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## Embedding EDI in Geoscience Publications – Examples from the AGU

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The American Geophysical Union understands an expansive and inclusive geoscience community is key to furthering knowledge about the Earth and the universe and finding solutions to current societal challenges. Though the geosciences have historically been dominated by a few homogenous groups, the collaborative and global nature of our science impels us to change our systems to include historically marginalized voices. Supported by AGU's 2018 Diversity and Inclusion Strategic Plan, in 2023, AGU Publications signed the Joint Commitment for Action on Inclusion and Diversity in Publishing. Signatories agree to collect self-reported gender and race/ethnicity data, develop baselines, and set minimum standards for inclusion. We provide a demographic overview of our authors, reviewers, and editors over time, detail how we collect data while following privacy laws, and discuss how data informs our DEIA strategies. We provide reports to our journal editors who set baselines and develop journal goals. We launched various initiatives to increase diversity and equity and decrease bias in peer review processes, and used the data to assess outcomes of these initiatives. In addition, we present examples of policy and structural changes we have implemented to weave DEIA in the scientific publishing environment, including our equitable approach to Open Access, our Community Science Exchange, and the recently launched Inclusion in Global Research policy to improve equity and transparency in research collaborations.