**Diversity Equity and Inclusion (DEI) Goals and Metrics
GEO AquaWatch July 2021- June 2022
(Circa September 2021, approved July 2022)**

GEO AquaWatch Context: DEI Policy

Definitions: Early Career- describes any professional who self-identifies as an Early Career Scientist and recognizes the role life circumstances, geography and career shifts can play in one's professional confidence and needs. Groups Under-represented in Science – describes persons with disabilities, racial and ethnic groups, native and indigenous people, and sexual and gender minorities

What will we measure?
1. Webinar speaker diversity
2. Leadership positions
3. Membership positions
4. Activities to engage and recruit members
5. Social media and website promotion of DEI activities
6. Social media and website promotion of projects

How shall we measure it? Through best effort practices based upon what is known about members and presenters by GEO AquaWatch (through informal data gathering) or what is volunteered (without being surveyed) to GEO AquaWatch by members and presenters. DEI data about members and presenters shall not be collected or stored by GEOAquaWatch. All reporting results will be anonymized. In this way GEOAquaWatch will not be in violation of any laws or social customs by collecting DEI data.

What are the targets to meet annually?
1. Out of 6 Webinars (seek 3 early career, 3 senior scientist presenters; seek gender parity among presenters; seek 3 'groups under-represented in science' presenters; seek 2-3 webinars highlighting projects of global representation and reporting work in all 6 different regions of the world)
2. Leadership positions (seek 5 early career leaders for the working groups - 1 each; seek at least 2 members of Steering Committee to be early career leaders; seek gender parity among Management Team and Steering Committee (SC) Members; seek leaders from 'groups under-represented in science' for SC membership and Management Team (MT); seek broad global representation - ideally with leadership of both MT and SC hailing from all 4 GEO regions).
3. Membership positions (expand membership of early career scientists, 'groups under represented in science', and women scientists to be 50% of membership). 4. Hold activities to engage and recruit: at least 2 dedicated early career focused activities per year, and ideally led by early career members.
5. Social media and website promotion of DEI activities: target at least 5% of original social media posts to be promotion of GEO AquaWatch DEI opportunities and activities. Use

the following hashtags: **#dei** #diversity #inclusion #equity #diversityandinclusion #diversitymatters

6. Social media and website promotion of projects: target <u>at least 25% of original social media posts to be promotion of GEO AquaWatch projects by 'groups under-represented in science', women scientists, or early career scientists</u>. Use the following hashtags: **#dei** #diversity #inclusion #equity #diversityandinclusion #diversitymatters

What is the plan for improvement for each metric in 2022-23 and after?

1. Webinars: Exceed the target by whatever we fe[l short by the previous year.
2. Leadership positions: as leadership positions turn over, give priority to <u>'groups under represented in science' and women scientists.</u>
3. Membership positions: seek to expand by 5% annually until the ratio of early career: senior scientists is 50:50 and the ratio of <u>'groups under-represented in science'</u> membership always exceeds 40%, and gender parity is maintained.
4. Activities to engage and recruit: Exceed the target by whatever we fell short by the previous year. If we met it, add 5%
5. Social media and website promotion of DEI activities: Exceed the target by whatever we fell short by the previous year. If we met it, add 5%
6. Social media and website promotion of projects: Exceed the target by whatever we fell short by the previous year.

How often will we report on metrics? At least <u>quarterly, with an annual report</u>

Who will be tasked with reporting? <u>Secretariat</u> - Scientific coordinator and/or director

Who receives the report? <u>SC, MT, GEOSEC, public </u>(website and newsletters)

Who is accountable for ensuring targets are met? <u>SC, MT, Secretariat Director</u>