

# AGU | HONORS

## DIVERSITY REPORT

**AGU100** ADVANCING  
EARTH AND  
SPACE SCIENCE





# A Message from AGU Leadership

**Each year at Fall Meeting**, AGU honors a distinguished group of scientists by conferring the Union medals, awards, and prizes. These individuals are recognized for their “significant contributions to the Earth and space sciences through scientific research, education, communication, outreach, and sustained impact.”

While AGU represents more than 60,000 scientists from over 130 countries, demographic analysis of past award honorees has shown that when controlling for career stage and other factors, certain groups have been underrepresented among awardees. Thus, over the past year, AGU and the volunteers who spearhead our honors and rec-

ognition efforts have made a collaborative and multitiered effort to address this issue.

The cohort of 2019 recipients of Union awards, medals, and prizes is now more representative of the scientists within the AGU community. We realize there is more work to be done and, in the spirit of transparency, are releasing this report, which looks at two of these underrepresented groups: women and international populations.

**Robin Bell**  
AGU President

**Susan Lozier**  
AGU President-elect



# Membership Demographic Changes

**The AGU Honors Program** comprises three areas: Union awards, medals, and prizes (UAMP); AGU Fellows; and section awards. (Note that in the following data, individuals may be both female and international; they are counted separately—and thus may be counted in both groups—for demographic purposes. AGU currently does not collect race/ethnicity data of honorees and nominees, and thus this data is not included in the report. This is an item of attention for AGU and will be followed and reported in the future.)

The Honors Program received a record **685 nominations** in 2019.





AGU has maintained a steady membership of around 60,000 since 2014, with female membership in the high 20% range (Table 1). In 2018, AGU saw a record number of female members, hitting 30% for the first time. At the same time, international (non-U.S.) membership has remained in the high 30% range, until 2018, when this group reached 41%.

As AGU focuses on increasing the diversity of membership, the member community has called to simultaneously increase the diversity of the Honors Program. The Honors Program received a record number of nominations, 685, in 2019 (Table 2), a 20% increase over nominations received in 2018. In 2019, 31% (212) of the nominations were for women, more closely matching their representation among AGU membership. International members also received 31% (211) of the nominations in 2019, below their membership-wide representation but an increase of several percentage points over 2018.

In 2018, international members made up **41%** of total AGU membership.

AGU Membership					
	2014	2015	2016	2017	2018
<b>Women members</b>	26%	27%	27%	27%	30%
<b>Non-U.S. members</b>	39%	39%	39%	38%	41%

Table 1. AGU membership demographics, 2014–2018.

2014–2019 Honors Program Nominee Demographics			
Year	Total Nominations	Total Female	Total Int'l.
<b>2014</b>	320	74	67
<b>2015</b>	333	68	85
<b>2016</b>	552	123	170
<b>2017</b>	512	109	144
<b>2018</b>	572	131	163
<b>2019</b>	685	212	211

\*No section data for 2014 or 2015.

Table 2. Honors Program nominee demographics, 2014–2019.

# Union Awards, Medals, And Prizes

**The prestigious Union awards,** medals, and prizes have had an overall increase of diversity in nominees since 2014.

In 2019, female nominees total 70, or 33% of the total nominations (Table 3), and there was a significant jump in the number of female awardees, totaling 18, or 51% of the total awardee demographic (Table 4).

International nominee numbers followed a curve similar to that of women nominees, reaching 62, or 30% of total nominees, in 2019 (Table 3) and 10, or 29% of the total awardees (Table 4). This number is still below the 41% representation in total membership but far higher than the 10% awardee representation in 2014.



**51%** of the total UAMP honors in 2019 were awarded to women.

UAMP Nominations	2014	2015	2016	2017	2018	2019
<b>Female</b>	34	32	30	30	24	70
<b>Male</b>	96	95	110	104	118	137
<b>U.S.</b>	107	96	97	91	98	148
<b>International</b>	24	34	47	47	45	62
<b>Total Nominations</b>	130	130	144	138	143	210

*\*Gender count does not include nominations for a group/team.  
Table 3. Union award, medal, and prize nominees, 2014–2019.*

UAMP Honorees	2014	2015	2016	2017	2018	2019
<b>Female</b>	5	9	11	6	5	18
<b>Male</b>	24	16	21	23	28	16
<b>U.S.</b>	26	21	24	21	23	24
<b>International</b>	3	4	8	8	10	10
<b>Total Honorees</b>	29	25	32	29	33	35

*Table 4. Union award, medal, and prize honorees, 2014–2019.*



# AGU Fellows

## The nominees and awardees for AGU

**Fellows** shows a minimal increase in the number of women nominated and a slight improvement for international members. As the annual total of awardees has stayed steady between 60 and 62 Fellows, nominations for women have hovered between 15% and 21% (Table 5), with awardees ranging between between 16% and 24% of the total (Table 6). In 2019, nominations and awardees for women reached the highest level since 2014.

Meanwhile, nominations for international members have similarly hovered between 22% and 30% (Table 5). International members made up 19% of the total winners in 2014, and have steadily increased each year to a high of 42% in 2019 (Table 6).

The year 2019 saw a record number of female (**21%**) and international (**30%**) Fellows **nominees**.

In 2019, **42%** of AGU Fellows are international.

Fellows Nominations	2014	2015	2016	2017	2018	2019
Female	40	36	36	33	48	52
Male	149	167	190	184	199	195
U.S.	146	152	160	162	187	173
International	43	51	66	55	60	74
Total Nominees	189	203	226	217	247	247

Table 5. AGU Fellows nominees, 2014–2019.

Fellows	2014	2015	2016	2017	2018	2019
Female	13	11	11	10	13	15
Male	49	49	49	51	49	47
U.S.	50	47	41	41	42	36
International	12	13	19	20	20	26
Total Honorees	62	60	60	61	62	62

Table 6. AGU Fellows, 2014–2019.



# AGU Section Awards

**Data for the section awards** are only available since 2016, but like other areas of the Honors Program, section honors also saw an increase in total nominations in 2019. Female nominees increased to an all-time high of 90, or 39%, in 2019 (Table 7), resulting in 25 awardees, or 47%, of the total section awardees (Table 8).

The number of international section nominees has also been on the rise since 2017, with a total of 75 international candidates, or 33% of the total, in 2019 (Table 7). Table 8 shows that although the number of nominations has been increasing for international candidates, the actual honoree numbers have remained the same over the past 3 years, with 2018 and 2019 seeing 15 international honorees and, in fact, a slight decrease from 32% in 2018 to 28% of the total in 2019.

**Women** received **47%** of the AGU section awards in 2019.



Section Nominations	2016	2017	2018	2019
<b>Female</b>	57	46	59	90
<b>Male</b>	125	111	123	138
<b>U.S.</b>	125	115	124	153
<b>International</b>	57	42	58	75
<b>Total Nominations*</b>	182	157	182	228

*\*Data does not include section lectures.  
Table 7. AGU section nominations, 2016–2019.*

Section Honorees	2016	2017	2018	2019
<b>Female</b>	8	11	19	25
<b>Male</b>	30	41	28	28
<b>U.S.</b>	26	36	32	38
<b>International</b>	12	16	15	15
<b>Total Honorees*</b>	38	52	47	53

*\*Data does not include section lectures.  
Table 8. AGU section honorees, 2016–2019.*

# Appendix

## AGU MEMBERSHIP DATA

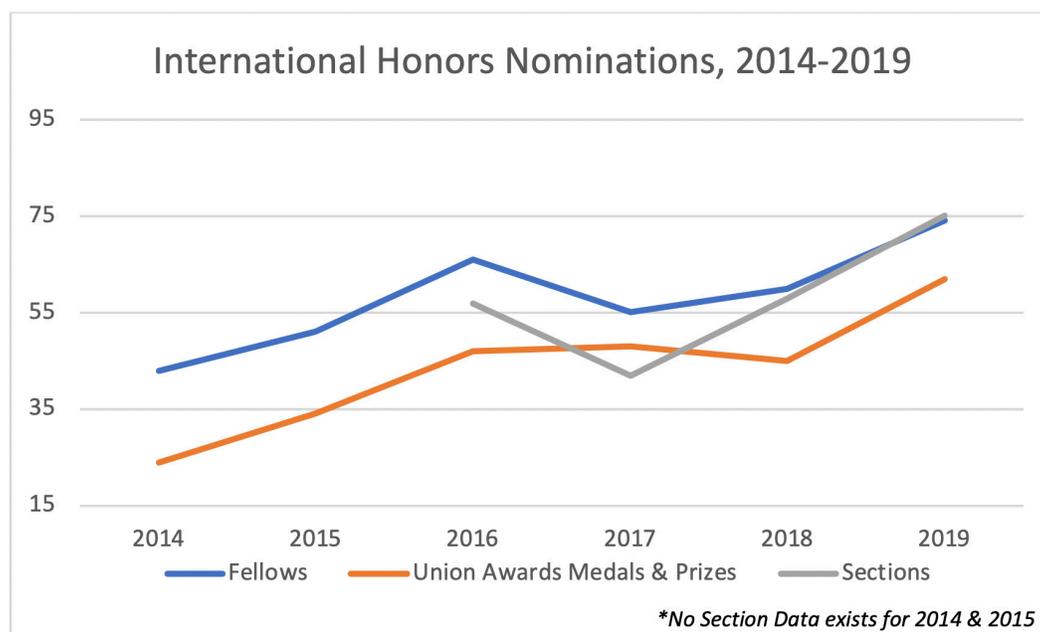
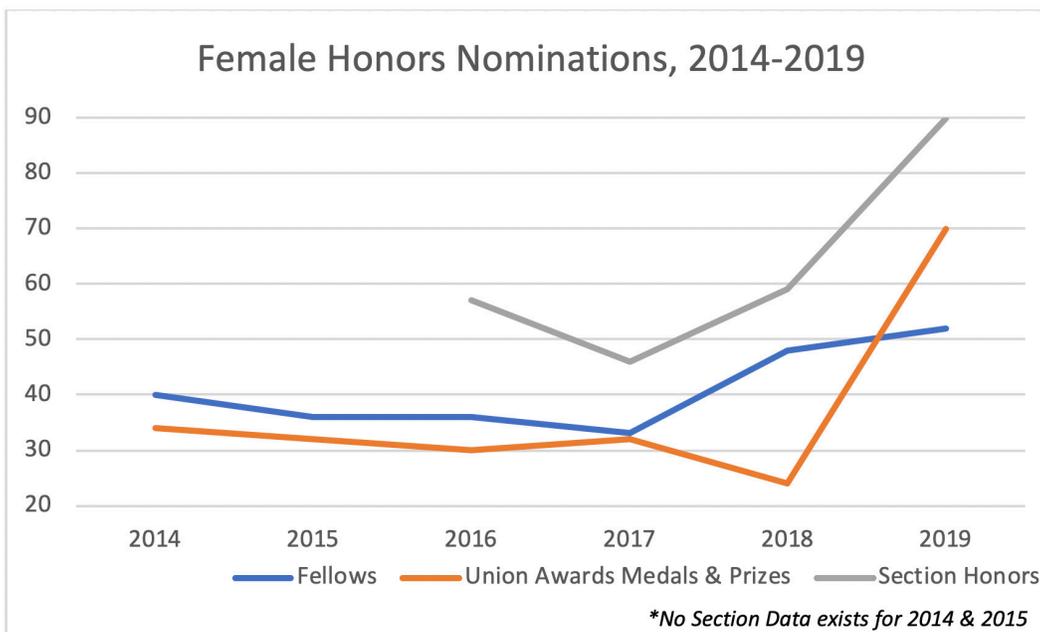
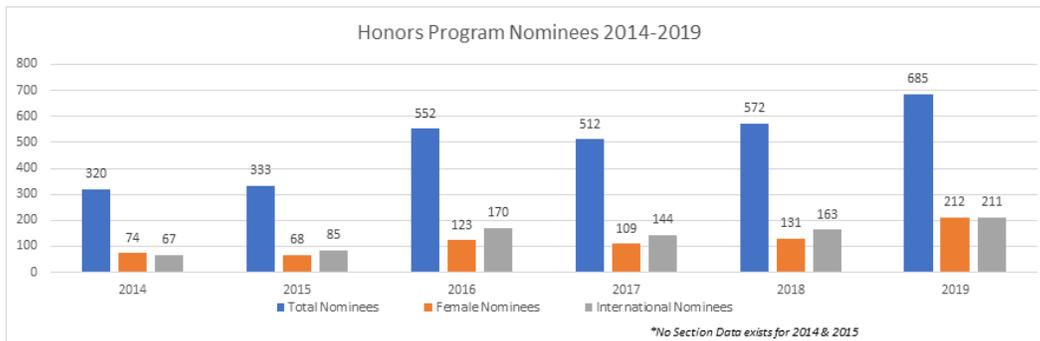
	2014	2015	2016	2017	2018
<b>Women members</b>	26%	27%	27%	27%	30%
<b>Non-U.S. members</b>	39%	39%	39%	38%	41%

## NOMINEE DATA

Total Nominations	2014	2015	2016	2017	2018	2019
<b>Fellows</b>	189	203	226	217	247	247
<b>Union AMP</b>	131	130	144	138	143	210
<b>Sections</b>	N/A	N/A	182	157	182	228
<b>Total</b>	320	333	552	512	572	685

Female Nominations	2014	2015	2016	2017	2018	2019
<b>Fellows</b>	40	36	36	33	48	52
<b>Union AMP</b>	34	32	30	30	24	70
<b>Sections</b>	N/A	N/A	57	46	59	90
<b>Total</b>	74	68	123	109	131	212

Int'l. Nominations	2014	2015	2016	2017	2018	2019
<b>Fellows</b>	43	51	66	55	60	74
<b>Union AMP</b>	24	34	47	47	45	62
<b>Sections</b>	N/A	N/A	57	42	58	75
<b>Total</b>	67	85	170	144	163	211

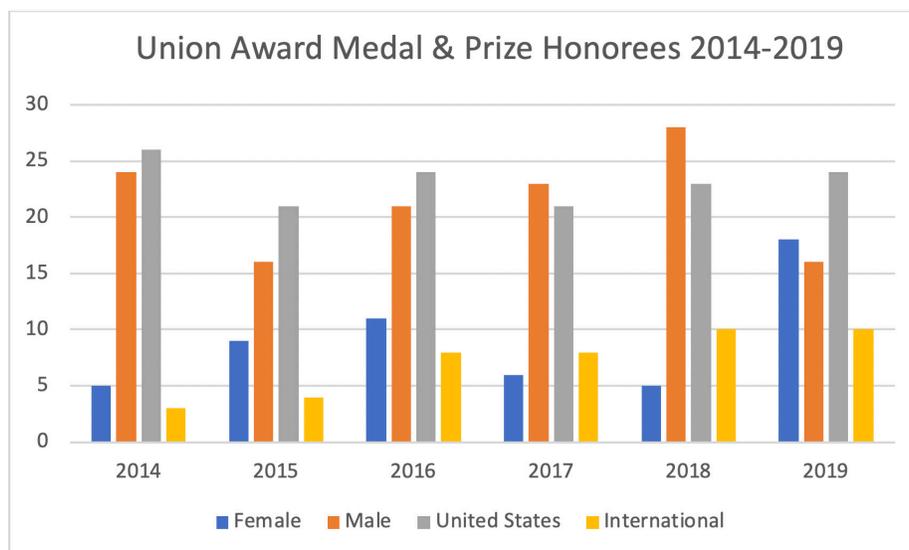


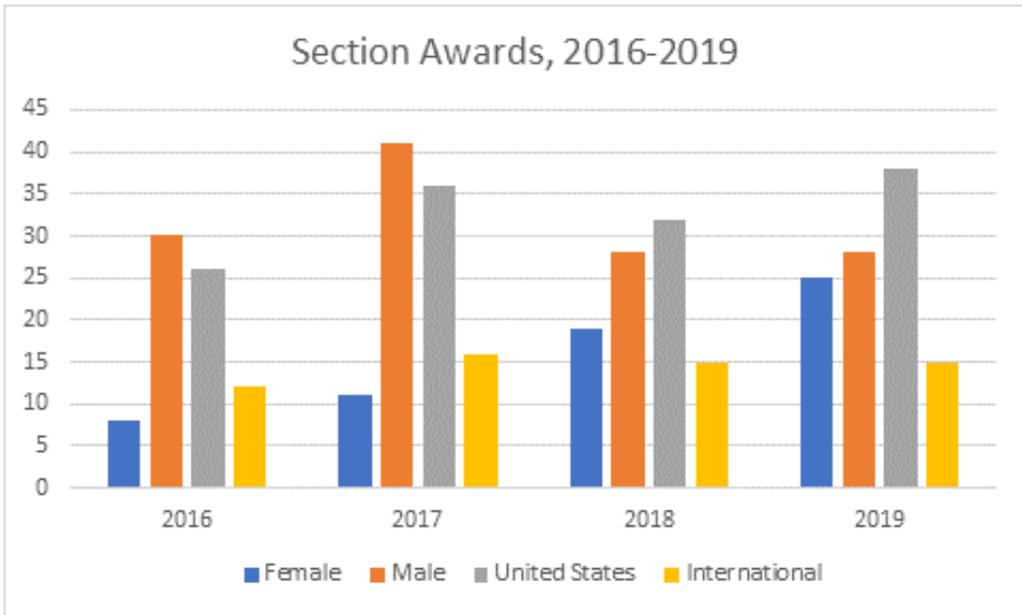
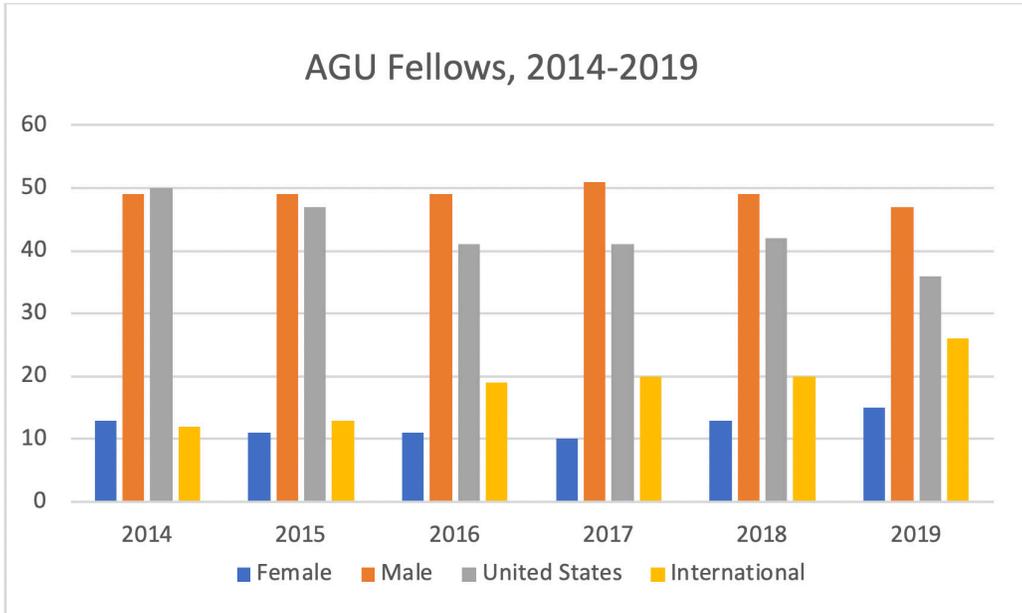
## HONOREE DATA

UAMP Honorees	2014	2015	2016	2017	2018	2019
Female	5	9	11	6	5	18
Male	24	16	21	23	28	16
U.S.	26	21	24	21	23	24
International	3	4	8	8	10	10
<b>Total Honorees</b>	<b>29</b>	<b>25</b>	<b>32</b>	<b>29</b>	<b>33</b>	<b>35</b>

Fellows	2014	2015	2016	2017	2018	2019
Female	13	11	11	10	13	15
Male	49	49	49	51	49	47
U.S.	50	47	41	41	42	36
International	12	13	19	20	20	26
<b>Total Fellows</b>	<b>62</b>	<b>60</b>	<b>60</b>	<b>61</b>	<b>62</b>	<b>62</b>

Section Awardees	2014	2015	2016	2017	2018	2019
Female	N/A	N/A	8	11	19	25
Male	N/A	N/A	30	41	28	28
U.S.	N/A	N/A	26	36	32	38
International	N/A	N/A	12	16	15	15
<b>Total Awardees</b>			<b>38</b>	<b>52</b>	<b>47</b>	<b>53</b>





# AGU AGU 100

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