

Data for Diversity and Inclusion

About AGU

Mission:

To support and inspire a global community of individuals and organizations interested in advancing discovery in Earth and space sciences and its benefit for humanity and the environment.

Community of 130,000 Earth and space science experts and enthusiasts





Why?

Why we collect data...

- Strategic goal:
Promote and exemplify an inclusive scientific culture
- Diversity and Inclusion Committee:
Establish annual metrics and assess progress through an annual dashboard
- Document and measure progress
- Use data to make decisions and recommend changes (<https://eos.org/agu-news/diversifying-the-reviewer-pool>)



What?

What data are we collecting?

- Various data points: gender, race/ethnicity, year of birth, career stage, geography(country), scientific discipline, job sector
- Across programs (Meetings, Publications, Honors and Recognition, Membership, Talent Pool, Affiliation and Engagement, Governance, and Ethics)
- Climate surveys – collaboration with external parties to capture more qualitative data about the experience of underrepresented groups



How?

How do we capture data?

- Self-provided on a volunteer basis
- Stored in customer database of record
- Only shared at aggregate levels
- Mostly during membership
- Some data is calculated based on other criteria
- Proxies can be used for analysis

Challenges

Challenges

- How do you measure diversity and inclusion?
- Evolving categories
- Balance between sensitivity and analytical needs
- Global scientific society: cultural and legal differences across our community
- Trust-building and self-selection effect
- Collection for non-members
- Goal-setting and benchmarking

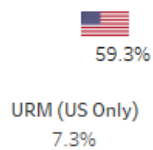
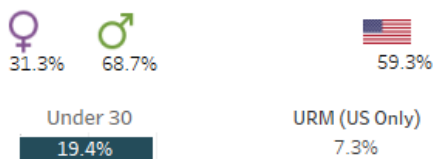
It's never finished...



- Expand definitions and data points to capture diversity and inclusion
- Expand qualitative data
- Continuous improvements to collection of data
- DEI Dashboard

AGU Diversity and Inclusion Dashboard

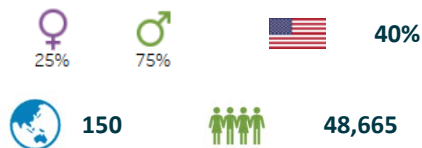
Sample only, not actual data



Membership



Leadership



Publications



Fall Meeting



Honors



Survey

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

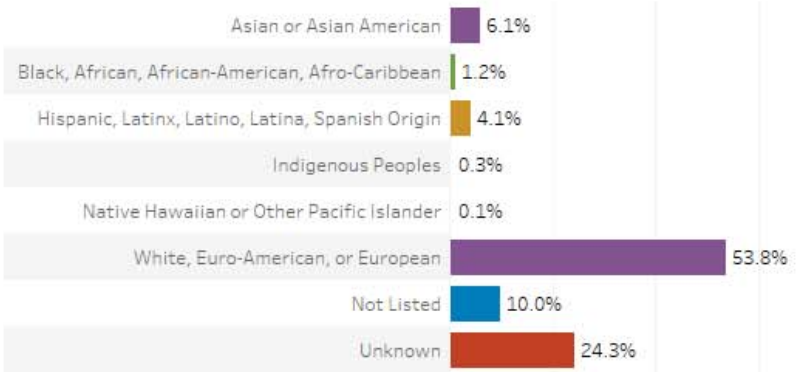
AGU Members

2013	63,130
2014	59,253
2015	60,317
2016	59,315
2017	59,258
2018	60,782
2019	62,572
2020	58,866

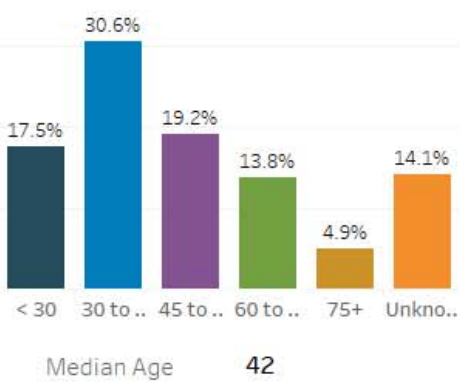
Section Members

2013	63,130
2014	59,253
2015	60,317
2016	59,315
2017	59,258
2018	60,782
2019	62,572
2020	58,866

Race/Ethnicity (US Only)



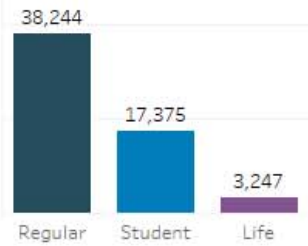
Age Distribution



Gender Distribution



Member Type



Thank you

Karine S. Blaufuss
kblaufuss@agu.org

