

Diversity and Equality in the Geosciences: Actions and Initiatives by AGU to Help Close the Gender Gap and Achieve Inclusive Excellence.

*Billy M Williams¹, Brooks Hanson¹, Robin E Bell¹

1. American Geophysical Union

The American Geophysical Union, a scientific society of > 60,000 members worldwide, has undertaken strategic initiatives over the past three years, to help spotlight and address important issues around ethics, diversity and inclusion, including issues around gender equity and under-representation of different groups. Most recently, this work has focused on building partnerships and a unique coalition of societies to help extend and promote leading ethics and diversity practices across STEM. These recent advancements build on AGU's earlier work of establishing an updated AGU Ethics Policy which defines sexual harassment as scientific misconduct and its more recent adoption of an updated AGU Diversity and Inclusion Strategic plan –providing a vision and roadmap for AGU to operate as a model organization for advancing diversity and inclusion in science.

This presentation will review AGU global demographics considerations and its evolution over time, and will include an update on key programmatic work and unique resources provided through the AGU Ethics and Equity Center and its partner organizations. AGU's role in the formation of a consortium of more than 120 scientific societies to help leverage D&I-related leading practices and influence culture change across STEM fields, and in the SEA Change gender equity initiative—will also be discussed, including progress to date, preliminary program metrics, and remaining challenges and opportunities towards achieving Geosciences inclusive excellence.

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