

AGU's Ethics, Diversity and Inclusion Program: **2019 Summary**

AGU

ETHICS & EQUITY

In 2019, AGU continued to address harassment in the sciences and furthered our commitment to fostering the culture change needed to create a scientific community that is safe and inclusive for everyone.

Throughout our Centennial year, AGU expanded our efforts to create a diverse and inclusive environment in Earth and space science, with many program highlights, including launching the AGU Ethics and Equity Center, receiving significant grants for expanding the available AGU diversity and inclusion tools and resources, significantly improving the diversity of AGU's Honors program and establishing broad new diversity and inclusion-related program partnerships. The strides we made in 2019 will help drive changes in 2020 and beyond, particularly for AGU members.

In 2019, AGU formally launched the AGU Ethics and Equity Center and its associated website.

Through our commitment to ethics, diversity and inclusion, AGU has demonstrated that we all have a role to play to make science open and fair. The eight major accomplishments described below highlight the progress AGU's Ethics program made in 2019.

1 The AGU Ethics and Equity Center

In 2019, AGU formally launched the [AGU Ethics and Equity Center](#) and its associated website. The center aims to:

- Tackle the issues of bias, harassment and discrimination to foster safe work environments.
- Feature diversity and inclusion best practices and resources for researchers, students and institutions across the science, technology, engineering and mathematics (STEM) fields.
- Provide access to a problem-solving consultation for student and early-career members who have been the targets of harassment or other forms of misconduct.
- Provide access to unique leadership development resources from a key partner organization.

2 Grants and External Funding

AGU's Ethics, Diversity and Inclusion programs received two notable grants in 2019:

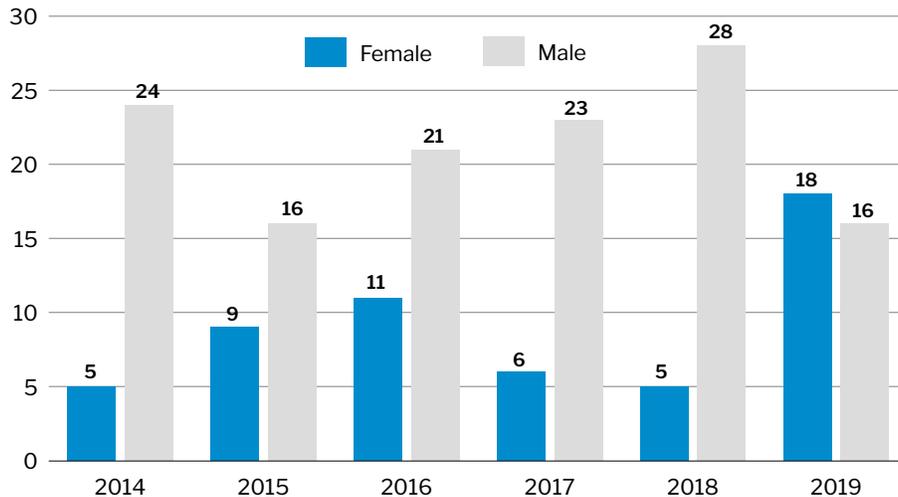
- The Rockefeller Family Fund awarded AGU a grant to conduct a [one-day forum on leading practices](#) for addressing harassment in STEM workplaces. The October event, "Best Practices and Approaches for Addressing Harassment in the STEM Workplace: How to Lead in Today's Environment," included 60 researchers, advocates and practitioners across the STEM industry. The forum led to the publication of [a report](#) highlighting five promising practices discussed and developed at the event.
- AGU was awarded a three-year [grant from the Alfred P. Sloan Foundation](#) to launch "The AGU Ethics and Equity Initiative: Catalyzing Cultural Change in the Sciences with New Resources and Tracking Tools." This joint initiative with AGU's partner the National Center for Professional and Research Ethics will create a set of new resources that can be broadly adopted by the scientific community to build a more robust culture of ethics and equity. This includes a new work climate assessment tool that allows comparative analysis across departments or organizations and the creation of a series of educational videos and learning modules where participants in the STEM community can learn practical and effective ways to address bias, harassment and bullying.

3 AGU Honors and Recognition

In 2018, the Council Leadership Team found few women were being nominated for and receiving AGU's highest honors. In response, the AGU Honors and Recognition committee and the AGU Council actively addressed the issue to deepen the nomination pool for 2019.

The effort was [a success](#). Eighteen women earned Union awards, medals and prizes in 2019 compared to five in 2018. Canvassing committees broadened their networks, identified individuals who were long overdue for an AGU honor, and recruited and expanded the pool of nominators. Making implicit bias training part of the selection committee process, providing a best-practice guide and diversifying selection committees also helped to [increase the diversity](#) of honors recipients.

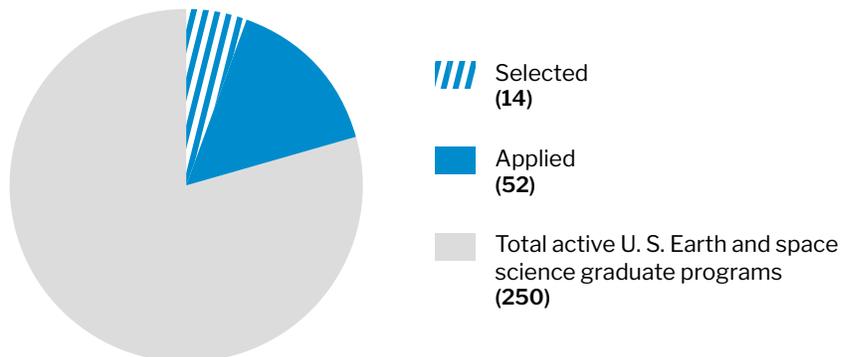
Union Award, Medal and Prize Honorees Demographic Data Comparison, 2014–2019



4 AGU's Bridge Program

[AGU's Bridge Program](#) was created to increase the number of students from underrepresented racial and ethnic groups obtaining a Ph.D. in the geosciences in 2019. The program is part of the [Inclusive Graduate Education Network](#) that AGU helped form in 2018 to develop, adopt and share inclusive practices for recruiting, admitting and retaining women and underrepresented minorities in STEM graduate programs.

Fifty-two institutions applied to become AGU Bridge Partners, representing 20% of the 250 active Earth and space science graduate programs in the United States. From those applications, 14 institutions were chosen as AGU Bridge Program partners.



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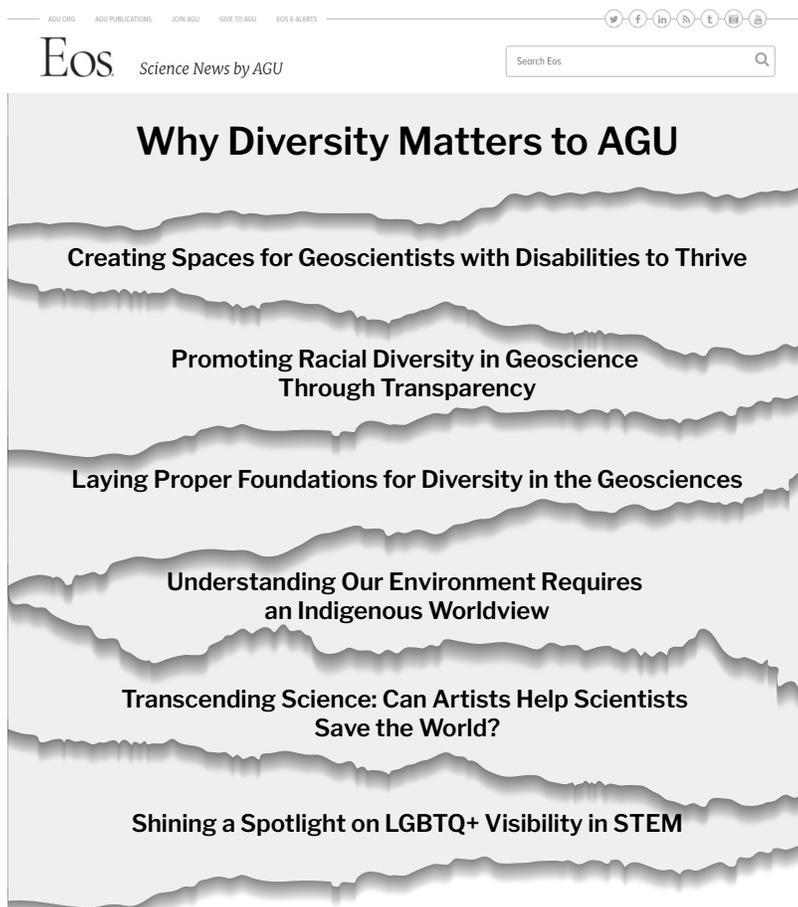
The program offers African American, Hispanic and Native American students who have not applied to graduate school or who have applied but were not accepted access to a free, common application process that is shared with multiple institutions. These students also have access to professional development opportunities and connections to faculty mentors and other students in the Bridge Program.

5 AGU's Diversity and Inclusion Advisory Committee

In 2019, AGU appointed a Diversity and Inclusion Advisory Committee, chaired by Dr. Lisa D. White, director of education and outreach at the University of California's Museum of Paleontology. Comprising diversity and inclusion experts and 15 AGU members from across the spectrum of the Earth and space sciences, the committee will help advise and ensure that leading practices in diversity and inclusion are in place throughout AGU.

In 2019, the Diversity and Inclusion Advisory Committee members held five meetings to formulate their annual recommendations, including the establishment of an AGU diversity and inclusion dashboard. This dashboard will present an analysis of data and key performance indicators across AGU programs.

In addition, Dr. White and AGU President Robin Bell [authored the introduction](#) to a series of five opinion pieces in *Eos* by members of AGU's Diversity and Inclusion Advisory Committee describing the various values of—and opportunities for—increased diversity and inclusion efforts across the geoscience community.



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6 Diversity and Inclusion Programming at AGU Meetings

AGU's Ethics program had a strong presence in 2019 AGU meetings. The AGU's Fall Meeting 2019 in San Francisco featured a full series of diversity- and inclusion-related events, including a comprehensive diversity and inclusion field guide listing more than 40 specific sessions and activities over the course of the week.

In addition, AGU trained more than 80 volunteers to take part in the [Safe AGU program](#). This program was launched to assist meeting attendees and participants who may need to report an instance of harassment or other safety and security issue.

7 AGU Leadership's Commitment to Diversity and Inclusion

On alternating years, all AGU Board and Council members now take part in diversity and inclusion trainings offered through the AGU Ethics and Equity Center. The first training was held in Washington, D.C., in March 2019 as part of the AGU Leadership Orientation Meeting.

AGU also hosted bystander intervention and implicit bias workshops at the October 2019 Equity in STEM Community Convening in Cleveland, Ohio, and at the AGU Student and Early Career Conference at Fall Meeting 2019.

8 Collaborating to Increase Diversity and Inclusion

With an initial 53 inaugural member societies, the consortium has grown to include more than 120 members during its first year.

In February 2019, AGU collaborated with four other academic and professional societies to found, launch and co-lead the executive committee of the [Societies Consortium on Sexual Harassment in STEMM](#) (science, technology, engineering, mathematics and medicine). This new coalition will share and promote the leading diversity, equity and inclusion practices for workplace excellence. The consortium has grown to include more than 120 members during its first year.

AGU spearheaded and [served as a co-leader](#) to establish the new SEA Change (STEMM Equity Achievement) Institutional and Departmental Awards, modeled after the United Kingdom's [Athena SWAN \(Scientific Women's Academic Network\) program](#). The departmental award pilot program, to be launched in 2021, recognizes policies, practices, procedures and climate within specific departments across multiple disciplines.

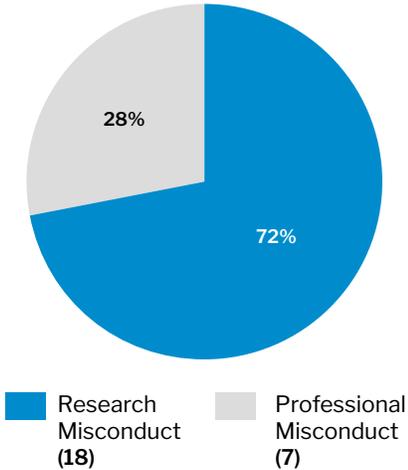
AGU's Ethics program continued to engage with and influence diversity, equity and inclusion-related issues across STEMM. AGU staff participated in dozens of forums and panel discussions to help share leading practices to foster a safe and welcoming environment, including:

- ***The University of Illinois Summit on Sexual Harassment.***
- ***American Political Science Association Annual Meeting.***
- ***American Society of Association Executives Annual Meeting.***
- ***National Academies of Sciences, Engineering and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education: 2019 Public Summit.***
- ***American Chemical Society Annual Meeting.***
- ***The Conference Board of the Mathematical Sciences Annual Meeting.***
- ***The Optical Society's 2019 Leadership Conference.***
- ***Experimental Biology Annual Meeting.***
- ***The Association for Women in Science Equity in STEM Community Convening.***

Summary of 2019 Ethics Complaints

During 2019, 25 complaints were made to AGU's Ethics Committee. Eighteen complaints were resolved, five were closed due to insufficient information, and two remain under investigation. Eighteen of the complaints were research related, which includes issues like plagiarism and falsification or unauthorized use of data. Seven complaints were conduct related, which includes issues of harassment, bullying and discrimination.

Nature of the Complaint



Complaint Status

