

AGU Initiatives for Ethics and Equity in Science



**NAE Diversity and Inclusion Workshop / University of Cincinnati
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AGU V.P. for Ethics, Diversity, and Inclusion



About AGU

AGU galvanizes a community of Earth and space scientists that collaboratively advances and communicates science and its power to ensure a sustainable future.

60,000 Members in 144 Countries



Geosciences = Earth & Space



What does AGU do?

- Publishes 20 peer-reviewed scientific journals
- Convenes scientific meetings – 23K attendees anticipated for the 10-14 December 2018 AGU Washington DC Meeting
- Honors and recognizes accomplished members
- Advocates for funding and other support for science
- Communicates the value of science to the public and to policy makers / Educates on science communications
- Advances a Codes of Conduct: ethical & professional behavior
- Promotes data management standards across the sciences
- Offers career development tools to advance inclusivity in the STEM workforce

AGU Ethics and Equity – Recent Program Milestones

- Updated Ethics Policy addressing harassment as scientific misconduct
- Ethics and harassment-related sessions at scientific meetings
- Stop-Harassment Website
- Broad AGU D&I review initiated
- AGU sponsored Bystander Intervention & Implicit Bias Workshops
- Safe AGU



Today's Discussion: A key starting point - The September 2016 Workshop

Funded by
National Science Foundation

FRI, SEP 9 AT 8:30 AM, WASHINGTON, DC

Sponsoring Organizations

Sexual Harassment in the Sciences: A Call to Respond

By: American Geophysical Union, American Association for the Advancement of Science, American Chemical Society, Earth Science Women's Network, Association for Women Geoscientists, American Geosciences Institute, and funded by National Science Foundation

AGU American Geophysical Union

AAAS ADVANCING SCIENCE SERVING SOCIETY

ACS Chemistry for Life™

AWG

ESWN Earth Science WOMEN'S NETWORK

AGI american geosciences institute
connecting earth, science, and people

- **65 Participants:** Academic Leaders / Scientific Societies Leaders / Government Agency Reps
- **Executive Leaders** from AAS / AGI /AMS/ AGU / GSA / AAAS/ ACS / ESA/ AWG/ ESWN/ SEG/ National Academies

AGU Ethics – Our Role as a Professional Society

- **Promote and codify professional behavior**
- **Enforce sanctions tied to code-of-conduct and Policy**
- **Educate and support members**
 - Workshops and training
 - #SafeAGU / SafeOSM
 - stopharassment.agu.org
 - Sponsor studies
 - New teaching tools
 - Collaborations and positive incentives for a changed culture
 - Track progress



Current AGU Ethics Program Focus

- Implement Updated policy
- Expand member resources – a portfolio of workshop offerings
- Address diversity and inclusion
- Establish program partnerships
- Establish program metrics and plans for a longer-term “Ethics and Equity Resource Center”



The Ethics Resource Center Concept

An **authoritative resource**, actively **educating and promoting** best practices to **address harassment, diversity, inclusion, and related work-climate issues** in the sciences, integrated with traditional scientific ethics training. A **sustained** program.*

*In partnership with the National Center for Professional Research Ethics ([NCPRE](#)) and other science organizations.

Ethics and Equity Resource Center – Selected Features

Organizational/departmental workplace-climate assessment tools – D&I measurements

Unconscious bias and bystander intervention workshops and training resources

Online ethics educational courses, webinars, and certificates

Safe-place counseling resources for individuals who are targets of harassment

Sponsored scholarly research and classroom teaching tools/unique data resources

Best practice awards and recognition for organizations, departments, and individual leaders in advancing STEM equity– Athena SWAN /SEA Change model

Athena SWAN Background

- Focused on Advancing Equity and Diversity in Colleges and Universities
- 12 years operational success and impact in UK
 - Gender Equity Charters /Racial Equity Charters
 - Expansion from 10 institutions in 2005 to 143 Institutions in 2017
- Evidence-based approach, built on qualitative and quantitative research
- Quantitative and Qualitative Research, Training, and Consultancy
- Voluntary Institutional Buy-in and Evidence of System Change – Public Recognition of Results
- Expanding (International Affiliates) – Australia, Ireland, North America

SEA Change (STEM Equity Achievement)

- A North American Initiative hosted at AAAS – modeled after Athena SWAN
- Linkage and discussions with the White House OSTP (2015-2016)
- 12 Participating institutions in Pilot
- Builds on experiences of NSF ADVANCE
- Broader definition and measurements than in UK
 - Gender, Race, Intersectionality, etc.
- Preliminary funding from NSF and Private Foundations

SEA Change (STEM Equity Achievement)

- Institutions collect data, set goals and develop a plan for improving their metrics.
- Assessing data collection capacities within pilot institutions
- Recognition of departments, colleges and institutions with bronze, silver and gold
- **Opportunity to initiate work with Departments for broader impact (see Juno Physics Award example)**
- AAAS, AGU and APS collaboration and partnership

Ethics and Equity Resource Center – Strategy to Make Center Unique, Authoritative, and Sustainable

Partner with **AAAS** on **SEA Change** – in progress/no perceived barriers

- A proven program in UK – voluntary and attractive
- Awards for evidence-based gender and racial equity measurements and progress
- Unique role for professional societies to sponsor Departmental Awards

Partner with **National Center for Professional Research Ethics** – in progress/ no perceived barriers

- Readily available On-line professional resources
- An immediate boost to credibility and sustainability
- Similar but complementary efforts

The Center for Ethics and Equity in Science

Advancing workplace excellence

Still in Quiet Phase

- A centennial legacy project
- Anticipated soft-launch – 3Q 2018
- Building partnerships, content and support
- Strong NCPRE/AGU synergies for member benefit
- Full launch by Dec 2018
- We invite your organization to partner with the Center



Thank you!



AGU Ethics, Diversity and Inclusion
Please Contact Us

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