination as scientific misconduct, AGU has taken additional significant steps over the past 12 months to further advance Diversity, Equity and Inclusion (DEI) practices— including work lead by the AGU Diversity and Inclusion Advisory Committee to launch a public facing AGU D&I dashboard, steps under the updated AGU Strategic plan to provide additional resources for supporting a more equitable and inclusive culture, and work and commitments by AGU leadership to address systemic racism through its “Eight Deliberate Steps.” This presentation will highlight new AGU DEI-related initiatives most recently underway, including the role of partnerships in helping to achieve the broader DEI culture change objectives, and the associated work across AGU Meetings, Publications, and Honors. Progress to date on these and other emerging new AGU Justice Equity Diversity and Inclusion (JEDI)-related resources and partnership initiatives, including metrics to track the impact of these changes, will be discussed.