

# IRIS JEDI Update: January 2022 - December 2022

*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).*

---

## Summary

The JEDI working group continued to meet at different intervals through 2022. The main focus has been to coordinate with the UNAVCO IDEA committee members and PASSCAL staff to develop plans for the EarthScope Consortium. The IRIS JEDI working group will conclude and transition to the EarthScope DEI Committee at the end of 2022.

## Highlights

- Held mandatory training on implicit bias, language, and microaggressions for IRIS and UNAVCO staff in January 2022.
- Information and featured individuals were compiled and shared to IRIS staff through an email and to EarthScope staff through a Slack post in recognition of Black History Month (February), Women’s History Month (March), National Deaf History Month (March-April), Asian American and Pacific Islander Heritage Month (May), Pride Month (June), Juneteenth (June 19th), National Disability Employment Awareness Month (October), National Hispanic Heritage Month (October-November), Indigenous Peoples’ Day (October 10th), and Native American Heritage Month (November).
- Worked with UNAVCO IDEA committee members and PASSCAL staff to develop an EarthScope DEI committee charter and action plan in response to a request from UNAVCO and IRIS Presidents. Incorporated recommendations from the contracted Milestones group.
- Implemented practices from the IRIS Action Plan for the hybrid SAGE-GAGE workshop held in June in Pittsburgh. This included a range from the selection of the host city, holding an educational “Meritocracy Monopoly” event for in-person attendees, providing limited stipends to attendees for supporting caretakers, in the agenda with a land acknowledgement as well as DEI topics included in the main program, and an updated code of conduct.
- Best practices for collecting demographic data were collected and discussed.
- A representative from the JEDI working group attended the Second National Conference: Justice in Geoscience held August 14-17th in Washington DC.
- Video serieses on Women in Geoscience and Latino/as in Seismology were created. Additional series are in the works, and more diverse voices have been prioritized for recorded videos and animations.

## Next Steps

- Start meeting as the EarthScope DEI Committee in 2023.