

AGI Inter-society DEI Committee

Susan Sullivan (CIRES/University of Colorado), Chris
Keane (AGI)

October 21, 2022



Framework for Addressing Racial and Ethnic Equity in Geosciences Professional Societies

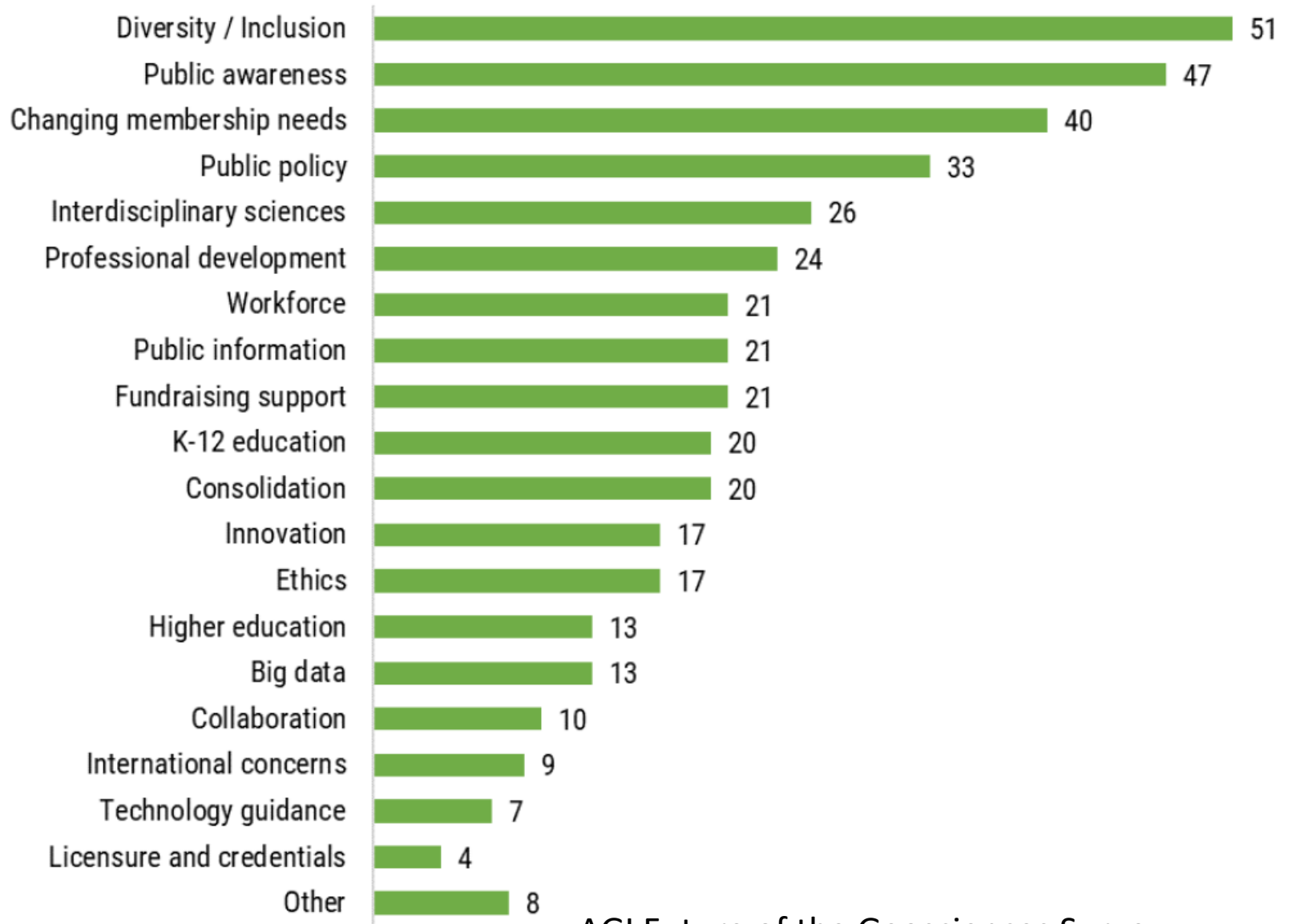
- Form a cross-society committee to support top to bottom review and improvement.
- Cultivate an environment and practices that are safe and inclusive.
- Champion and advocate for the complete inclusion of students of color
- Promote increased respect for indigenous knowledge and rights in geoscience
- 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?



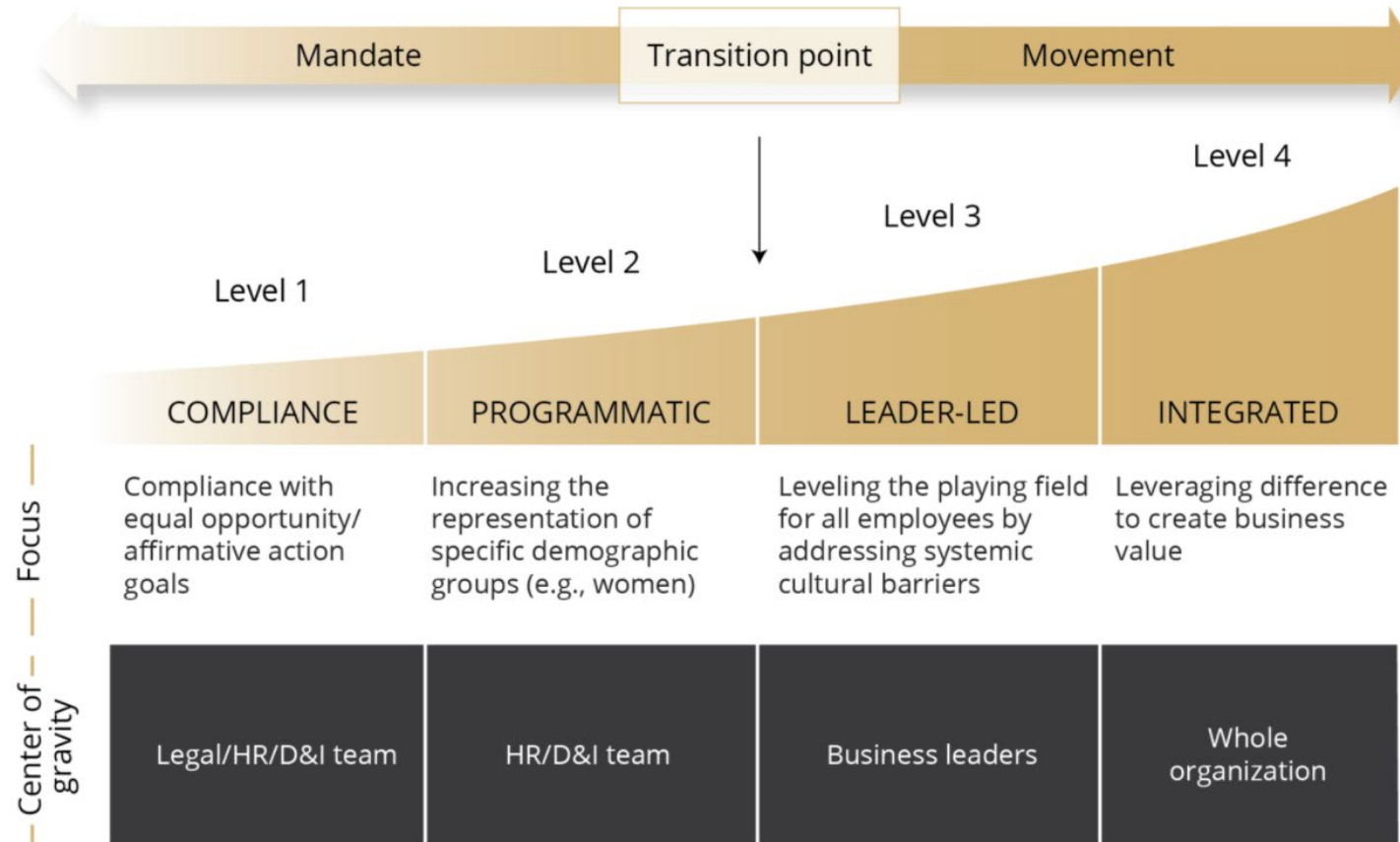
AGI Future of the Geosciences Survey presentation, AGI Leadership Forum, 3/27/22

AGI Inter-society DEI Working Group

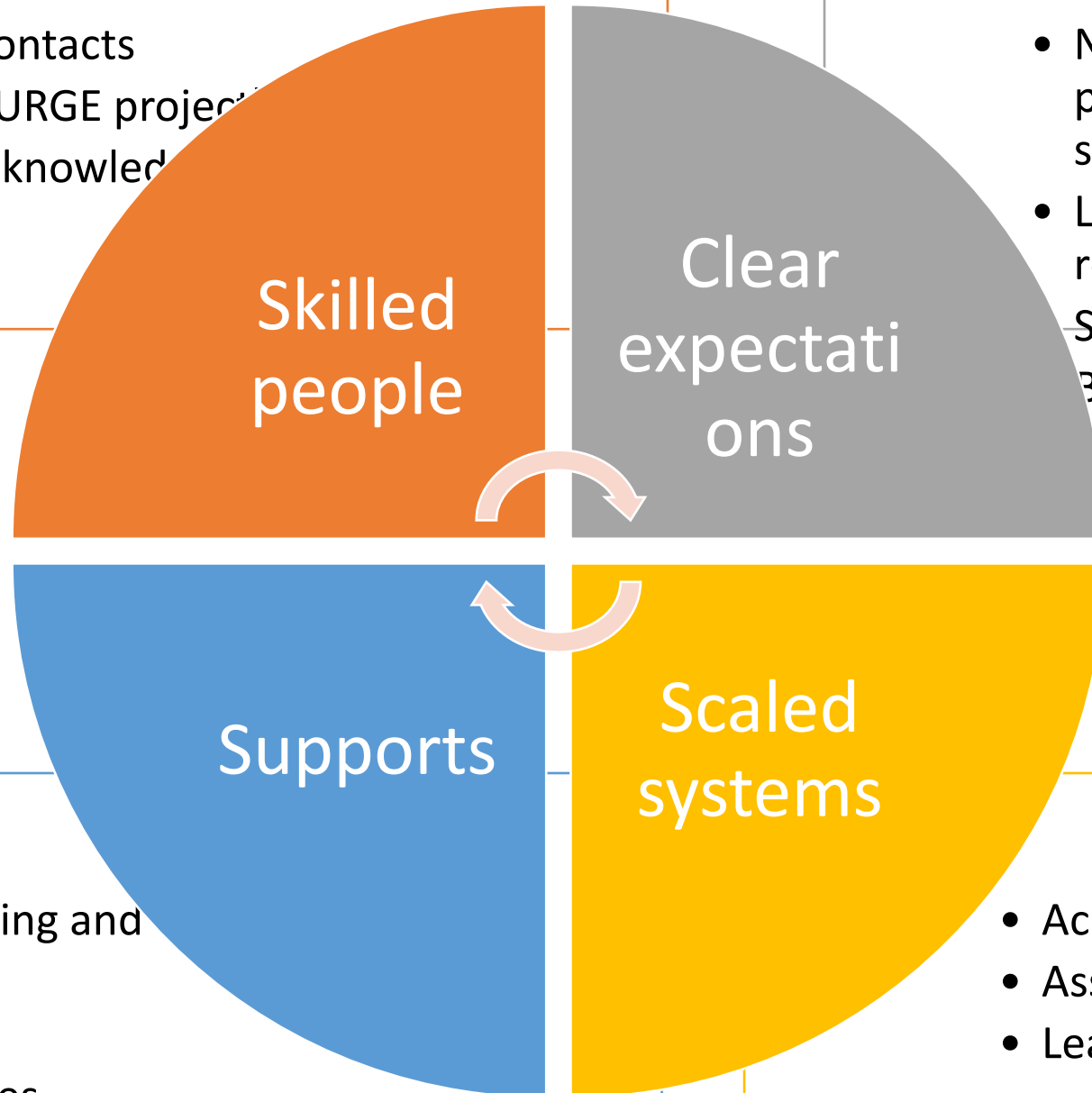
- American Association of Petroleum Geologists
- Association of American State Geologists
- Association of Environmental and Engineering Geologists
- American Geophysical Union
- American Geosciences Institute
- American Institute of Professional Geologists
- American Meteorological Society
- American 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



- Bystander intervention
- Meeting safety contacts
- Knowledge (e.g. URGE project)
- Role-specific DEI knowledge and skills

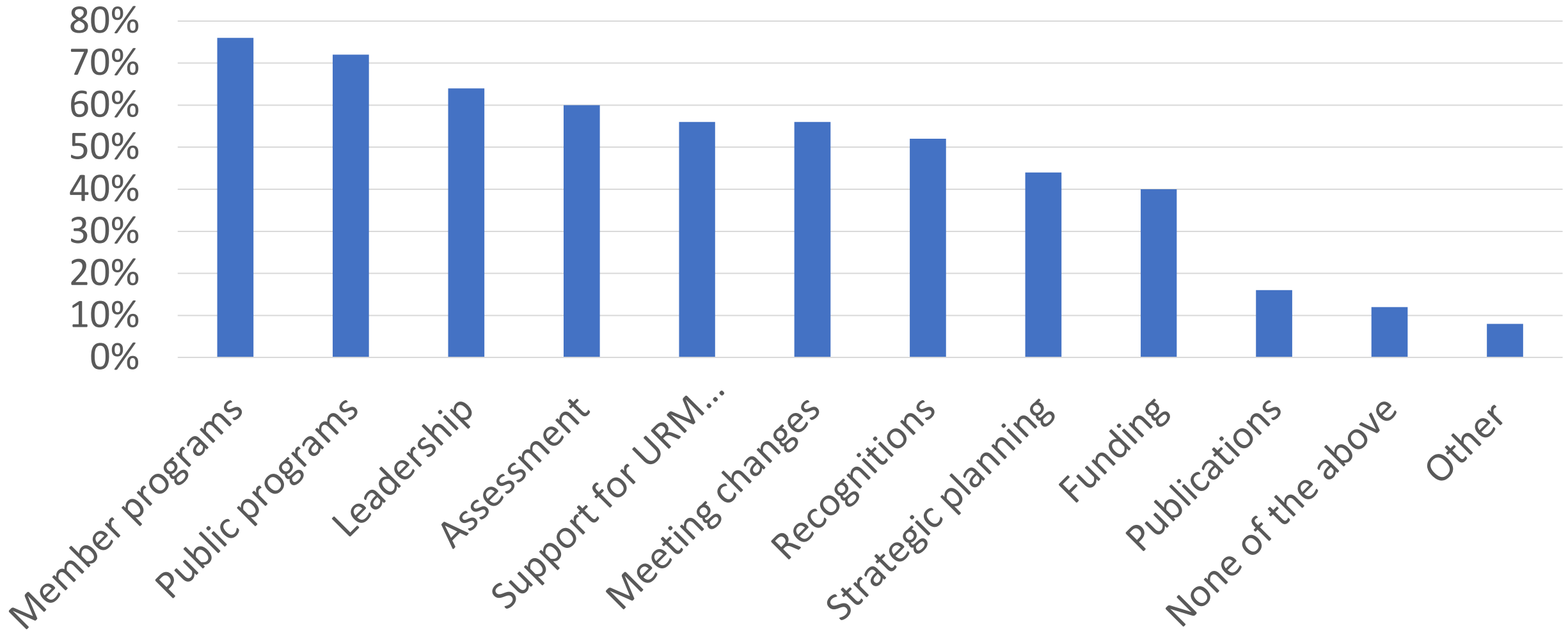


- Code of conduct
- Nominating processes and standards
- Leadership responsibilities
- Strategic plan
- Bylaws

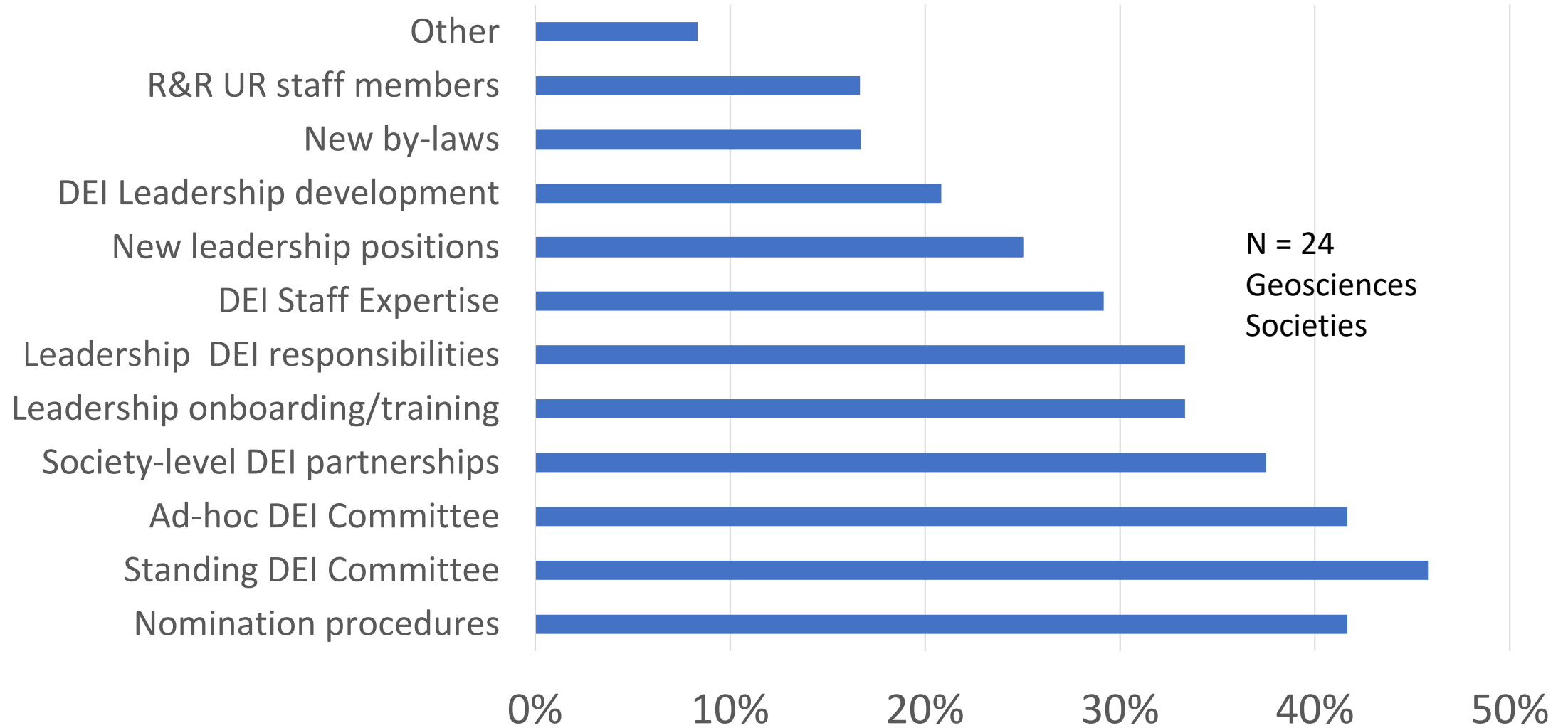
- Inclusive mentoring and coaching
- Affinity groups
- Training/resources
- Base funds

- Accountability
- Assessment
- Leadership onboarding

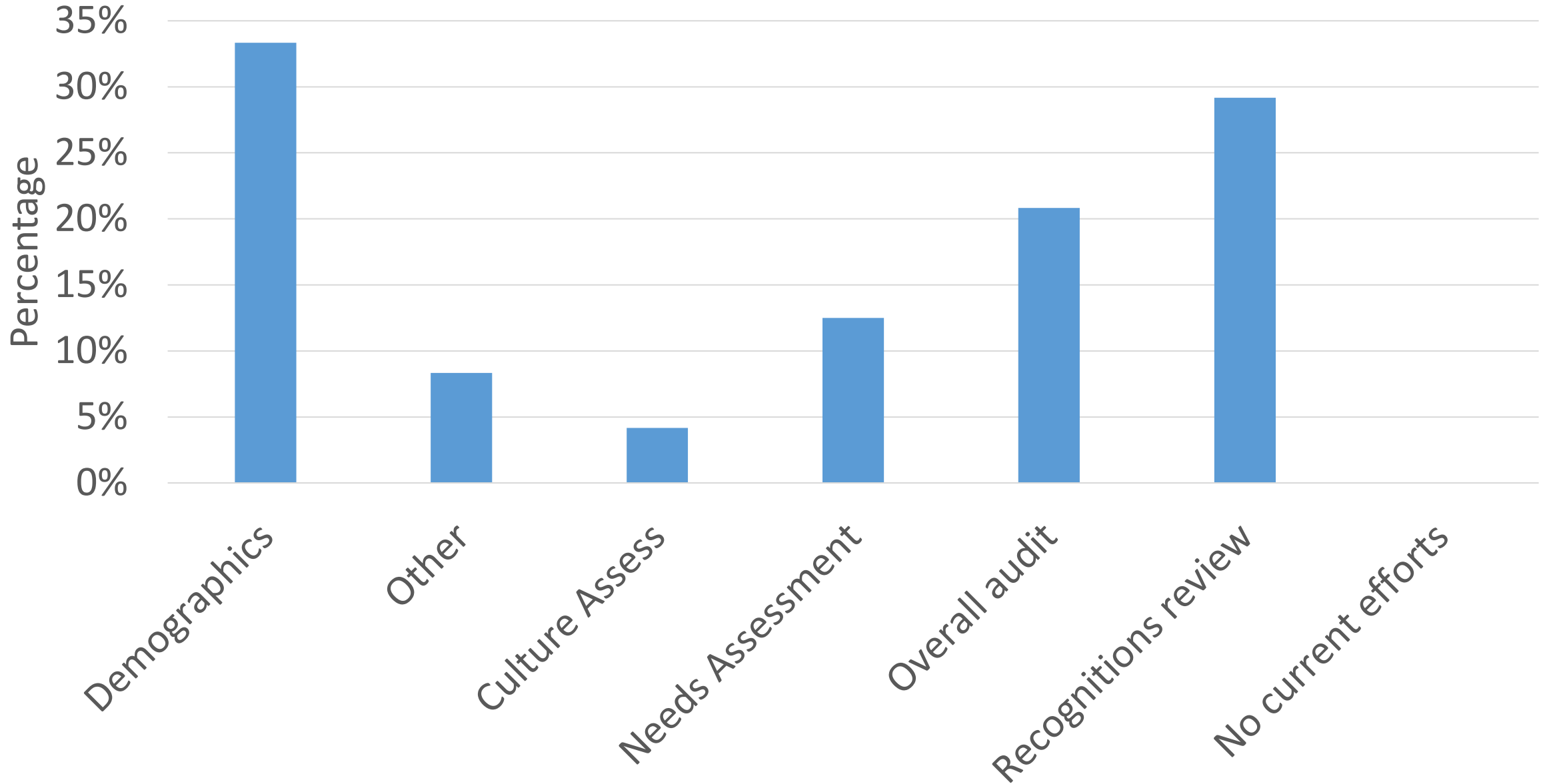
Society actions as of 2022



Society leadership actions as of 10/2022



Geoscience Society Assessments as of 10/2022



Questions? Contacts

Susan Sullivan

Susan.Sullivan@Colorado.edu

<https://calendly.com/susan-sullivan/information-interview>

Christopher Keane

keane@americangeosciences.org

