



# AGU's Diversity, Equity and Inclusion Dashboard

Baseline Data across AGU Programs  
April 2021

## 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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# Current Methodology: How the Data were Collected

AGU membership:

- Voluntary
- Self-reported
- Some data points, where noted, only applicable to U.S. residents
- Data current as of year-end 2020

These data look across gender, age, race/ethnicity and geographic regions.

This dashboard also looks at cross-sections of AGU's Honors and Recognition program, leadership, publications and Fall Meeting to provide a snapshot of participation and recognition.

# Data Collection Parameters

- Voluntary, self-reported information only
- Race and ethnicity are currently U.S.-focused data
- Sexual Orientation and Gender Identity (SOGI) data are still in the early stages of collection
- Confidentiality is paramount
- International privacy laws, as well as legal and ethical concerns, have been followed in collecting this information

# 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
- ADVANCEGeo's AGU Work-Climate Survey results



# Dashboard Baseline Results Q1 2021

# AGU Membership – 2020 Baseline Summary



Nearly 28% identified as female, while 60% identified as male.



Half of AGU membership is between the ages of 30 and 59.  
About 18 percent of AGU members are under 30 years old.



AGU's membership is from 146 countries. The majority of members are in the U.S., Asia and Europe. Six percent of AGU's members are based in Africa and the Americas.



In the U.S., the majority (54%) of AGU members who chose to identify their race/ethnicity were white; 6% were Asian American; 4% were Hispanic/Latino; and about 1% were Black.



# AGU Membership

## Geographic Distribution



## Filters

Use the filters below to update the dashboard for a specific year or AGU Section. Click on any data point to update the dashboard for that specific data point

Year  
2020

Section  
All Sections

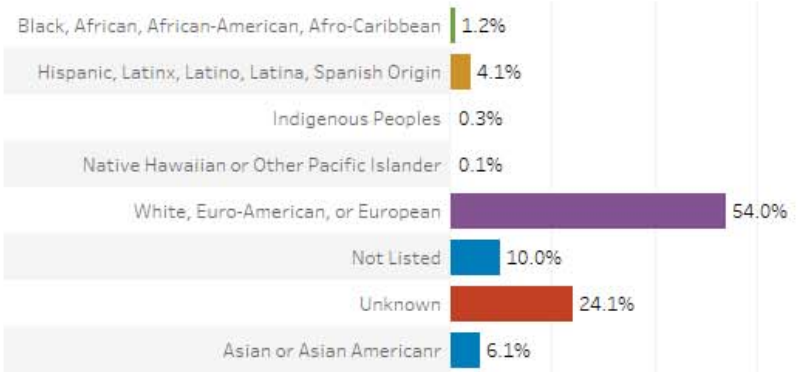
### AGU Members

2013	63,130
2014	59,253
2015	60,317
2016	59,315
2017	59,258
2018	60,782
2019	62,572
2020	58,850

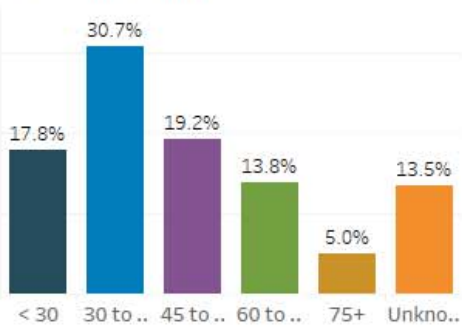
### Section Members

2013	63,130
2014	59,253
2015	60,317
2016	59,315
2017	59,258
2018	60,782
2019	62,572
2020	58,850

## Race/Ethnicity (US Only)



## Age Distribution

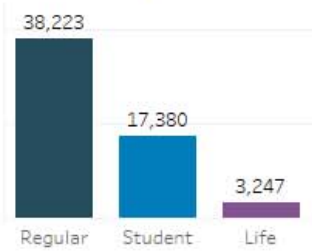


Median Age: 42

## Gender Distribution



## Member Type



# AGU publications – 2020 Baseline Summary



About 11% of authors, reviewers and editors of AGU publications identified as female in 2020, while 32% identified as male. Fifty-seven percent are unknown.



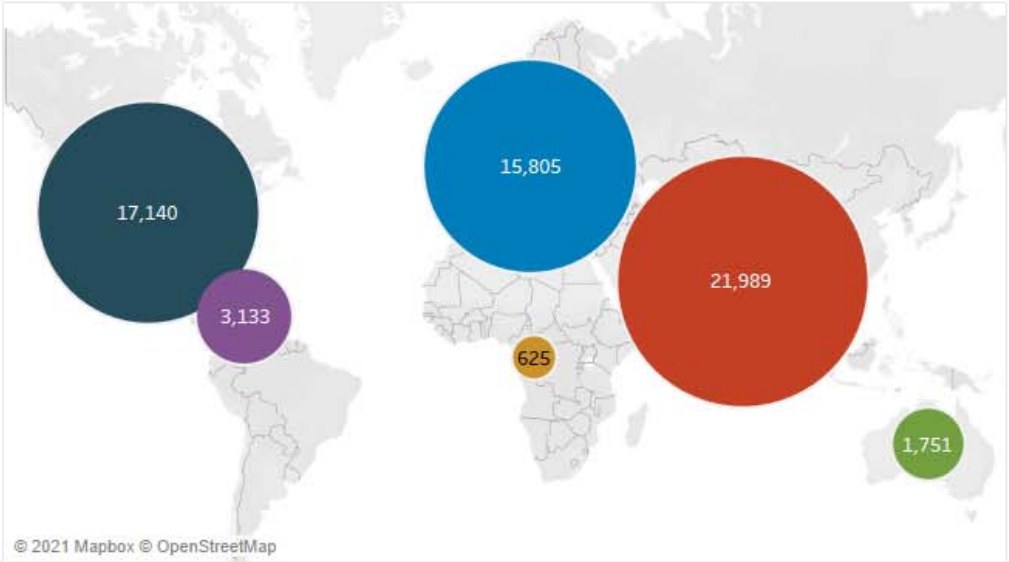
Student and early career scientists made up 18% of contributors to AGU publications. Mid-career and experienced scientists made up nearly a quarter (24%) in 2020.



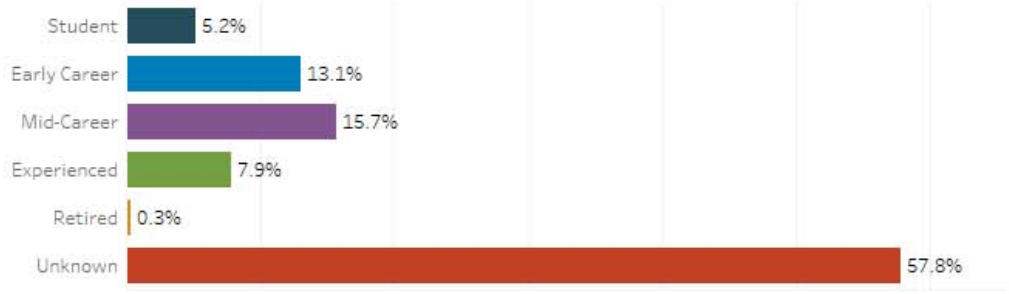
The U.S. had the most (17,140) authors, editors and reviewers in 2020. China came in second with 15,353 and the UK was in third with 3,063.

# AGU Publications

## Geographic Distribution



## Career Stage Distribution



**Total Individuals** 60,761

Reviewers	19,350
Editors	715
Authors (Submitted)	51,154
Authors (Published)	23,751

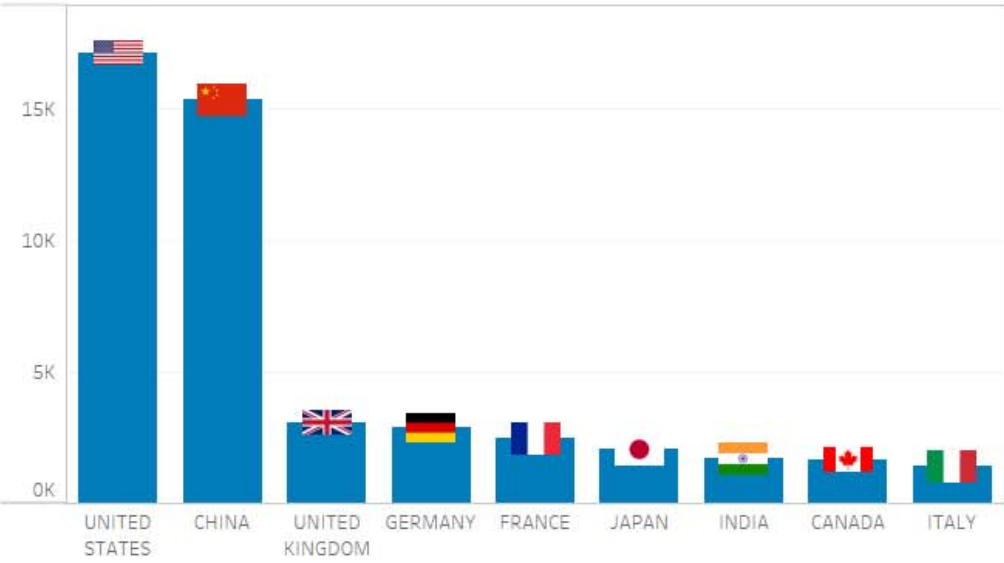
Year: 2020  
Individual Type: All

**Filters**  
Use the filters above to refresh the dashboard for a specific year or a specific Individual Type. Any data point for geography, gender, or career stage can also be used as a filter to refresh the dashboard.

## Gender Distribution

Female	Male	Nonbinary	Prefer self-describe	Unknown
11.15%	31.74%	0.01%	0.00%	57.09%

## Top 10 Countries



# AGU Meetings – 2020 Baseline Summary



The majority of Fall Meeting 2020 attendees (51%) identified as male and 32% identified as female. Gender was not reported for 17% of attendees.



The majority (64%) of Fall Meeting presenters were students and early career scientists. For Fall Meeting attendees, 55% were students and early career scientists.



The majority of Fall Meeting presenters (64%) were from the U.S. For Fall Meeting attendees, about two-thirds were from the U.S. The next three highest are Canada, the UK and Japan.



Thirty-nine percent of Fall Meeting attendees were white, 4% were Asian or Asian American, 4% were Hispanic/Latino and about 1% were Black.

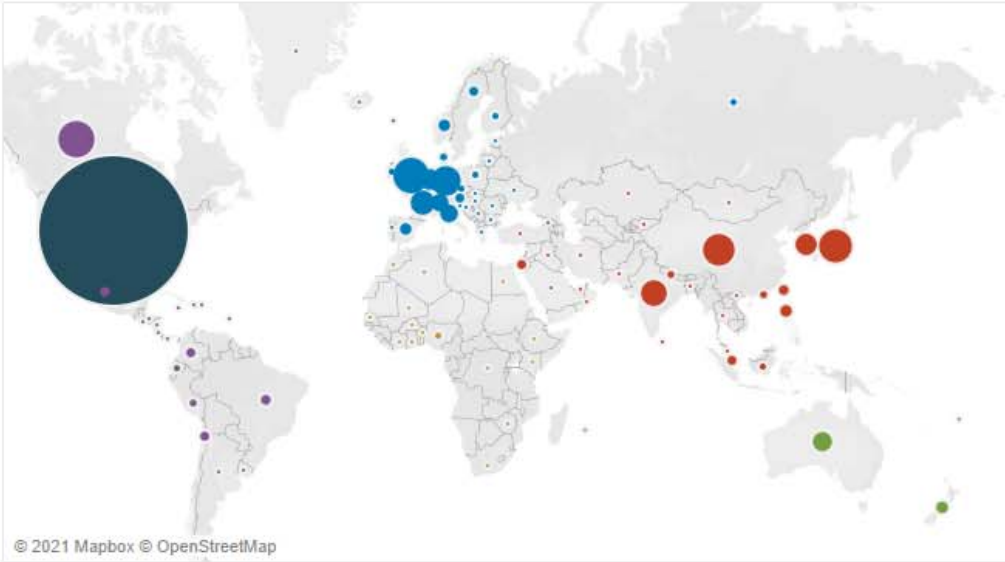


Over 25K people attended AGU's all-virtual Fall Meeting 2020.

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 2020 attendee and presenter filters.

# AGU Fall Meeting

## Geographic Distribution



**Total Individuals 58,298**

Attendees	25,286
Session Primary Conveners	911
Session Conveners (All)	3,579
Abstract Presenters	19,396
Abstract Authors (All)	53,119

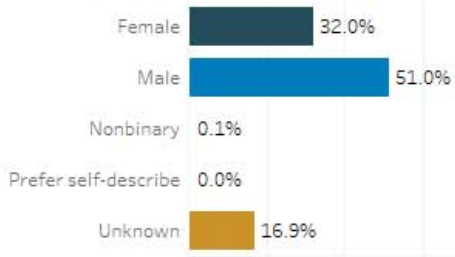
Year: 2020  
FM Individual Type: Attendees

**Filters**  
Use the filters above to refresh the dashboard for a specific year or a specific Individual Type. Any data point for geography, gender, race/ethnicity, or career stage can also be used as a filter to refresh the dashboard.

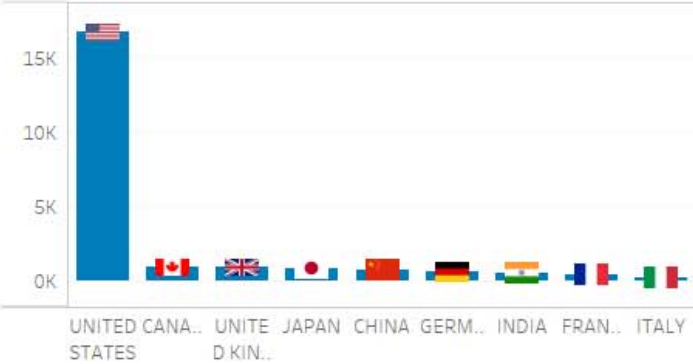
## Historical Data

FM Individuals		Attendees	
2014	54,518	2014	22,700
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

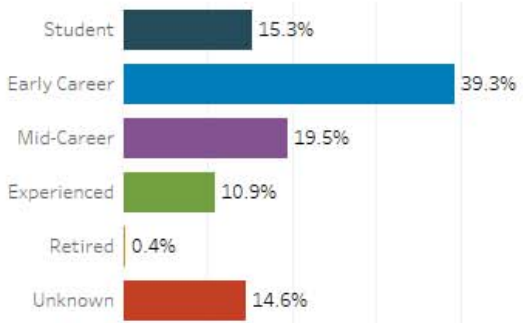
## Gender Distribution



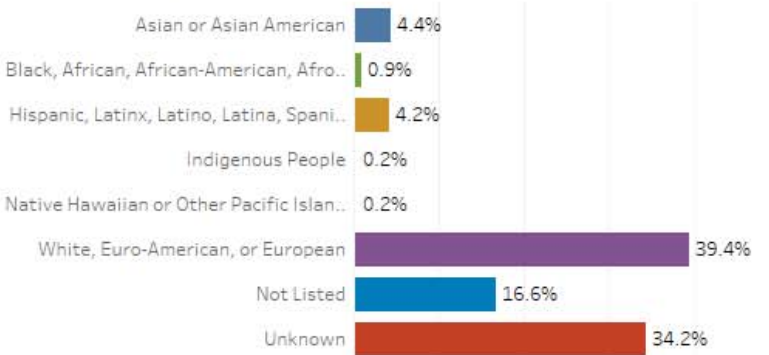
## Top 10 Countries



## Career Stage Distribution



## Race/Ethnicity Distribution



# Honors, Awards and Grants – 2020 Baseline Summary



Forty-seven percent of Union Medal, Award and Prize (MAP) recipients in 2020 identified as female.



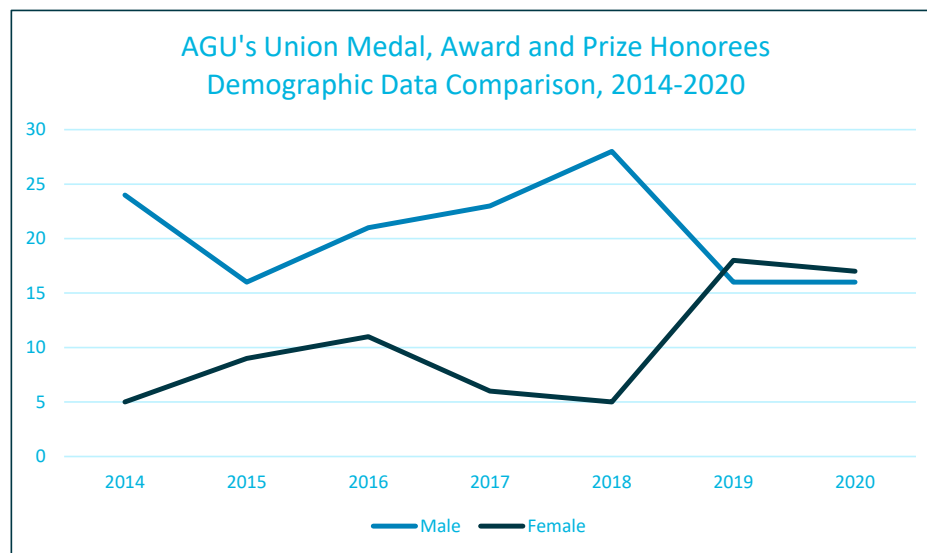
Nearly 31% of Union MAP recipients were between the ages of 40 and 49. Twenty-two percent were 65 years old or older while 19% were between 30 and 39 years of age and 19% were between 50 and 64 years old.



The majority (75%) of scientists receiving Union Medals, Awards and Prizes in 2020 were based in the U.S.

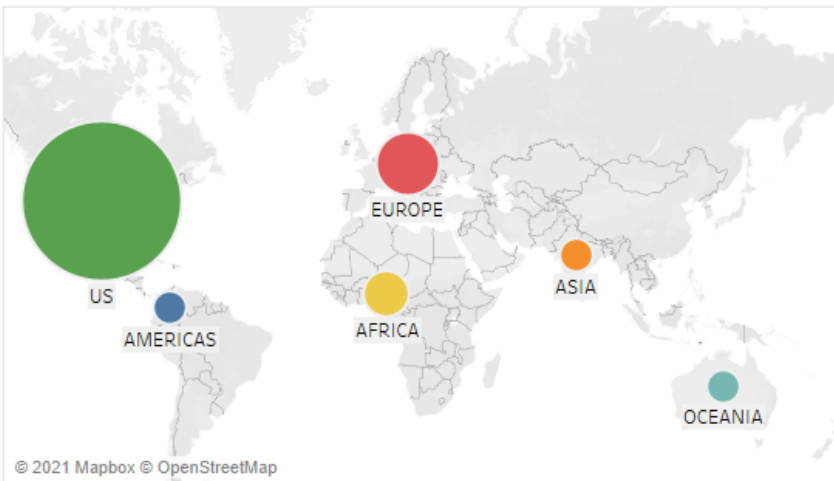


In 2020, 47% of Union MAP recipients were white. Approximately 3% were Asian or Asian American, 3% were Black, 3% were Hispanic/Latino and 3% were Indigenous Peoples.



# AGU Honors

## Geographic Distribution



Honor Type	2020	Recipients	Nominees
Fellow		62	294
Union MAP		36	217
Section Honors		56	228
Outstanding Student Presentation		136	1,767
<b>Grand Total</b>		<b>285</b>	<b>2,506</b>

## Filters

Use the filters to update the dashboard for a specific year or Honor Type.

Click on any data point for age, gender, geography, or race/ethnicity to update the dashboard for that specific data point

Year: 2020  
Honor Type: Union MAP

## Gender Distribution

Female	47.22%
Male	44.44%
Unknown	8.33%

## Nominations/Participation

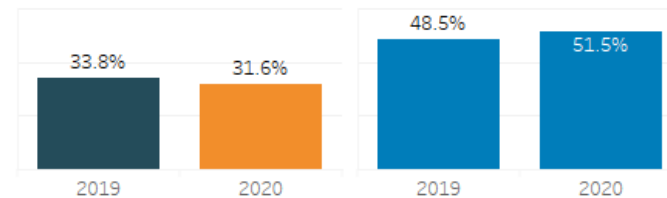
Historical counts

2016	144
2017	138
2018	143
2019	210
2020	217

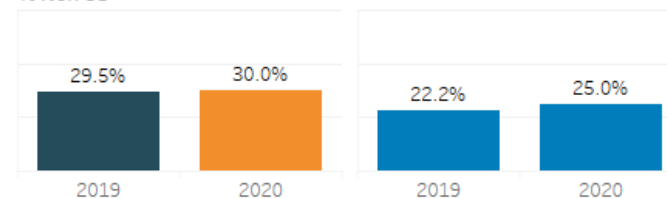
## Honorees/Winners

2016	31
2017	28
2018	35
2019	36
2020	36

## % Female\*

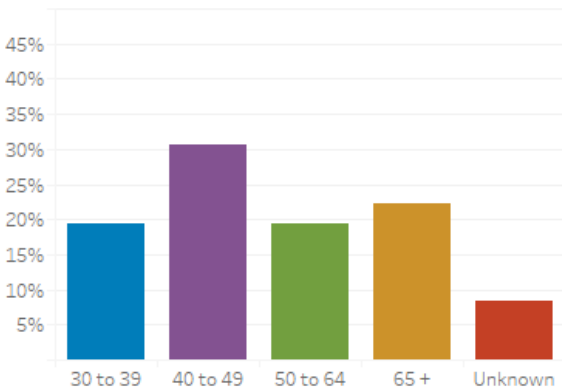


## % Non US

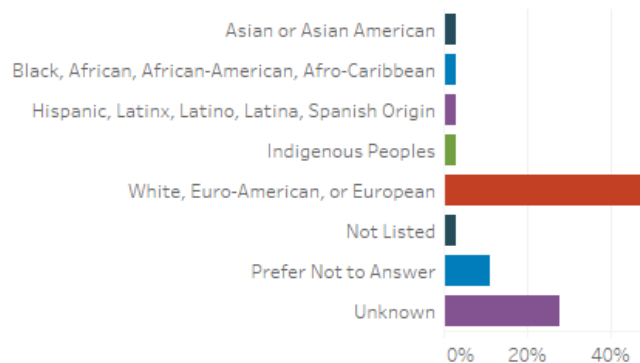


\*For ease of year-to-year comparison, and given variation in the percentage of unknown gender, the percentage of female is calculated based only on the count of individuals with known gender.

## 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) – 2020 Baseline Summary



Members of AGU's leadership identified themselves as 53% white and 52% male. Forty-four percent of AGU's leadership identified as female.



Nearly three-quarters (72%) of AGU's leadership is between the ages of 40 and 64. Eight percent are under the age of 40.



While 21 countries are represented in AGU's leadership, three-quarters of AGU leaders are based in the U.S.



Six percent of AGU leadership in 2020 identified as Asian or Asian American, 3% as Hispanic/Latino and 1.5% as Black.

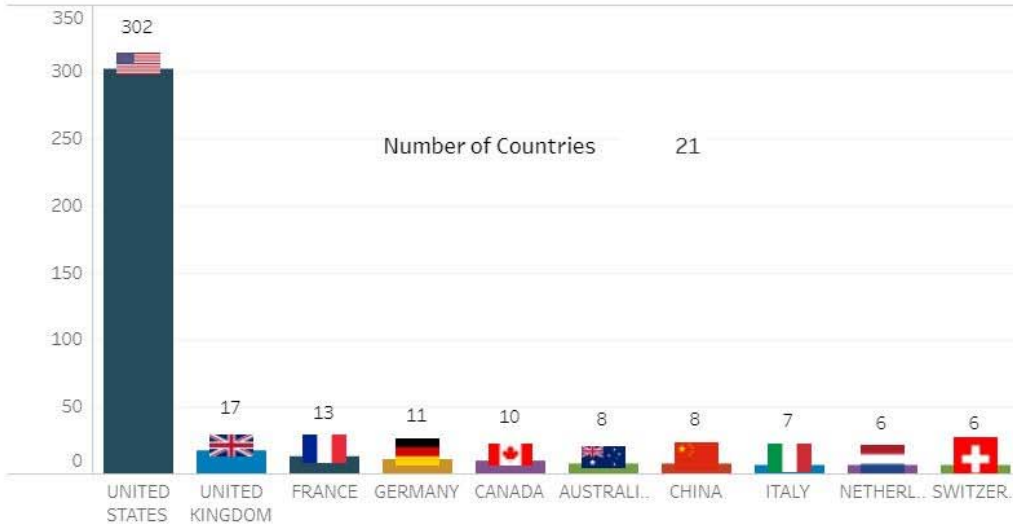
Note: About 3% of AGU's leadership was unknown in terms of gender. Thirty-seven percent of AGU leaders' race/ethnicity was Unknown, they preferred not to identify their race/ethnicity and/or their race/ethnicity was not listed.



# AGU Leadership

Year:

## Top 10 Countries



Number of Countries: 21

Number of Individuals: 403

**Filters**  
 Use the year filter to refresh the dashboard for that specific year.  
 Click on any data point for country, age, race/ethnicity, gender, or area of Science to update the dashboard for that specific data point.

## AGU Leadership

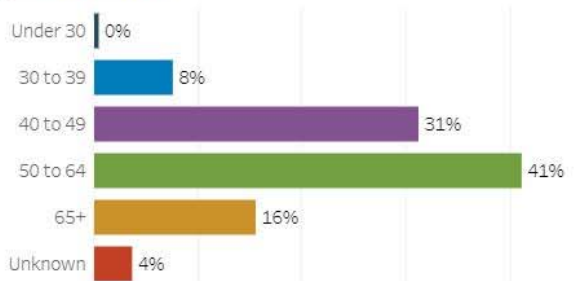
	Total	% Women	% Non-US	%US URM
AGU Board	19	61.1%	31.6%	8.3%
AGU Council	75	59.5%	20.0%	12.0%
Committee Chairs and Editors	348	43.3%	25.0%	5.5%
<b>Total Leadership</b>	<b>403</b>	<b>45.8%</b>	<b>25.1%</b>	<b>6.4%</b>
<b>Total AGU Members</b>	<b>58,866</b>	<b>31.5%</b>	<b>39.3%</b>	<b>9.0%</b>

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

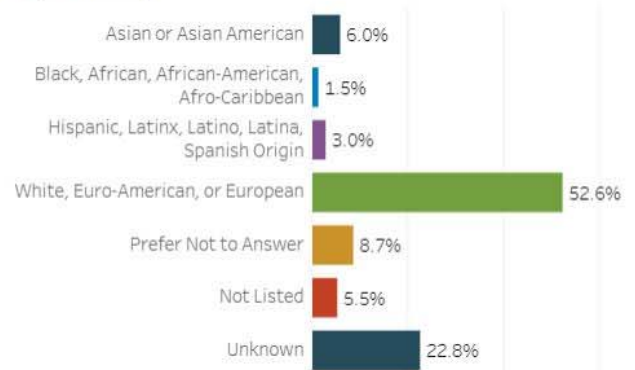
## Gender Distribution

Female	Male	Not Provided	Unknown
44.2%	52.4%	0.2%	3.2%

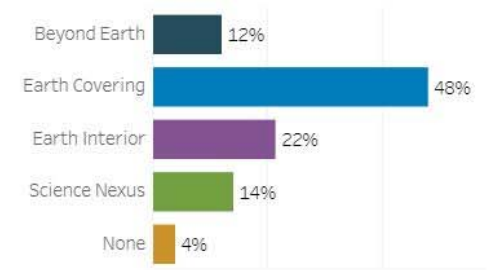
## Age Distribution



## Race/Ethnicity



## Area of Science



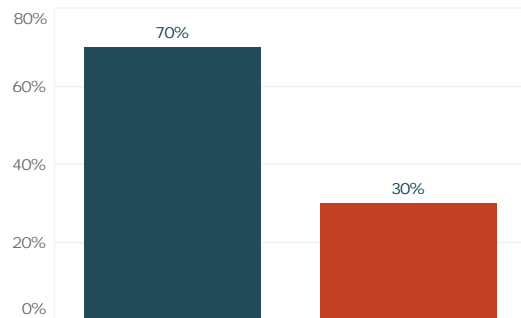
## AGU Staff Demographics: 2020 Baseline Summary

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

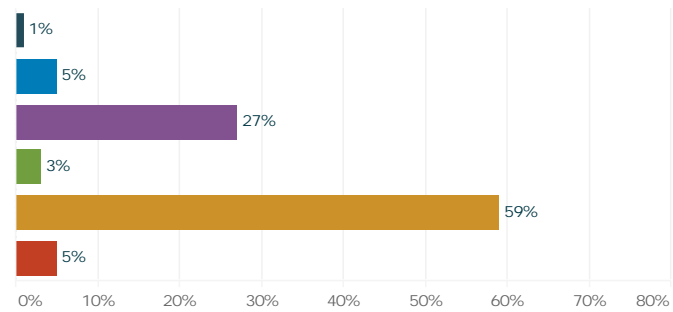
- AGU staff overall is 59% White, 27% Black, 5% Asian, 3% Hispanic, and 5% two or more races
- 70 % of AGU staff composition is female
- 74% of AGU Staff leadership (Director or above) is female
- 29% of AGU Staff leadership (Director or above) is Black, Hispanic or Asian

## AGU Staff

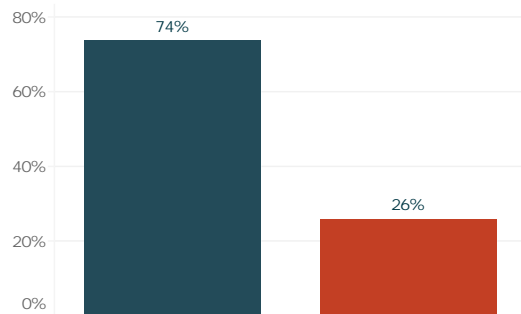
### AGU Staff Gender



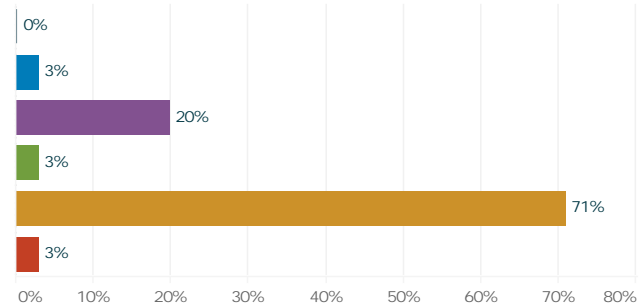
### AGU Staff Race/Ethnicity



### AGU Staff (Directors and Above) Gender



### AGU Staff (Directors and Above) Race/Ethnicity



Female  
Male

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

## Preliminary Metrics from AGU Work Climate Survey:

### **How are we doing on:**

- Cultivating a welcoming and inclusive culture?
- Recruiting leadership with varied backgrounds and experiences?
- Holding all members to the same standard of behavior?
- Providing effective response to reports of discrimination, harassment and other exclusionary behaviors?
- Seeking and acting on member input for ethics and equity-related program improvement?

## AGU Qualitative Measures – 2020 Baseline Summary



### Professional Attitudes

The majority (about 59%) of AGU members agreed that AGU is doing a good, very good or excellent job recruiting leadership with varied backgrounds and experiences.

Fifty-six percent also thought AGU is doing a good, very good or excellent job ensuring that all members are treated fairly.

Fifteen percent of members think AGU is doing a poor or fair job of helping members from different cultures and backgrounds feel welcome. However, about 60% think AGU is doing a good, very good or excellent job

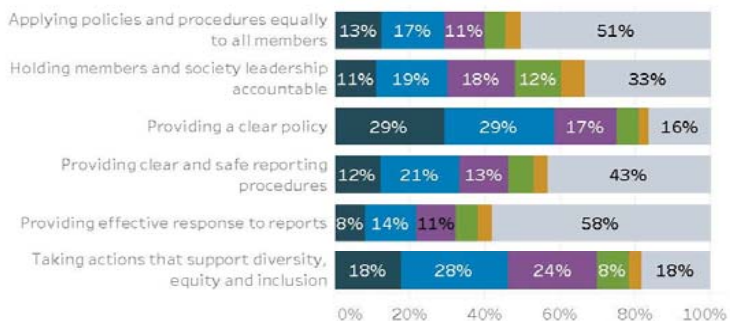
Fifteen percent of members think AGU is doing a poor or fair job of cultivating a welcoming and inclusive culture. However, more than two-thirds (69%) think AGU is doing a good, very good or excellent job.

# Climate Survey Results

## Professional Attitudes

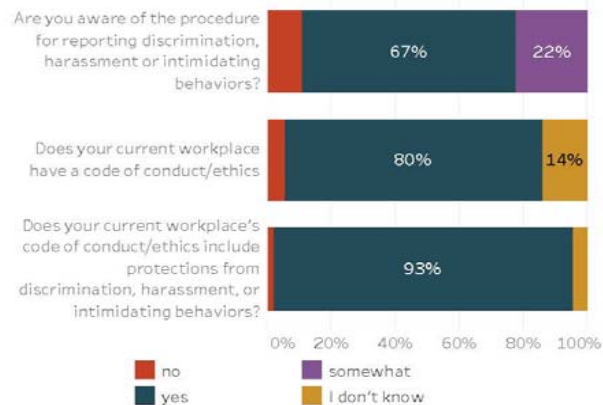


## Professional Diversity Climate

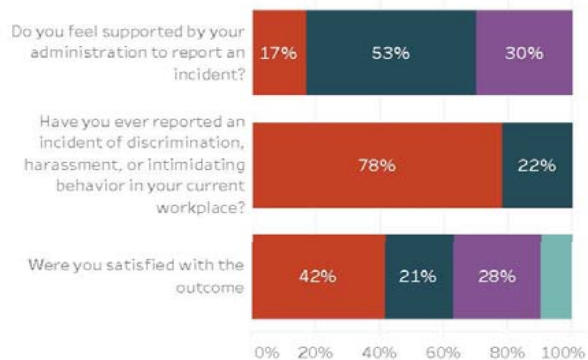


■ excellent    ■ good    ■ poor  
■ very good    ■ fair    ■ don't know

## Codes



## Reporting



■ no    ■ yes    ■ somewhat    ■ outcome not reached y..

# Summary and What's Next

## 2020 Summary

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

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

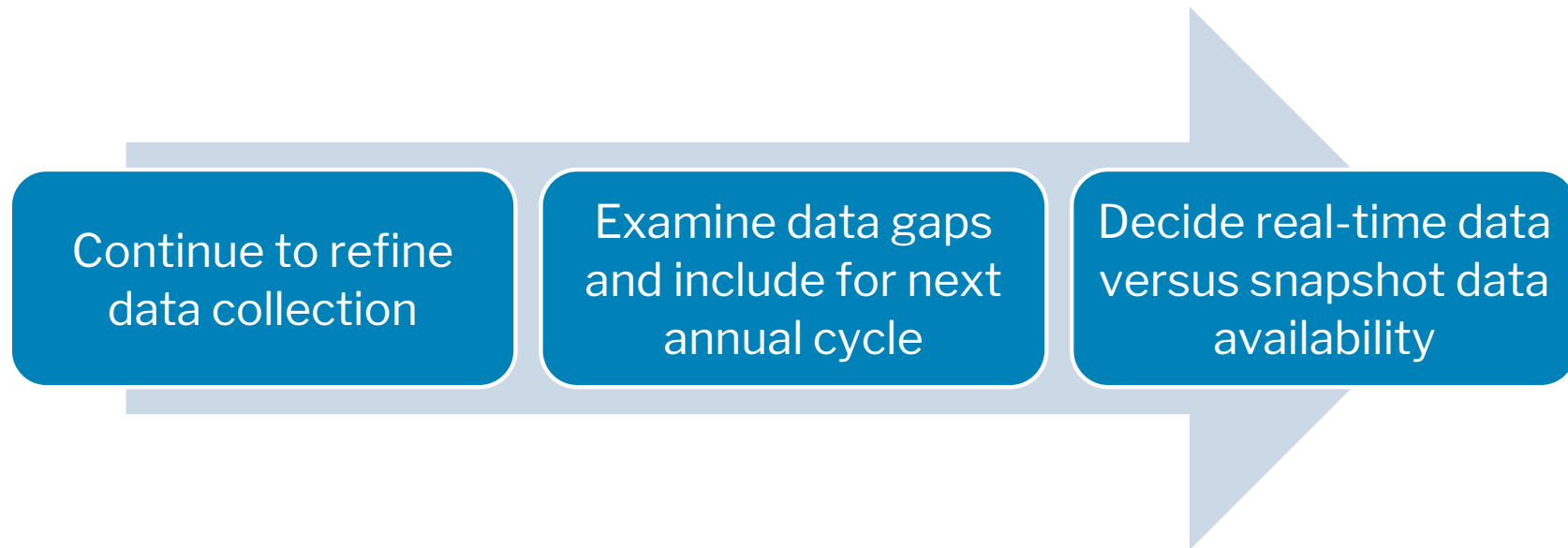
Gender engagement is above parity for AGU Leadership, is at parity for AGU Fall Meeting participation, is approaching parity for AGU Honorees, and lags for AGU Publications

In 2020, 75% of AGU elected leaders, and 75% of AGU honorees are U.S. based; whereas only 61% of total membership is from the U.S.

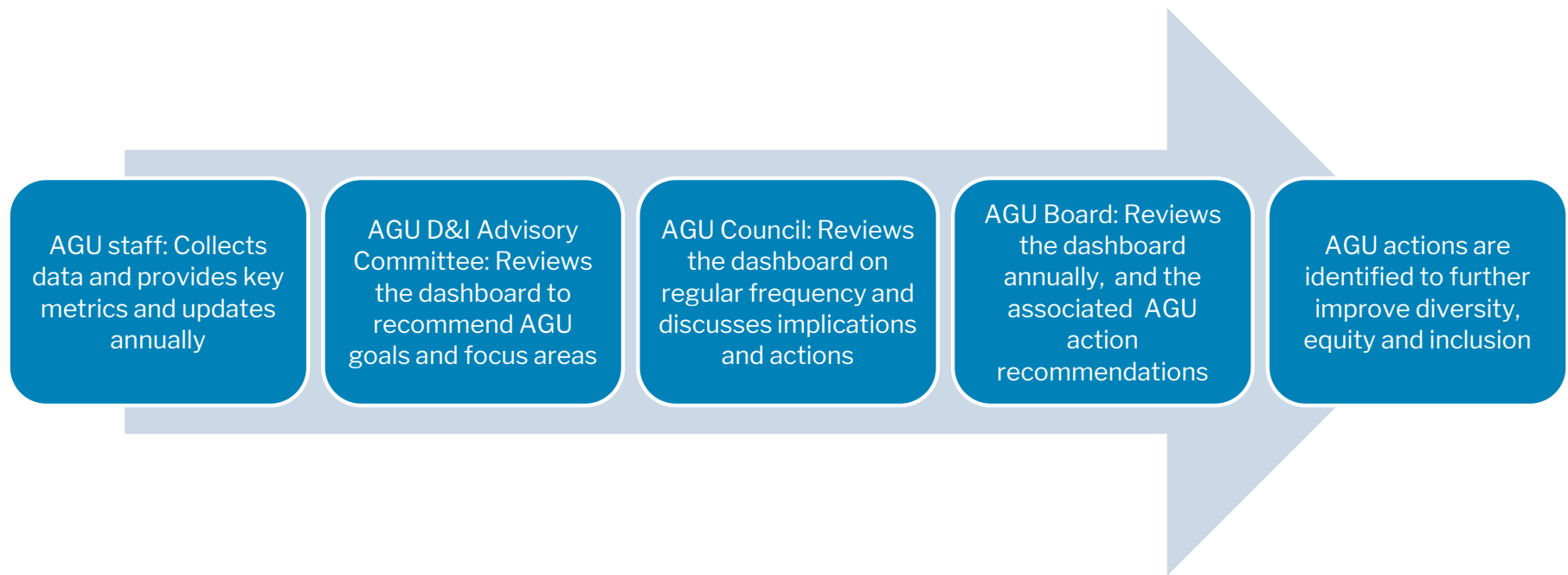
2020 Qualitative data provide additional insights into areas to address for an improved inclusive science culture



## Next Steps: Refine Data Collection and Presentation



# Next Steps: Dashboard Annual Review and Actions



# Thank you

For additional information or input on AGU's pilot DEI Dashboard, please contact [ethics@agu.org](mailto:ethics@agu.org).

