

NAGT DEI Annual Report September 2022

Overview of the Diversity, Equity, and Inclusion Committee

The Diversity, Equity, and Inclusion Committee facilitates NAGT's DEI efforts to build an inclusive and equitable organization, and achieve its goals related to diversity of its membership, leadership, committees, award winners, and participants in all events. The Diversity, Equity, and Inclusion Committee reports to the Executive Committee. The committee holds biweekly regular meetings. The charge for this committee is at the end of this document. The committee workspace, including notes from committee meetings can be found here:

https://nagt.org/nagt/about/workspaces/diversity/2022_meetings.html

2022 committee members:

- Laura Rademacher (Immediate Past Chair) ('20-'22)
- Amy Weislogel (Chair) ('20-'23)
- Steve Mattox ('20-'22)
- Mimi Fuhrman ('20-'22), rotated off spring 2022
- Yadira Ibarra ('20-'22)
- Samuel Nyarko ('20-'23), now Dr. Nyarko, at STEM Education Research and Innovation at IUPUI
- Anika Knight ('22-'24), new, Geoscience Workforce and Diversity Specialist at UNAVCO
- Zarin Ali ('22-'24), new, Geologist & Researcher, India

Commented [GU1]: Should we list you as chair now?

Establishing Membership and Term Length:

After the initial cohort began in 2020, committee members rotated out in 2021 and 2022 to produce a staggered turnover of members within the committee. After this experience the committee discussed procedures for determining membership that will allow us to maintain continuity within the committee, as well as guidelines for selecting a Chair. Once nominated and selected to serve on the committee, a member will serve 3 years, and after the 3 year term, a 1-year extension that requires committee approval can be sought by the member. After the 1-year extension, committee members can rejoin the nomination pool if they desire and can be considered for selection for another term. The Chair position will be rotated annually; a call for volunteers will be made and those interested in serving will develop a mutually acceptable schedule.

Establishing Metrics to Assess Organization Diversity

The DEI committee has identified 2 goals that are integral to advancing its charge:

- **Improve response rate for demographics/identity of NAGT existing and incoming members**
- **Gain new members from identities historically underrepresented in NAGT**

In its annual 2021 report, NAGT reports identity information regarding its membership. The identifiers include self-reported race/ethnicity, disability status, gender identity, and employment. However, in examining the data, we learned that there is a very low response rate in self reporting identities. The DEI committee, as with other NAGT committees, continues to work toward obtaining reliable demographic information with which to assess the diversity of the NAGT membership.

Our suggestions to improve identity data and allow the committee to make progress on its goals related to membership include:

- Strongly encourage all members to report identity when renewing, and implement regular blasts/social media campaigns as reminders
- Add age, career stage, and international status as the AGU does in its membership sign up
- Analyze membership by divisions (Geo2YC, Geoscience Education Research, and the Teacher Education Division)
- Determine how/when/where NAGT gets new members. Currently this information is not available. We are interested in the possibility of sliding scale for membership fees for folks who also belong to teaching professional orgs./societies/interest groups around marginalized identities, but first we want to see how new people "find" NAGT to join.
- Track demographic information for NAGT awardees and nominees for all awards so we can have a baseline as we try to diversify the awards that NAGT offers.
- Track demographic information for EER participants over the last 5 years to observe impact of in-person, online, and hybrid options on meeting participation.

Until improvements in data collection and transparency are achieved, our plan moving forward is to use participation in the EER meeting as a proxy for NAGT diversity overall. We will request this data in the coming year and analyze it to establish benchmarks.

NAGT DEI At Earth Educator Rendezvous 2022 and Second National Conference on Justice in Geoscience

- The committee proposed a Roundtable at Rendezvous on the topic of "NAGT Initiatives in Diversity Equity and Inclusion" during the last day of the meeting. Committee members Weislogel and Rademacher moderated the roundtable

discussion. At least 9 people participated, including people interested as future committee members! The feedback and input from the participants was fantastic.

1. They suggested a long list of interest groups in geoscience around differing identities, most of which operate on various social media platforms. They emphasized the utility of social media in raising visibility and reaching a diverse audience to attract members.
 2. They stressed that DEI efforts require both work and resources and wanted more information about the ways NAGT allocates resources toward DEI efforts. As our committee operates without a budget, we did not have much information to provide to that inquiry beyond the JEDI Award.
 3. They were excited to learn more about the JEDI award and wanted better publicity for the awardees. They suggested sharing a video message by the awardee to the membership.
- One committee member (Nyarko) attended the second national conference on justice in geoscience in Washington, DC., and moderated a session on Demographic Trends Over Time in Geoscience Higher Education. A major suggestion from the session included ways to make demographic elements more inclusive and committee chair (Weislogel) has already contacted the leadership of NAGT to consider some of these suggestions. The committee was also briefed on several topics from the conference and we have included some of these in our future goals.

Increased Collaboration on DEI within NAGT

- On May 10, 2022, three committee members (Rademacher, Nyarko and Mattox) held an informal meeting of NAGT DEI efforts with representatives from the Geoscience Education Research Division (GER), 2YC, and the Teacher Education Division (TED). In this meeting, TED shared a draft of NAGT's Diversity Statement for DEI Committee review and comments. The sharing of information and conversation was fruitful and participants thought that this should become a bi-annual event to better coordinate and advance DEI efforts across the organization. Discussions centered around:
 - Seeking feedback from groups on our vision and goals; challenges of getting demographic data; adding questions to member survey; and what data is most important to track.
 - Sense of what members want from DEI Comm., e.g., webinars
 - Virtual access for K-12 and need for shared time on events teachers on different schedules than other academics); need to connect with OEST awardees; and tagging items in TTE.
 - Clear posting of NAGT policies; ethics complaint procedures by division or all NAGT (Is there an anonymous way to report ethics violations?)
 - Need for tracking: speakers, nominees, webinars
 - How can members offer suggestions to DEI Comm? Or other committees.

- In 2022, the DEI committee had one member (Weislogel) serve on the EER '22 Planning committee, and one DEI committee member (Nyarko) will serve on the EER '23 Planning committee.

2022 Webinar

Our committee has aimed to hold 1 webinar each year. This year, we decided to make the webinar topical. We developed a webinar focused on the lessons learned regarding meeting modalities during the COVID, and how those lessons could be shared and used to improve meeting participation. Our webinar this year was on September 14, 2022 and was entitled “*Community Efforts to Broaden Conference Participation in the Geosciences*” The webinar panelists we invited were Megan Plenge, EER 2022 Conference Chair; Teaching Associate Professor at University of North Carolina at Chapel Hill; Rebecca Fazzari, Director of Meetings & Events, Geological Society of America; Tramond Baisden, President, National Association of Black Geoscientists. We got to hear from members and meeting organizers about how meeting modality impacts experiences and participation at professional meetings and discussed ideas on how meeting modality can support inclusivity in the geosciences.

Of the 55 people who registered, 22 participated, including committee members and panelists. As this was the first webinar of the season, we note this event may not have been advertised as widely or links didn't get to registrants (we ourselves did not get email notice about the webinar).

Suggestions that emanated from the webinar included:

- Evaluate EER demographics for online versus in person meetings over the last few years. This information was not available from any of the panelists
- Can presentations be recorded for later access? This may be a cheap option that could be used by EER for future meetings.

These points will be relayed to the EER planning committee about these options.

Website

We continue to maintain the NAGT DEI website: <https://nagt.org/nagt/dei/index.html> This website includes a list of references that have been revised and updated thanks to Kim Hannula and Anne Egger. See <https://nagt.org/nagt/dei/resources.html>

The DEI committee initiated a Diversity Story Collection and continues to maintain this as part of its website. This collection has clear submission guidelines and currently includes eight insightful stories. https://nagt.org/nagt/dei/diversity_stories.html As submissions have been contributed, we have been developing written guidelines for curation of this collection. We will finalize these guidelines in the coming year.

JEDI Awards

The Committee selected the second JEDI award recipient. This year the committee evaluated 4 nominations for the JEDI Award and selected Dr. Vashan Wright. His nominator was Dr. Rowan Martindale. Through this iteration, we developed a written document to guide administration of the award and evaluation criteria. We also developed guidelines to publicize the award to increase nominations across geoscience organizations that support diverse identities.

GSA Booth Participation:

The committee has developed DEI committee materials for the NAGT booth in order to advertise our past DEI award winners at GSA Booth in Denver and at EER in Pasadena in 2023.

Action Items for 2023:

1. Continue our regular work in promoting DEI centered activities at EER, administer the JEDI award, and continue to curate Diversity Stories.
2. We plan to acquire EER demographic data for the 8 years and evaluate trends in the identities of participants. We will use this to a) assess the diversity of the community that NAGT serves with its marquee event and b) develop benchmarks to improve the diversity of EER participants.
3. Work with NAGT personnel to improve tracking of demographic information for awardees and nominees for NAGT awards.
4. Develop an update to NAGT's 2020 Message on Racial Injustice and an updated response to the letter by Dr. Hendratta Ali.
5. Eric Pyle made suggestions to connect with NSTA; we aim to reach out to this organization to improve participation of pre-college educators in NAGT

NAGT Diversity, Equity, and Inclusion Committee

Charge to the DEI Committee

The NAGT Diversity, Equity, and Inclusion (DEI) Committee is charged with facilitating the organization's efforts to achieve its goals related to diversity of its membership, leadership, committees, award winners, and participants in all events. This committee reports to the Executive Committee.

Tasks of NAGT Diversity, Equity, and Inclusion Committee

- In coordination with the Executive Committee and a strategic plan, establish metrics for and assess progress towards diversity goals in an annual report.
- Recommend activities to promote and increase membership of groups that are currently underrepresented in NAGT to the Executive Committee, and work with the Executive Director to implement approved activities
- Recommend activities to increase and support participation of underrepresented groups in NAGT programming
- Recommend strategies to broaden nominations for awards, committee positions, and leadership opportunities and work with committee chairs and Executive Office to implement them
- Provide expertise on inclusive practices to the organization as needed

Membership

The committee will consist of 7 members from across the organization who are appointed by the Executive Committee. One member of the committee will be a member of the Executive Committee; all others will be selected from nominees to provide a breadth of expertise and diverse backgrounds. Committee members should be knowledgeable of inclusive practices in organizations and should represent a range of institutions, geographic regions, and personal identities. Members will serve staggered three-year terms. The committee chair will be selected from the committee members and appointed by the Executive Committee for a three-year term.