AGI Inter-society DEI Committee

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Framework for Addressing Racial and Ethnic Equity in Geosciences Professional Societies

• Form a cross-society committee to support top to bottom review and improvement.
• Cultivate an environment and practices that are safe and inclusive.
• Champion and advocate for the complete inclusion of students of color
• Promote increased respect for indigenous knowledge and rights in geoscience
• Collaborate on and create support initiatives such as affinity groups and mentoring programs across all career stages.
• Communicate and improve the demographic composition of annual award recipients and invited speakers.

Framework for Addressing Racial and Ethnic Equity in Geosciences Professional Societies (12/2020)
AGI Inter-society DEI Working Group

• Monthly discussions, share resources
  • Topics so far: Organizational development, Collecting demographics, Inclusive meetings, Leadership innovations, Equity audits, Field Ethics, Under-represented student pandemic impacts
  • Next topics: Demographic how-tos, Institutional DEI statement/comms, perhaps share and discuss strategic plans, DEI budgeting?

• All Federated societies are invited to participate
In what areas are geoscience organizations facing important challenges today?

<table>
<thead>
<tr>
<th>Area</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Diversity / Inclusion</td>
<td>51</td>
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<tr>
<td>Public awareness</td>
<td>47</td>
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<tr>
<td>Changing membership needs</td>
<td>40</td>
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<tr>
<td>Public policy</td>
<td>33</td>
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<tr>
<td>Interdisciplinary sciences</td>
<td>26</td>
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<tr>
<td>Professional development</td>
<td>24</td>
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<td>Workforce</td>
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<td>Public information</td>
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<td>Fundraising support</td>
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<td>K-12 education</td>
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<td>Consolidation</td>
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<tr>
<td>Innovation</td>
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<td>Ethics</td>
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<td>Higher education</td>
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<td>Big data</td>
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<tr>
<td>Collaboration</td>
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<tr>
<td>International concerns</td>
<td>9</td>
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<td>Technology guidance</td>
<td>7</td>
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<tr>
<td>Licensure and credentials</td>
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<tr>
<td>Other</td>
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AGI Inter-society DEI Working Group

- American Association of Petroleum Geologists
- Association of American State Geologists
- Association of Environmental and Engineering Geologists
- American Geophysical Union
- American Geosciences Institute
- American Institute of Professional Geologists
- American Meteorological Society
- American Rock Mechanics Association
- Association for Women Geoscientists
- Geochemical Society
- Geological Society of America
- Geological Society of London
- International Association for Geoscience Diversity
- International Association for Promoting Geoethics
- International Medical Geology Association
- National Association of Geoscience Teachers
- Seismological Society of America
- SEPM (Society for Sedimentary Geology)
- Society of Exploration Geophysicists
- Soil Science Society of America
- Society of Vertebrate Paleontology
Theory of change: Develop DEI organizational maturity

**FIGURE 8 | The Deloitte diversity and inclusion maturity model**

- **Mandate**
  - Level 1: Compliance with equal opportunity/affirmative action goals
  - Level 2: Increasing the representation of specific demographic groups (e.g., women)
  - Level 3: Leveling the playing field for all employees by addressing systemic cultural barriers
  - Level 4: Leveraging difference to create business value

- **Transition point**
  - Focus: Legal/HR/D&I team, HR/D&I team, Business leaders, Whole organization

- **Movement**
  - Center of gravity: Legal/HR/D&I team, HR/D&I team, Business leaders, Whole organization
Society actions as of 2022

- Member programs: 70%
- Public programs: 60%
- Leadership: 50%
- Assessment: 40%
- Support for URM: 30%
- Meeting changes: 20%
- Recognitions: 10%
- Strategic planning: 10%
- Funding: 10%
- Publications: 10%
- None of the above: 10%
- Other: 10%
Society leadership actions as of 10/2022

- Nomination procedures
- Standing DEI Committee
- Ad-hoc DEI Committee
- Society-level DEI partnerships
- Leadership onboarding/training
- Leadership DEI responsibilities
- DEI Staff Expertise
- New leadership positions
- New by-laws
- R&R UR staff members
- Other

N = 24 Geosciences Societies
Geoscience Society Assessments as of 10/2022

- Demographics: 35%
- Other: 10%
- Culture Assess: 5%
- Needs Assessment: 10%
- Overall audit: 20%
- Recognitions review: 25%
- No current efforts: 0%
Questions? Contacts

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