



GEO AquaWatch DEI Metrics Year 2 Final Report (July 2022-June 2023) September 19, 2023

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: 9 webinars. The results are 14 male and 6 female scientists; 3 were early career (2 male, 1 female) and the rest were senior scientists. Speakers were from or spoke about studies in: US, Africa, Australia and Europe. ASSESSMENT: We did not meet our early career or gender parity target, but we met our goal on geographic representation. FUTURE ACTION: Improve to reach targets
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: we have met gender parity and early career goals for WG and SC but not yet on the Management Team though improved ASSESSMENT: Unmet MT but launch of the ECS helped reach early career leadership goals FUTURE ACTION: Make efforts to reach this goal for the MT and maintain it in the others.
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 revised the membership in working group positions making metrics unable to be calculated in the same way. ASSESSMENT: No Data. FUTURE ACTION: suggest we revise this metric to track by our Biennial or Annual meeting registrations in the future.
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 again this year. ASSESSMENT: Met FUTURE ACTION: Increase activities by 1 more activity (we had 5% but not a valid metric)
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. FUTURE ACTION: Increase by 5% annually making new target 10%
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. FUTURE ACTION: Increase original DEI posts on the website and social by 5% making the new target 30%.

TWITTER

	General	DEI (see #6)	Early Career (see #5)	% original
July-Feb 23	113OT*/196RT**	28OT/63RT	69OT/52RT	
Mar-Jun 23	96OT/146RT	7OT/56RT	37OT/32RT	
Total	209OT/341RT	35OT/119RT	106OT/84RT	17D/21EC=38%

*OT=Original Tweet

**RT=retweet of another's original content