



AGU's Diversity, Equity and Inclusion Dashboard

Baseline Data across AGU Programs
August 2022

Purpose: Why this Dashboard

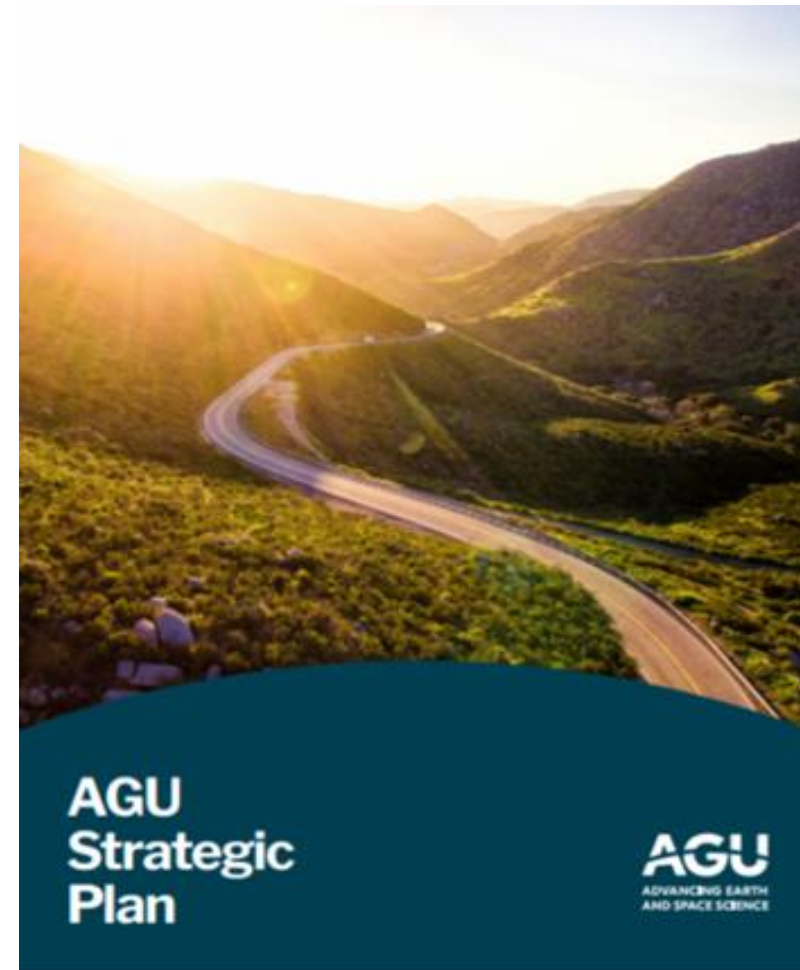
Allows AGU to review our progress, year over year

Guides AGU's DEI efforts and strategic goals toward creating a more inclusive scientific community

Provides transparency to all on AGU's DEI efforts

The Included Information:

- Measurements across key programs and activities
- Links closely to AGU Strategic Plan and organizational values
- Links closely to AGU actions and metrics for addressing racism
- Outward and inward focused data
- Represents a baseline assessment



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Data Collection Parameters

- Voluntary, self-reported information only
- Data current as of year-end 2021
- Some data points, where noted, are only applicable to U.S. residents
- Confidentiality is paramount
- International privacy laws, as well as legal and ethical concerns, were followed
- Expanded categories were introduced for gender identity and race/ethnicity in late 2021
- Data collection for non-members, especially co-authors of papers and abstracts remain challenging and results in incomplete data.

Current Data Results

Dashboard Items:

- AGU membership: gender diversity, country participation and career stage trends
- AGU publications first author, reviewers and editor data
- AGU Fall Meeting attendee and presentation demographic trends
- AGU Honors and Recognition program demographic participation
- AGU leadership demographic profile
- AGU staff demographic profile
- AGU Survey results on perceptions

Dashboard Baseline Results Q1 2022

AGU Membership – 2021 Baseline Summary



Among individuals who reported gender, 33% identified as women, while 66.7% identified as men and 0.3% identified as part of the nonbinary umbrella. Gender was not reported for 7.5%.



Among members who reported age, 55% are between the ages of 30 and 59. About 23% of AGU members are under 30 years old. Age was not reported for 8% of members.



AGU's membership is from 147 countries. The majority of members are in the U.S., Asia and Europe. 6% of AGU's members are based in Africa and Latin America.



Among U.S. members who have provided race/ethnicity information, 70 % are white; 8% are Asian American; 6% are Hispanic/Latino; and about 2% are Black. Race/ethnicity was not reported for 23% of U.S. members.

AGU Membership – Changes from 2020



Among individuals with known gender, women increased from 31.5% in 2020 to 33% in 2021 while men decreased from 68.4% to 66.7%. AGU introduced extended categories for gender identity options in 2021



While overall membership shrank, it got younger. Median age went from 42 to 40. This was driven by an increase in members under 30, with their proportion going from 20.5% in 2020 to 22.8% in 2021 (among members where age is known).



While AGU's membership remains global, the portion of U.S.-based members went from 60.7% in 2020 to 63.8% in 2021. The decrease in membership was more acute in regions outside the US.

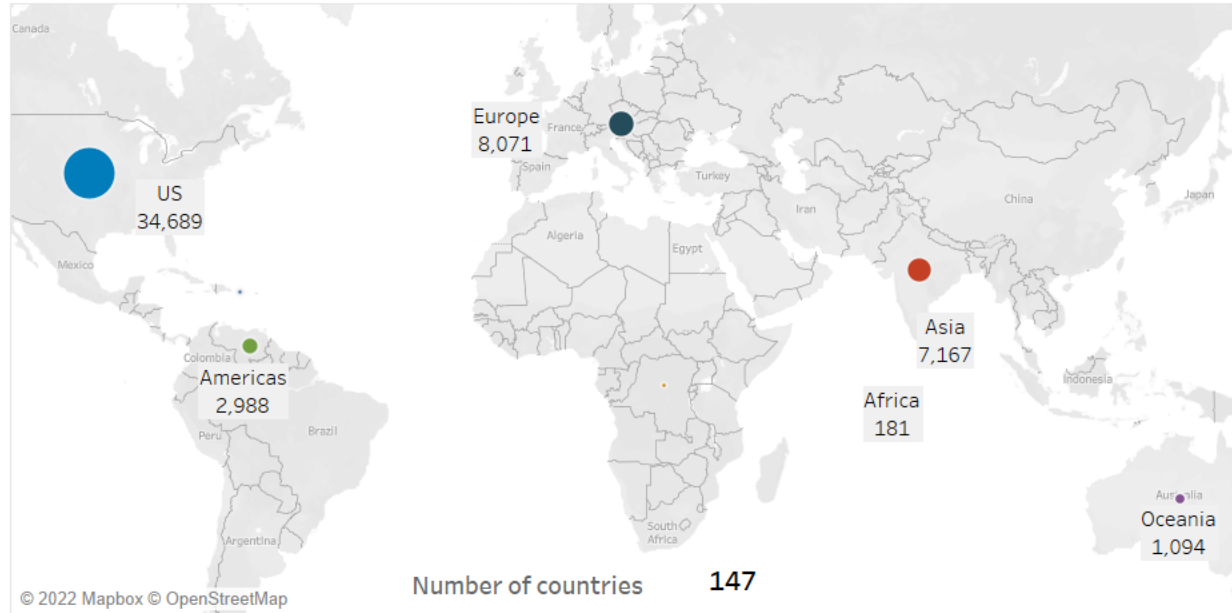


Among members in the U.S. who chose to identify a race/ethnicity, the majority were white (70% in 2021 vs. 71% in 2020). The percentages for other race/ethnicities increased slightly from 2020 to 2021: 8% to 8.2% for Asian or Asian American; 1.6% to 1.8% for Black; 5.4% to 5.7% for Hispanic/Latino.

Year-over-year comparison is based on known categories. Percentages are calculated on total of records with a known value for that specific data point.

AGU Membership

Geographic Distribution



Year
2021

AGU Members

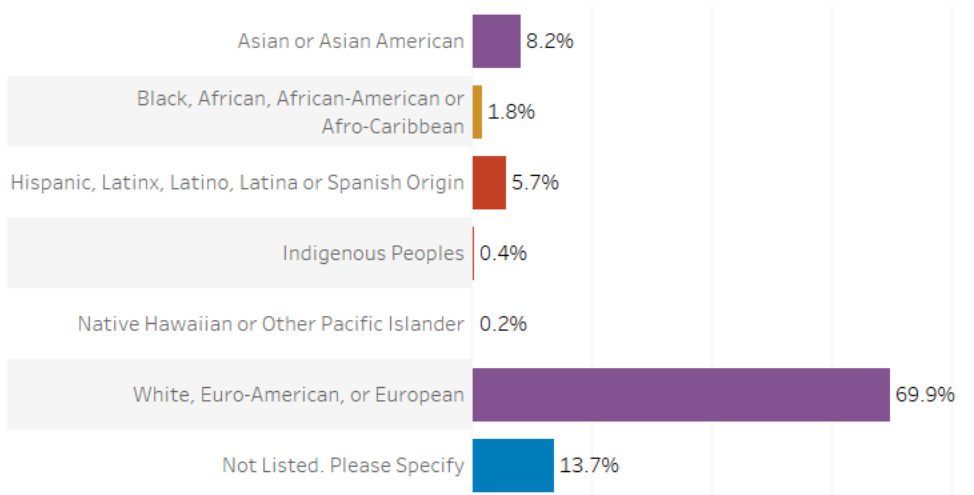
2014	59,253
2015	60,317
2016	59,315
2017	59,258
2018	60,782
2019	62,572
2020	58,850
2021	54,378

Section
All Sections

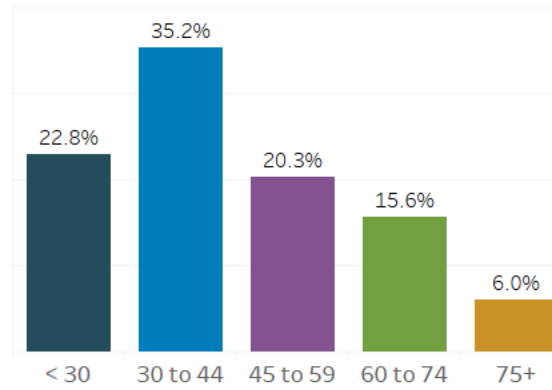
Section Members

2014	59,253
2015	60,317
2016	59,315
2017	59,258
2018	60,782
2019	62,572
2020	58,850
2021	54,378

Race/Ethnicity (US Only)



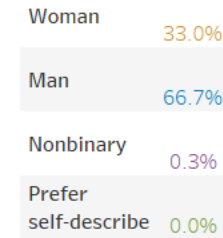
Age Distribution



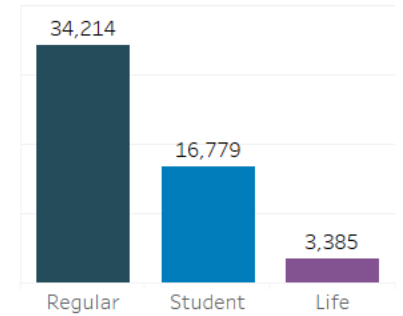
Median Age

40

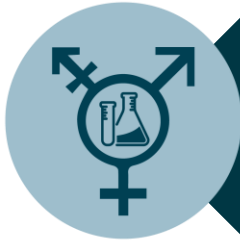
Gender Distribution



Member Type



AGU publications – 2021 Baseline Summary



Among authors, reviewers and editors of AGU publications who have reported gender, 26.1% identified as women in 2021, 73.7% identified as men and 0.2% identified as nonbinary. Gender was not reported for 57%.



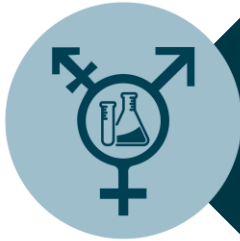
Among contributors to AGU publications with a known career stage, student and early career scientists made up 42.6% and mid-career and experienced scientists made up more than half (56.7%) in 2021. Career stage remains unknown for 56.7% of contributors to AGU publications.



China had the most (17,308) authors, editors and reviewers in 2021. The U.S. came in second with 16,778 and the United Kingdom was in third with 2,837.

Year-over-year comparison is based on known categories. Percentages are calculated on total of records with a known value for that specific data point.

AGU publications – Changes from 2020



Among individuals with known gender, there was little change. Men represented 73.7% of AGU publications contributors in 2021 versus 74% in 2020. Individuals who identify as nonbinary went from 0% to 0.2%; AGU updated the gender categories to include nonbinary in 2021.



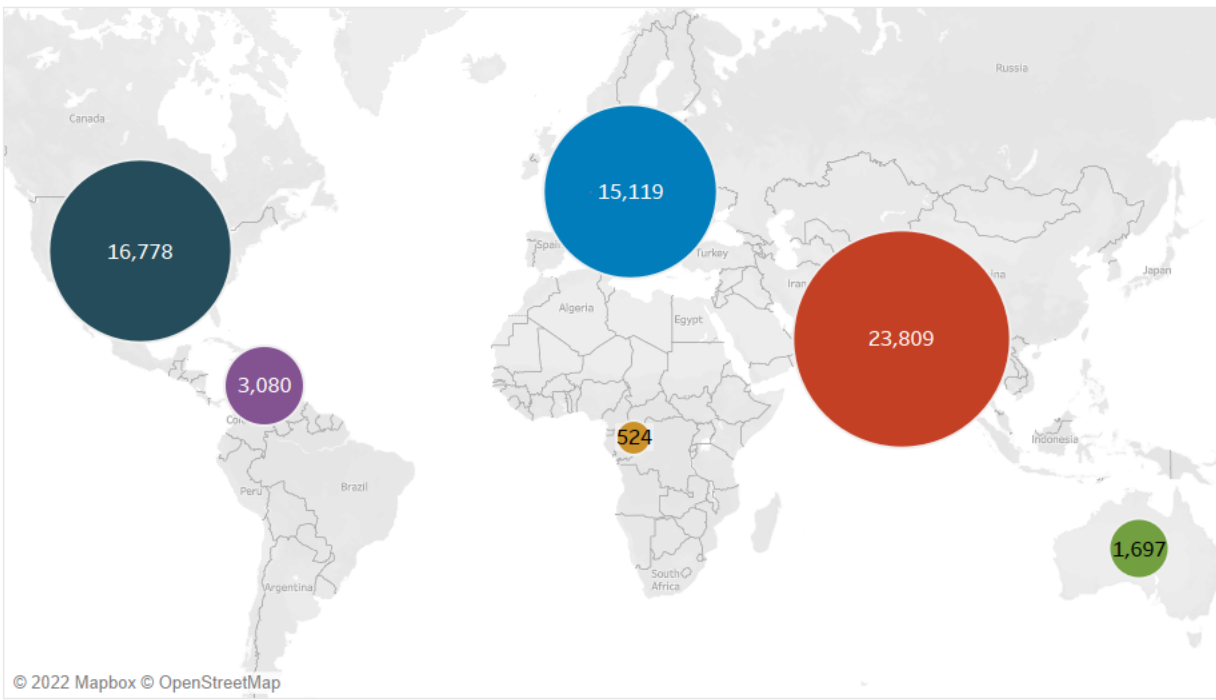
Some efforts to collect better demographics for AGU publications contributors resulted in a slight decrease of unknown for career stage (from 57.8% in 2020 to 56.7% in 2021). Among contributors for whom career stage is known, there was little change from 2020. Student and early career scientists went from 43.4% in 2020 to 42.6% in 2021. Mid-career and experienced scientists went from 56% in 2020 to 56.7% in 2021.



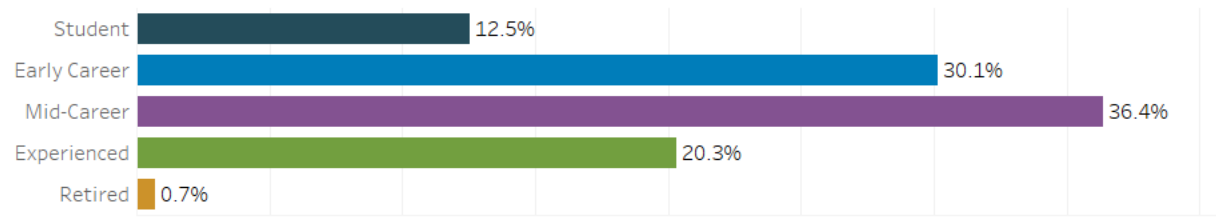
More submissions were received from first authors in China than from any other country in 2021, up from second in 2020.

AGU Publications

Geographic Distribution



Career Stage Distribution



Year
2021

Individual Type
All

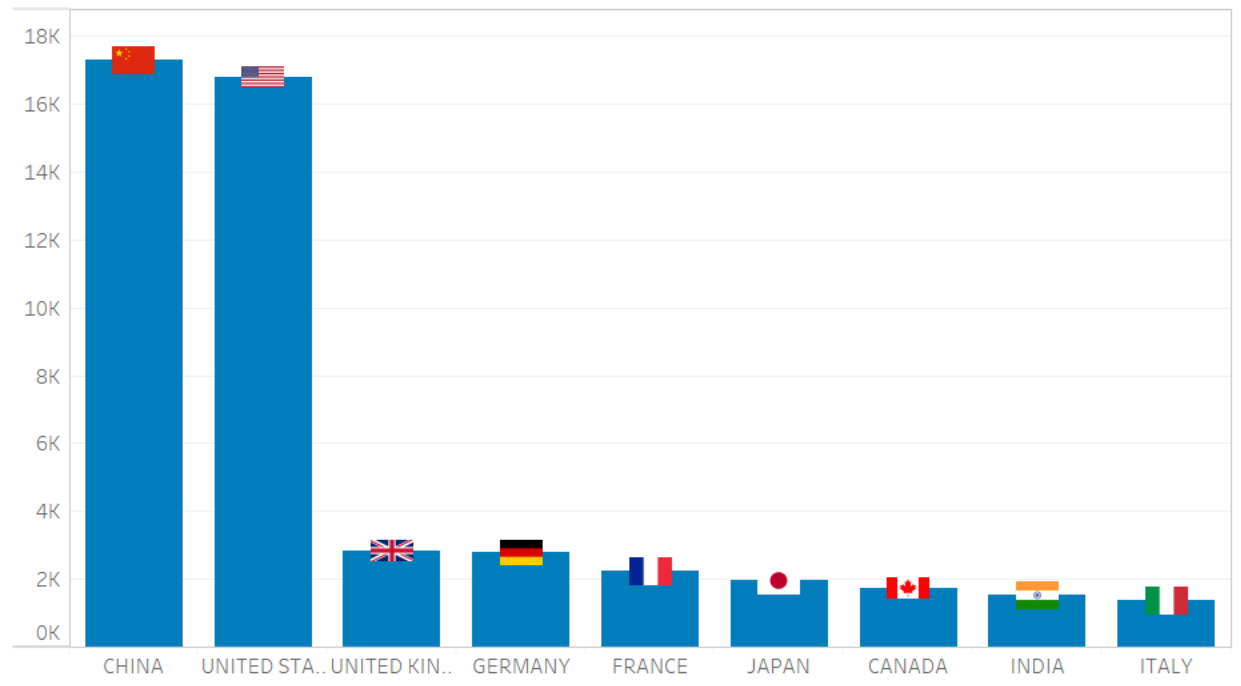
Total Individuals 61,334

- Reviewers 19,309
- Editors 842
- Authors (Submitted) 51,269
- Authors (Published) 21,966

Gender Distribution

Gender	Percentage
Woman	26.1%
Man	73.7%
Nonbinary Umb..	0.2%

Top 10 Countries



AGU Meetings – 2021 Baseline Summary



For Fall Meeting 2021 attendees who reported gender, 60.5% identified as men, 38.9% identified as women and 0.5% identified as nonbinary. Gender was not reported for 14.8% of attendees.



Among Fall Meeting 2021 presenters with a known career stage, 72.3% were students and early career scientists. For attendees, 67% were students and early career scientists. Career Stage was unknown for 5.7% of presenters and 10% of attendees.



The majority of Fall Meeting presenters (64.5%) were from the U.S. For Fall Meeting attendees, 67.7% were from the U.S. The next three highest were Canada, the United Kingdom and Japan.



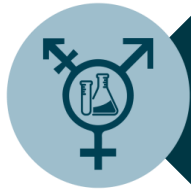
For Fall Meeting 2021 attendees who had provided race/ethnicity information, 57% were white, 10% were Asian or Asian American, 6% were Hispanic/Latino and about 1.7% were Black. Race/ethnicity was unknown for 30% of Fall Meeting attendees.



Over 23,000 scientists attended AGU's first hybrid Fall Meeting in 2021.

Note: The information on the next slide is static and will not match up with these numbers. That is because we looked at this data through the Fall Meeting 2021 attendee and presenter filters.

AGU Meetings – Changes from 2020



For attendees with known gender, there was a slight increase in the percentage of women (38.5% in 2020 to 38.9% in 2021) and in individuals who identify as nonbinary (0.1% in 2020 to 0.5% in 2021).



For presenters where career stage was known, students and early career scientists remain the vast majority of presenters and increased from 70.3% in 2020* to 72.3% in 2021.



The U.S. increased slightly its position as the country with most presenters (64.2% to 64.5%) and attendees (66.1% to 67.7%). The next three highest countries for attendees remained Canada, the United Kingdom and Japan. India went from #10 in 2019 to #7 in 2021.



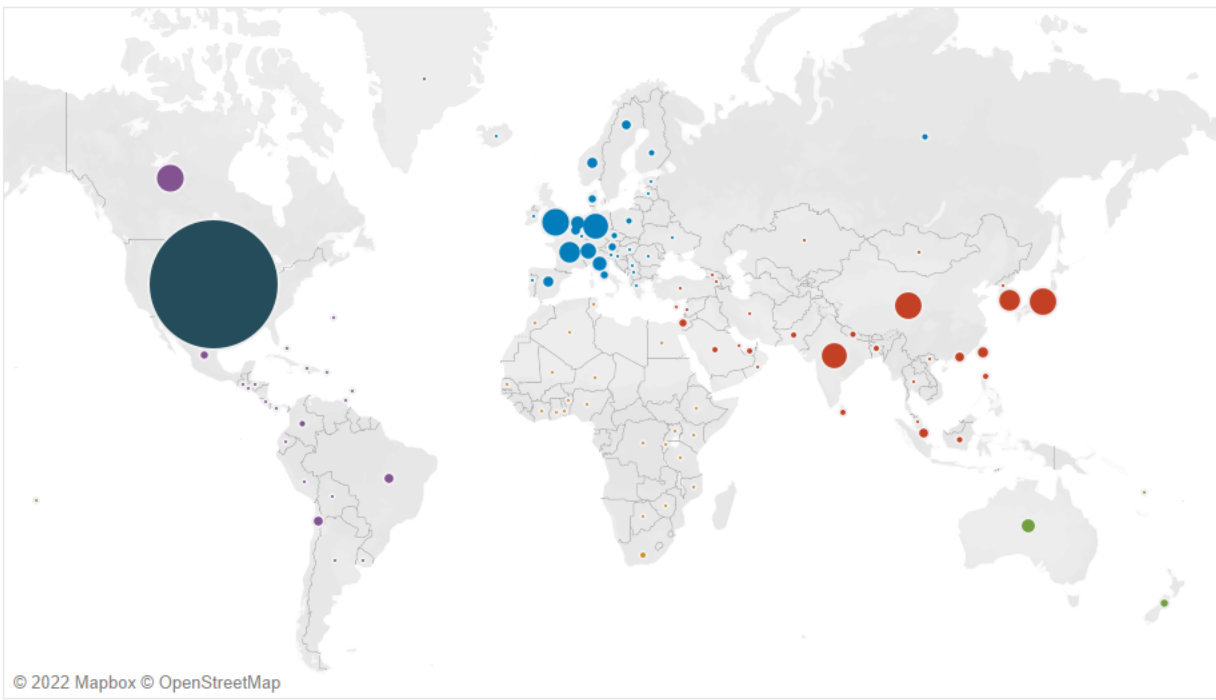
Among attendees who identified with at least one of the listed race/ethnicity categories, there was an increase in attendees who are Asian or Asian American (6.7% to 10.0%) or Black (1.3% to 1.7%). While there was a small decrease in attendees who are Hispanic/Latino (6.3% to 6.0%), it is due to individuals now being able to select more than one category; 0.9% did so in 2021.

Year-over-year comparison is based on known categories. Percentages are calculated on total of records with a known value for that specific data point.

**There was an error in reporting of career stage in 2020 where some students were erroneously reported as early career scientists but the total of students + early career scientists was unaffected.*

AGU Fall Meeting Attendees

Geographic Distribution



Total Individuals 61,535

Year
2021

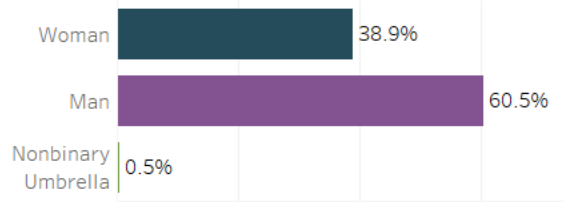
FM Individual Type
Attendees

Attendees	23,175
Session Primary Conveners	1,137
Session Conveners (All)	4,213
Abstract Presenters	20,264
Abstract Authors (All)	57,749

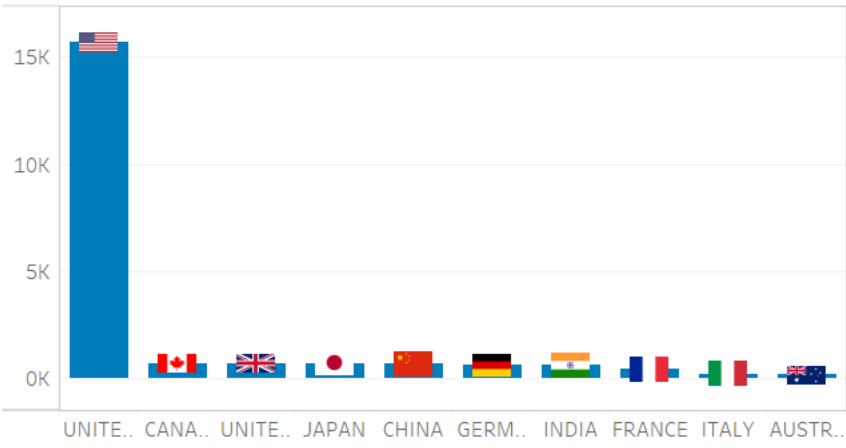
Historical Data

FM Individuals		Attendees	
2015	55,560	2015	23,341
2016	56,699	2016	23,425
2017	56,492	2017	21,446
2018	68,094	2018	27,086
2019	70,480	2019	26,756
2020	58,298	2020	25,286
2021	61,535	2021	23,175

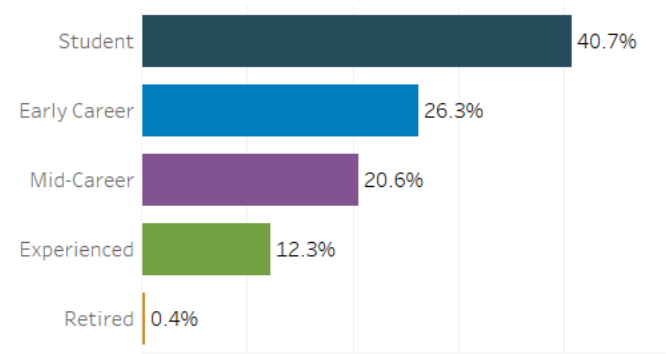
Gender Distribution



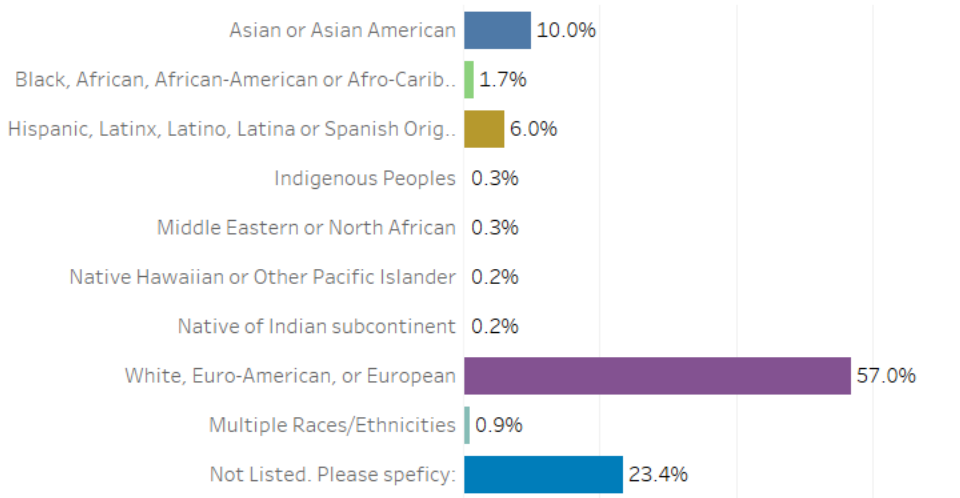
Top 10 Countries



Career Stage Distribution

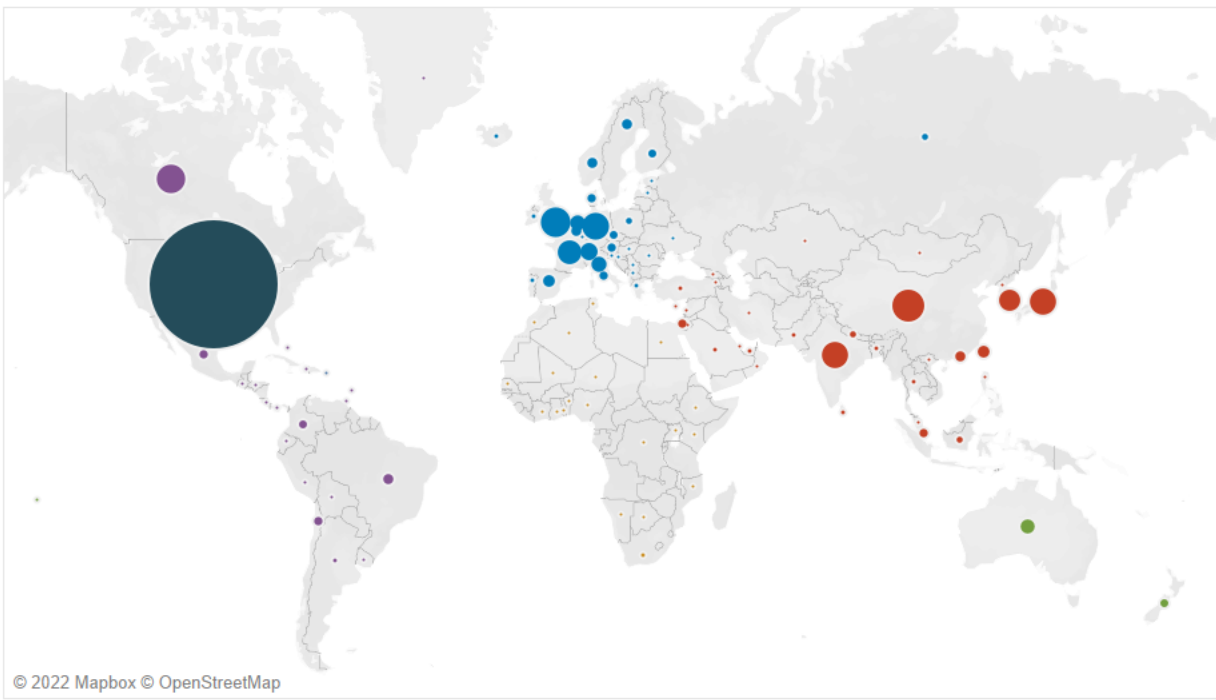


Race/Ethnicity Distribution



AGU Fall Meeting Presenters

Geographic Distribution



Total Individuals 61,535

Year
2021

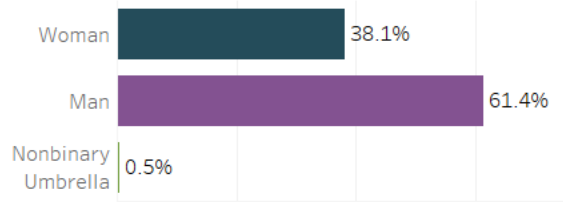
FM Individual Type
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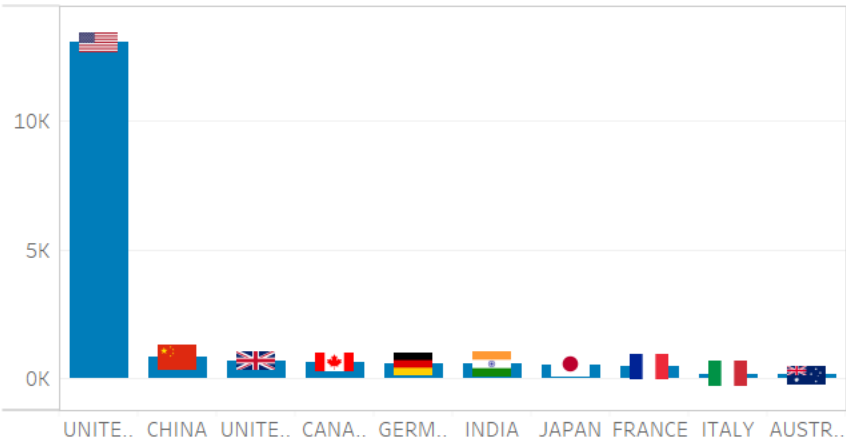
Historical Data

FM Individuals		Presenters	
2015	55,560	2015	19,106
2016	56,699	2016	19,615
2017	56,492	2017	19,164
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2019	70,480	2019	24,161
2020	58,298	2020	19,396
2021	61,535	2021	20,264

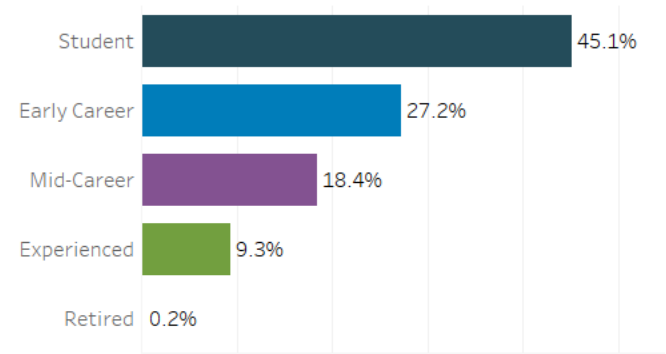
Gender Distribution



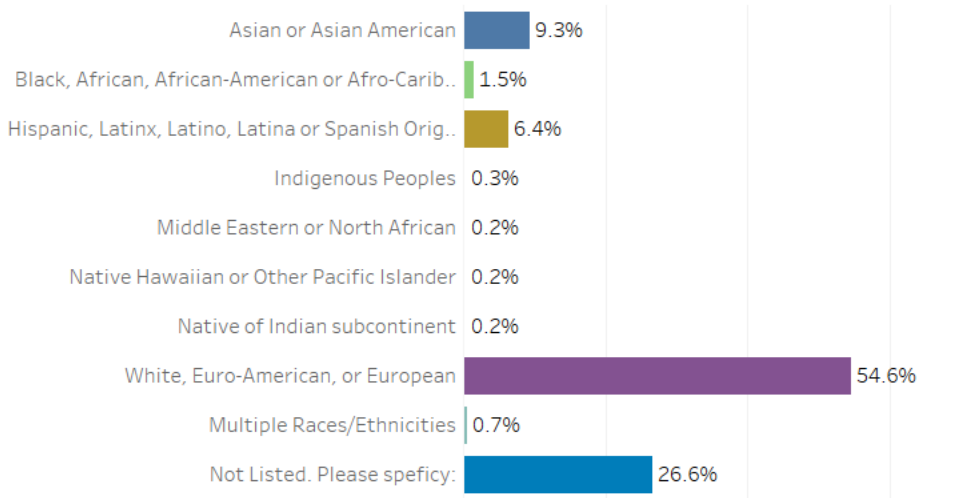
Top 10 Countries



Career Stage Distribution



Race/Ethnicity Distribution



Union Medals, Awards and Prizes – 2021 Baseline Summary



In 2021, among Union Medal, Award and Prize (MAP) recipients who provided gender information, 41.9% identified as women and 58.1% identified as men. Gender was not provided by 6.1% of Union MAP recipients.



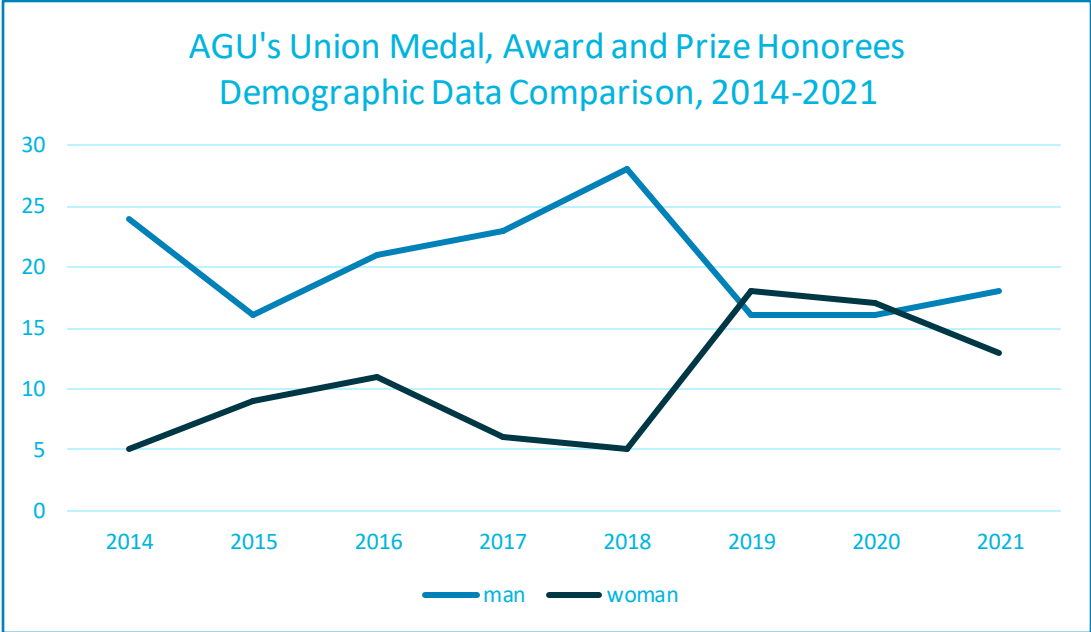
Among Union MAP recipients where age was known, 31% were between the ages of 40 and 49, while 31% were 65 years old or older, 13.8% were between 30 and 39 years of age, and 20.7% were between 50 and 64 years old. Age was unknown for 12.1% of Union MAP recipients.



The majority (63.6%) of scientists receiving Union Medals, Awards and Prizes in 2021 were based in the U.S.



In 2021, among MAP recipients who provided race/ethnicity information, 95.5% were white and 4.5% were Black. Race/ethnicity was not provided by 33.3% of Union MAP recipients.



Union Medals, Awards and Prizes – Changes from 2020



Among individuals who reported gender, the percentage of Union MAP recipients who are women decreased from 51.5% in 2020 to 41.9% in 2021.



Among individuals who reported age, Union MAP recipients who are 50 or older went from 45.5% in 2020 to 51.7% in 2021.



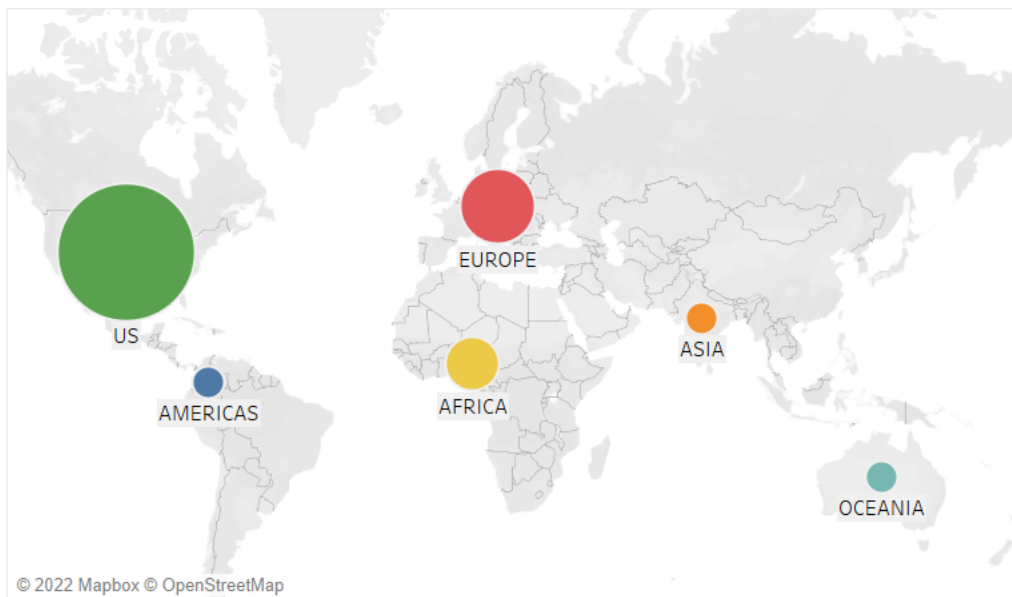
While the majority of scientists receiving Union Medals, Awards and Prizes in 2021 remained based in the U.S., their proportion decreased from 75% in 2020 to 63.6% in 2021.



Among Union MAP recipients who had identified with at least one race/ethnicity, diversity decreased in 2021 with only two race/ethnicities represented (versus 4 in 2020) and the percentage of non-white individuals decreasing from 19% in 2020 to 4.5% in 2021.

AGU Honors Union Medals Awards and Prize Recipients

Geographic Distribution



Honor Type	2021	Recipients	Nominees
Fellow	59	283	
Union MAP	33	223	
Section Honors	56	199	
Outstanding Stud..	127	2,586	
Grand Total	274	3,291	

Gender Distribution

Woman	41.9%
Man	58.1%

Year 2021
Honor Type Union MAP

Nominations/Participation

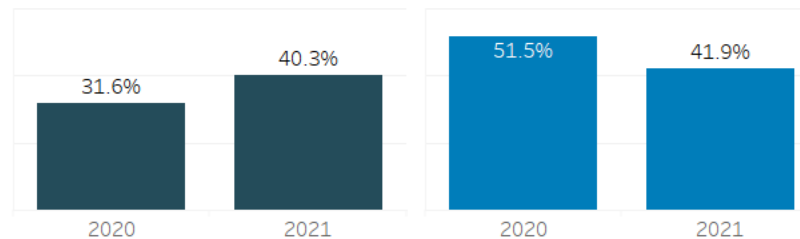
Historical counts

2017	138
2018	143
2019	210
2020	217
2021	223

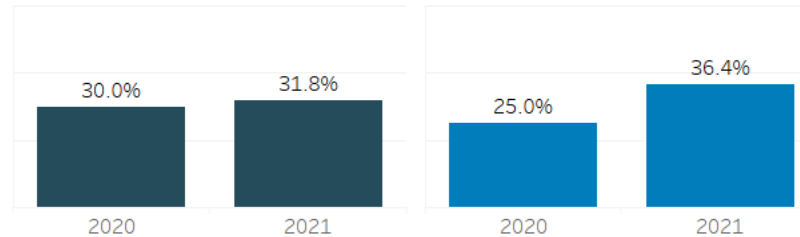
Honorees/Winners

2017	28
2018	35
2019	36
2020	36
2021	33

% Women*

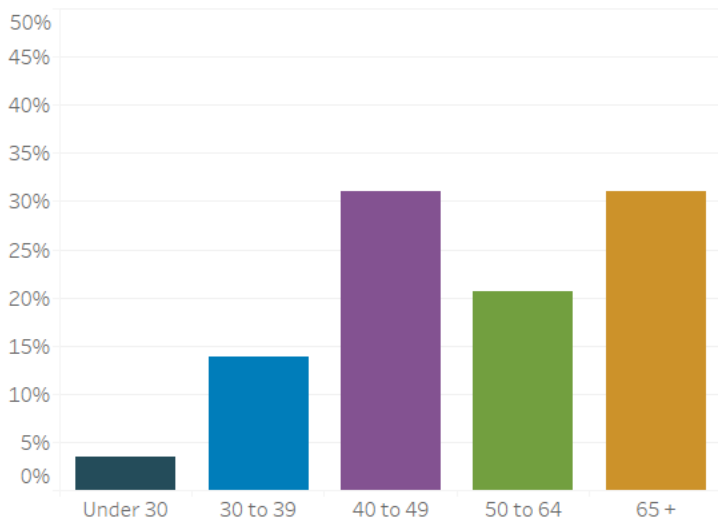


% Non US



*For ease of year-to-year comparison, and given variation in the percentage of unknown gender, the percentage of female is calculated based only on the count of individuals with known gender.

Age Distribution



Race/Ethnicity*



*Race/Ethnicity was historically only asked of individuals located in the US. Categories are still changing to make more sense to non-US based individuals.

AGU Leadership (Board, Council, Committee Chairs and Editors) – 2021 Baseline Summary



Members of AGU's leadership identified themselves as 83% white and 53% male. 46% of AGU's leadership identified as female.



Nearly three-quarters (73%) of AGU's leadership is between the ages of 40 and 64 while 10% are under the age of 40.



While 25 countries are represented in AGU's leadership, 73% of AGU leaders are based in the U.S.



In 2021, 6.4% of AGU leadership identified as Asian or Asian American, 2.7% as Hispanic/Latino and 1.8% as Black.

Note: About 2.9% of AGU's leadership was unknown in terms of gender. Race/ethnicity was not available for 34.8% of AGU leaders (either not provided or individual didn't identify with any of the listed categories).

Age was unknown for 4% of AGU leaders.

Percentages above are calculated based on known data and excludes unknowns.

AGU Leadership (Board, Council, Committee Chairs and Editors) – 2021 Baseline Summary



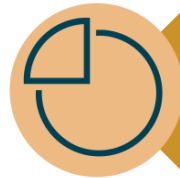
The percentage of AGU leaders who are women remained steady (45.8% to 46.1% in 2021) with decreases in the Board and Council but an increase in Committee Chairs and Editors, which make the largest portion of AGU leaders.



Among leaders who reported age, there was a little shift in the under 40 (10% in 2021 vs. 7% in 2020) and in the 65 and older group (17% in 2021 vs. 20% in 2020).



The number of countries represented by AGU leaders increased from 21 in 2020 to 25 in 2021.



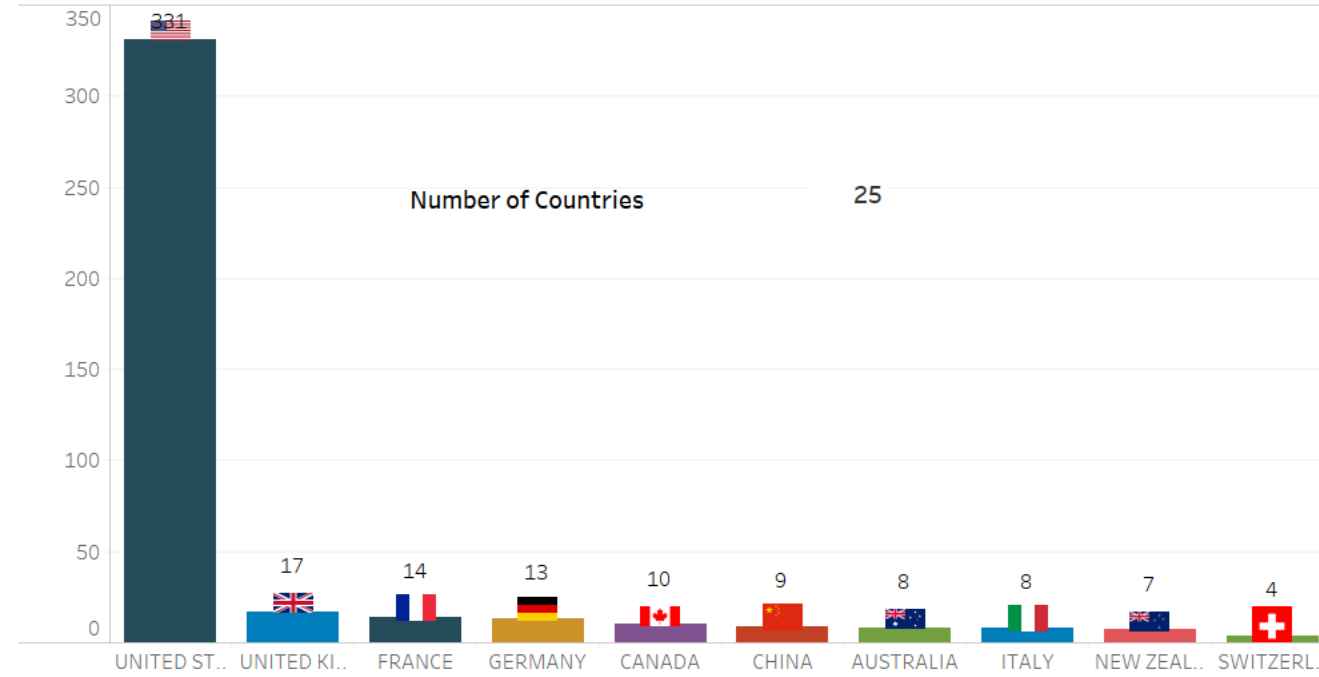
Among AGU leaders who identified with at least one of the race/ethnicity categories, there was a slight increase of AGU leaders who are Asian or Asian American (9.5% to 9.9%), Black (2.4% to 2.7%) and a small decrease for those who are Hispanic/Latino (4.8% to 4.1%) or white (83.4% to 83%).

Year-over-year comparison is based on known categories. Percentages are calculated on total of records with a known value for that specific data point.

AGU Leadership

Year
2021

Top 10 Countries



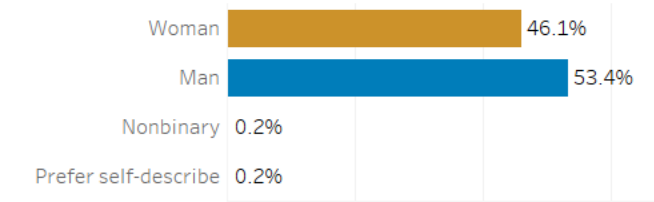
Number of Individuals **451**

AGU Leadership

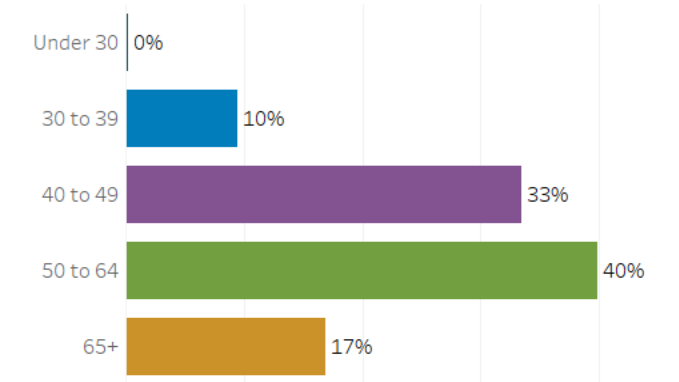
	Total	% Women	% Non-US	%US URM
AGU Board	16	53.3%	25.0%	18.2%
AGU Council	73	56.9%	23.3%	14.9%
Committee Chairs and Ed.	397	44.8%	27.2%	4.5%
Total Leadership	451	46.1%	26.6%	6.5%
Total AGU Members	54,378	33.0%	36.8%	8.4%

Gender Distribution

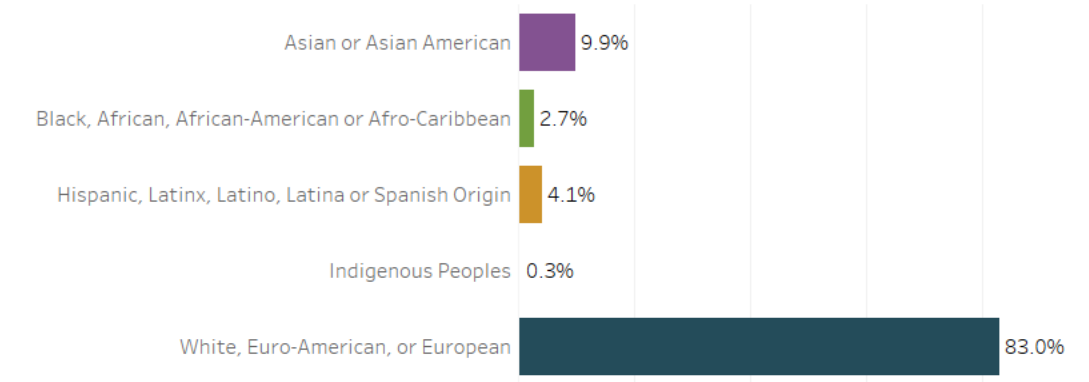
%Women in table above is calculated as proportion of individuals with a known gender



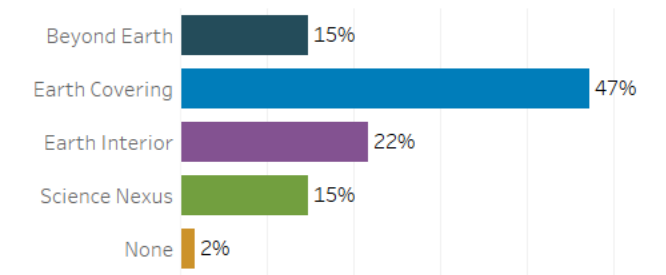
Age Distribution



Race/Ethnicity



Area of Science



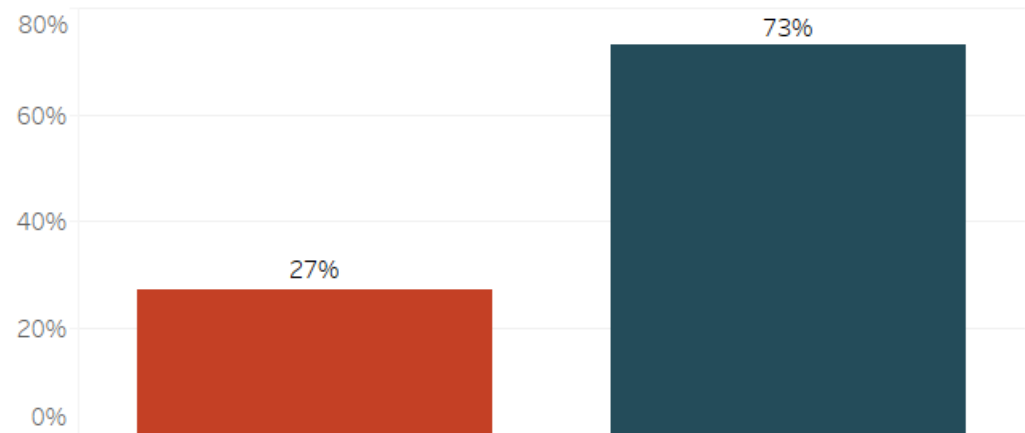
AGU Staff Demographics: 2021 Baseline Summary

AGU has a diverse staff across all job levels, although there are areas for improvement

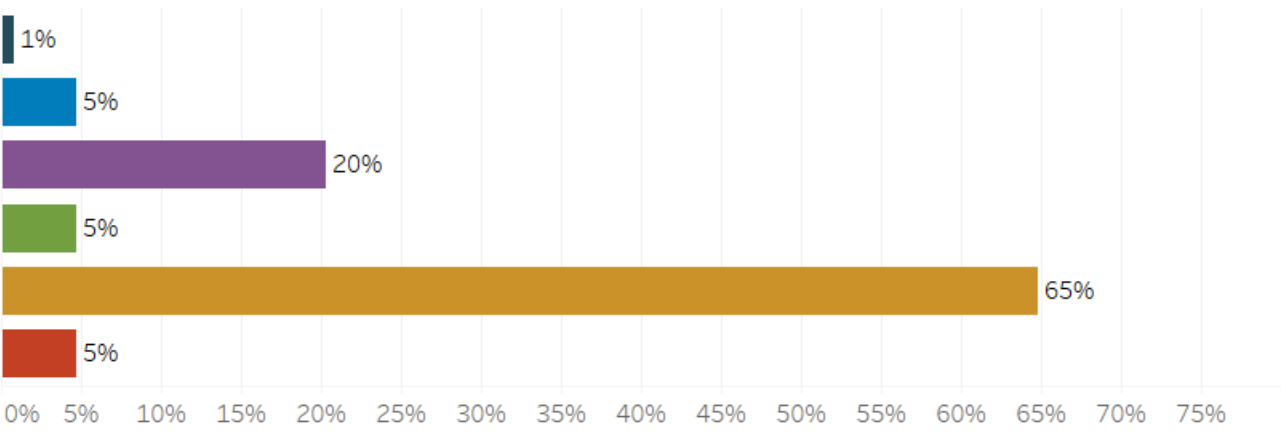
- AGU staff overall identify as 65% white, 20% Black, 5% Asian, 5% Hispanic, and 5% two or more races
- 73% of AGU staff identify as women
- 74% of AGU Staff leadership (director or above) identify as women
- 21% of AGU Staff leadership (director or above) identify as either Black or of Hispanic or Asian descent

AGU Staff

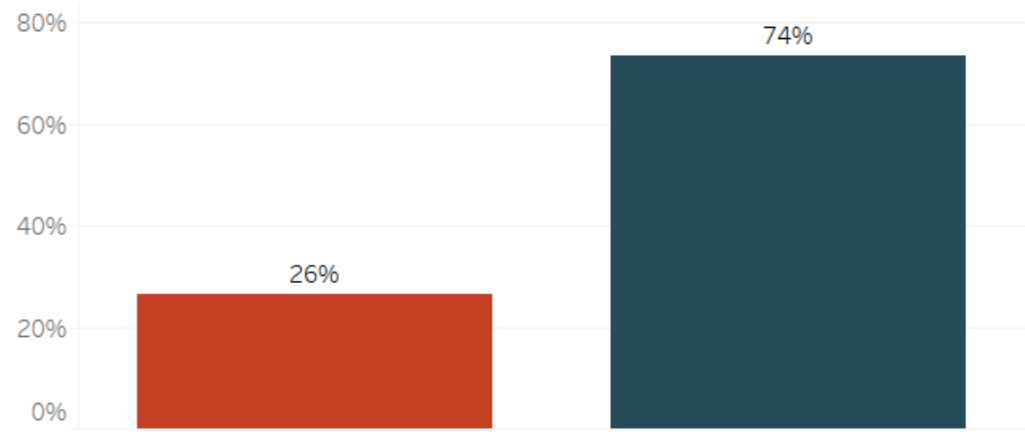
AGU Staff Gender



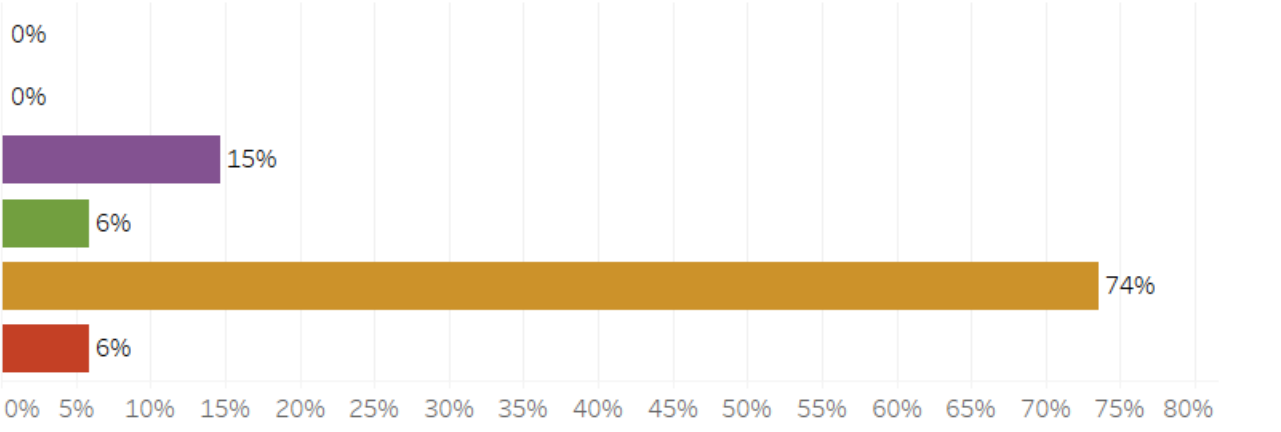
AGU Staff Race/Ethnicity



AGU Staff (Directors and Above) Gender



AGU Staff (Directors and Above) Race/Ethnicity



Men
Women

American Indian/Alaskan Native
Asian
Black
Hispanic
White
2 or more races

AGU Qualitative Measures – 2021 Baseline Summary



Professional Attitudes

The majority (about 58%) of AGU members agreed that AGU is doing a good, very good or excellent job recruiting leadership with varied backgrounds and experiences.

66% thought AGU is doing a good, very good or excellent job ensuring that all members are treated fairly.

This is a 10% increase over 2020.

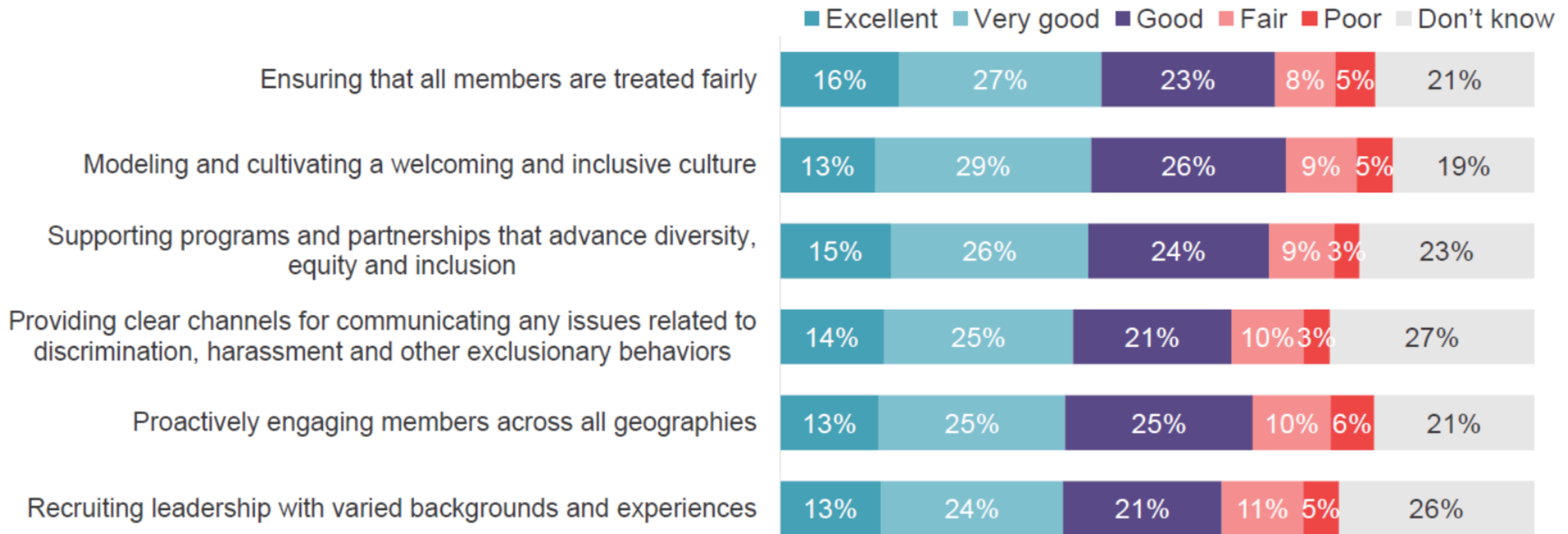
16% of members thought AGU is doing a poor or fair job of proactively engaging members across all geographies. However, about 60% thought AGU is doing a good, very good or excellent job.

14% of members thought AGU is doing a poor or fair job of cultivating a welcoming and inclusive culture. However, more than two-thirds (68%) thought AGU is doing a good, very good or excellent job.

About 4 out of 10 (38%-43%) respondents rated statements regarding AGU's approach to DEI as very good or excellent. 12-16% of respondents rated the statements as fair or poor.

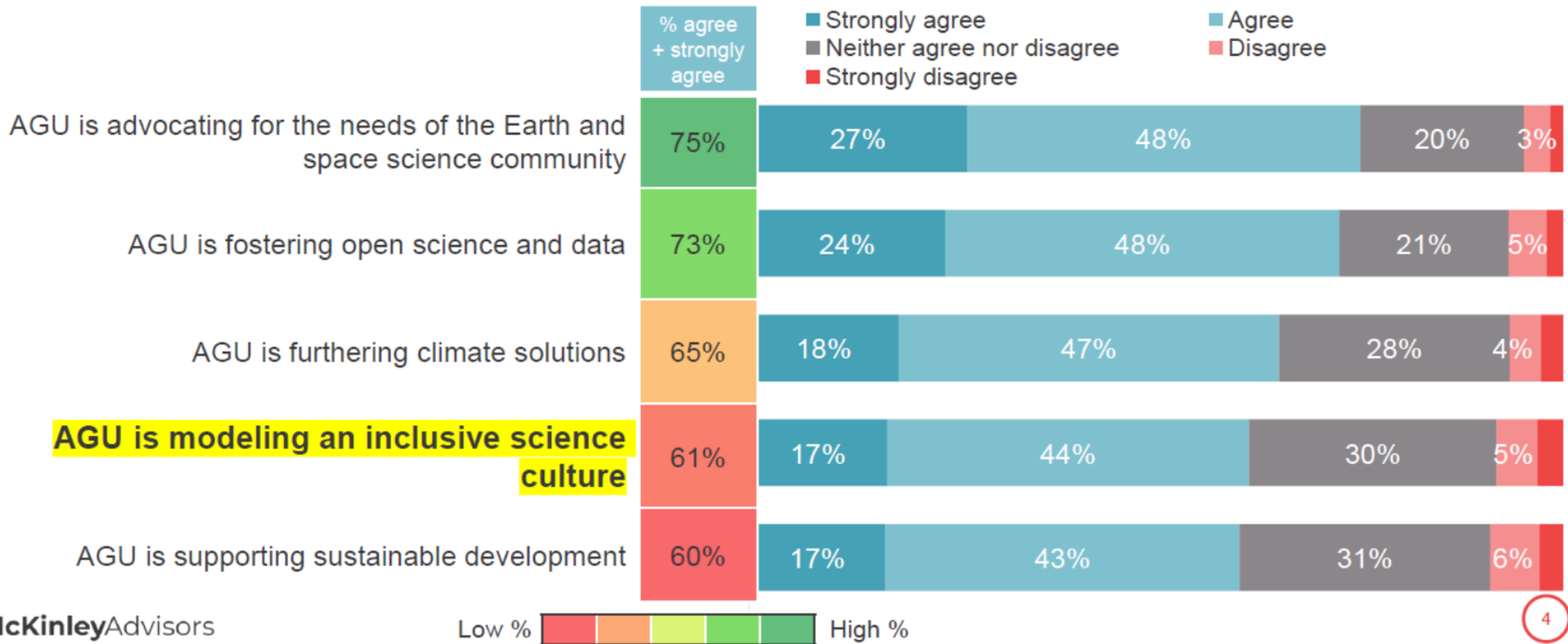
How would you rate the following aspects of AGU's approach to diversity, equity and inclusion (DEI)?

(n=663)



About 3 out of 4 respondents agree that AGU is advocating for the Earth and space science community and is fostering open science and data. Approximately 61% agree or strongly agree that AGU is modeling an inclusive science culture

Rate your level of agreement or disagreement with the following statements concerning AGU.
(n=686)



Summary and What's Next

2021 Summary

Engagement in the African and South American continents has significant opportunity for improvement across all AGU programs.

Driven by Fall Meeting, membership was younger in 2021 and showed more diversity in terms of race/ethnicity and gender. This was reflected in Fall Meeting activities but not other programs.

Membership and engagement of members identifying as Black and Hispanic in the U.S. has significant opportunity for improvement across all AGU programs.

Gender engagement is above membership parity for AGU Leadership, Fall Meeting participation, and AGU Honorees and is approaching parity for AGU Publications.

In 2021, 64% of total membership is U.S. based, but U.S. based members make up 70% of AGU elected leaders.

2021 qualitative data show a net improvement in the perception of AGU's job of ensuring all members are treated fairly. Other categories provide additional insights into areas to address for an improved inclusive science culture.

Next Steps: Refine Data Collection and Presentation



Continue to refine data collection

Examine data gaps and include for next annual cycle

Thank you

For additional information or input on AGU's pilot DEI Dashboard, please contact ethics@agu.org.



**ADVANCING EARTH
AND SPACE SCIENCE**