



GEO AquaWatch DEI Metrics Year 1 Final Report (July 2021-June 2022) July 26, 2022

1. GOAL: 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) RESULTS: 3 webinars - (we had a panel as the first one). The results are 4 male US/EURO senior scientists, 2 US early career female scientists, 1 EURO male early career scientist - all examples were from US or Europe, however. ASSESSMENT: Met our target, but could have done better representing global researchers. If we factor in the Biennial Meeting presenters to just these metrics all targets are again met and we do a bit better with inclusivity worldwide. FUTURE ACTION: Maintain

2. GOAL: 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.) RESULTS: So far we have secured 3 out of 5 vacant early career leadership positions for WG but we have gender parity and representation from US, Latin America and Europe in these new folks. We also have 2 other vacancies for WG leadership roles. ASSESSMENT: Unmet and we could have done better, especially filling Early Career leadership roles. FUTURE ACTION: Make efforts to improve.

3. GOAL: Membership positions (expand membership by 5% annually; and strive to achieve early career scientists, 'groups under represented in science', and women scientists to be 50% of membership). RESULT: We have increased the membership of our working groups by (WG1 - up by 6 people (67%) 3 female, 3 early career and underrepresented in science); WG2 up by 6 people (20%) 1 female and 3 early career and underrepresented in science; WG3 up by 5 people (12%) 1 female; WG 4 up by 1 person (<7%) 1 female and early career; WG5 up by 3 people (23%) 2 early career and underrepresented in science (1 male, 1 female) and 1 senior female researcher ASSESSMENT: Unmet in a few working groups. FUTURE ACTION: Make efforts to improve, especially in unmet Working Groups

4. GOAL: Hold activities to engage and recruit: at least 2 dedicated early career focused activities per year, and ideally led by early career members. RESULT: We have met the early career leadership and engagement goals through the Biennial meeting programme. ASSESSMENT: Met FUTURE ACTION: Increase activities by 5%

5. GOAL: 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
 RESULT: see data below ASSESSMENT: Met in all quarters. FUTURE ACTION: Increase by 5% annually.

6. GOAL: Social media and website promotion of projects: target 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. Use the following hashtags: #dei #diversity #inclusion #equity #diversityandinclusion #diversitymatters
 RESULT: see data below
 ASSESSMENT: Met in Q2 and 4 and very close in Q3, especially if you count website posts.
 FUTURE ACTION: Increase original DEI posts on the website and social by 5-10%, which was where we fell short 2 quarters last year.

TWITTER:

	General	DEI (see #6)	Early Career (see #5)	% original
July-Oct 21	55OT*/98RT**	20OT/22RT	15OT/31RT	22D/16EC
Nov-Dec 21	88OT/126RT	34OT/18RT	53OT/24RT	19D/30EC
Jan-March 22	86OT/117RT	45OT/69RT	50OT/42/RT	28D/22EC
Apr - June 22	134OT/314RT	55OT/109RT	82OT/77RT	20D/30EC
Total	363OT/655RT	154OT/218RT	200OT/174RT	21D/28EC

*OT=Original Tweet

**RT=retweet of another’s original content

WEBSITE NEWS:

	General	DEI	Early Career	% Original
July-Oct 21	9	4	6	21D/31EC
Nov-Dec 21	13	6	7	23D//27EC
Jan-March 22	13	5	8	19D/31EC
Apr- June 22	7	2	5	14D/38EC
Total	42	17	26	19D/32EC