

## IRIS JEDI Update: January 2021 - March 2021

*The IRIS justice, equity, diversity, and inclusion (or JEDI) Working Group was started in the summer of 2020 in response to two calls from geoscientists of color: “[Call for a Robust Anti-Racism Plan for The Geosciences](#)” and “[A Call to Action for an Anti-Racist Science Community from Geoscientists of Color: Listen, Act, Lead.](#)” This update is a summary of progress made by the working group and the larger IRIS organization. Information and updates from this group can be found at the IRIS JEDI website: [www.iris.edu/hq/about\\_iris/jedi\\_efforts](http://www.iris.edu/hq/about_iris/jedi_efforts) and questions can be directed to [jedi@iris.edu](mailto:jedi@iris.edu).*

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### Summary

The JEDI working group continues to meet weekly. The working group refined a draft Anti-Racism Action Plan for IRIS, both internal and external stakeholders, that outlines a scope of activities to be implemented from 2020 to 2023. This action plan was reviewed by the IRIS Board of Directors, circulated at an IRIS Management Call, then introduced to IRIS staff and subcontractors through an IRIS All-Hands Zoom call. Input is encouraged through email and/or a form that allows for anonymous feedback.

### Highlights

- An initial draft of IRIS Anti-Racism Action Plan was published on the IRIS website
- The vendor Milestales was selected for implementing a company-wide cultural survey
- The Seismological Society of America (SSA) Diversity, Equity and Inclusion Task Force, which included an IRIS liaison, submitted recommendations to the SSA Board
- A presentation on IRIS JEDI activities was submitted to the 2021 SSA Annual Meeting
- Resources, articles, events, and other highlights were compiled and shared to IRIS staff through emails in recognition of Black History Month in February, and Women’s History Month in March

### Next Steps

- Announce the IRIS Anti-Racism Action Plan to the IRIS community
- Begin implementation of items from the action plan
- Continue seeking opportunities to collaborate on JEDI activities with other organizations and societies to best leverage resources and experience