



## Diversity/Gender/Inclusivity

**Goal Statement:** To exceed legal mandates and be a role model of Equity and Inclusion in Water Quality Monitoring and more generally in STEM science. Especially, actively ensuring we are promoting the scientific findings and ideas of, and offering leadership roles and presentation opportunities to, all minority groups and women as the first objective in our planning, not as an afterthought or side effort. Diversity and inclusion are essential to Scientific Excellence and improves scientific outcomes.

**Introduction or Background:** AquaWatch recognizes that women, those who identify as gender fluid/ambiguous/non-binary, based on sexual orientation, ethnic minorities, people with disabilities, and global scientists from lower socioeconomic backgrounds are all currently under-represented in STEM due to biases in hiring, awards, and leadership opportunities and inequity in scientific oral presentation and written publications. The goal is not simply to uphold applicable laws, but to convey additional substantial support and encouragement to those who have lagged in opportunity and inclusion so that all STEM participants engage from equitable positions of power and importance.

### AquaWatch's Strategic Goals for the Global Water Quality Monitoring Community

**Strategic goal 1** Cultivate a culture within the global water quality monitoring community that encourages and promotes diversity and inclusion as the keystone of our organization – ensuring diversity and inclusion are considered as essential to all planning, not as an afterthought.

#### How AquaWatch can help the community achieve this goal

- AquaWatch will promote and encourage equity and diversity among the AquaWatch community and participation in AquaWatch activities to foster connections and develop a diverse global community.
- AquaWatch will make recommendations for speakers and panelists to support diversity at national, regional, and international meetings.

**Strategic goal 2** Identify, advocate for the removal of, and combat barriers to participation in STEM and success for these groups. Highlight the variety of work-life balance opportunities possible in STEM to inspire people with other responsibilities to embark upon and progress in their scientific careers.

#### How AquaWatch can help the community achieve this goal

- AquaWatch will conduct surveys on barriers to participation in STEM.
- AquaWatch will promote funding for developing country participants to attend conferences.
- AquaWatch will disseminate information about activities and policies that promote diversity and work-life balance.

**Strategic goal 3** Annually assess and maximize the effectiveness of diversity initiatives across the scientific community.



---

How AquaWatch can help the community achieve this goal

- AquaWatch will work closely with other organizations across the scientific community on diversity initiatives and be the instigator to spur the creation of such initiatives whenever they do not currently exist with our collaborators.

**Strategic goal 4** Recognize and champion the achievements of a wide range of scientists from underrepresented groups as inspirational and relatable role models. Empower them through leadership.

How AquaWatch can help the community achieve this goal

- AquaWatch will highlight work done by underrepresented groups through social media and increase the scientists moving into leadership roles by giving them visibility and a platform to share their skills.

**Bibliography:**

<https://ethics.agu.org/files/2019/03/AGU-Diversity-and-Inclusion-Strategic-Plan.pdf>

<https://royalsociety.org/-/media/policy/topics/diversity-in-science/2019-09-Diversity-strategy-2019-22.pdf?la=en-GB&hash=3C2C52DE55E915B0FC394A05400ACFFB>

<https://www.nap.edu/collection/81/diversity-and-inclusion-in-stemm> - various titles for review