

IRIS JEDI Update: July 2021 - September 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 and questions can be directed to jedi@iris.edu.

Summary

The JEDI working group continues to meet every other week, with IRIS President Robert Woodward joining once a month. The focus has been predominantly on cultural surveys at IRIS and UNAVCO, including encouraging participation and reviewing the results with the assistance of the vendor Milestales.

Highlights

- The IRIS/UNAVCO+ URGE pod, the JEDI working group, and the UNAVCO IDEA committee developed a statement of principle for the EarthScope Consortium Inc. merger process on “Justice, Diversity, Equity, and Inclusion.”
- The cultural survey developed jointly by IRIS and UNAVCO with the help of vendor Milestales was opened and had a high response rate, with 48 out of 52 employees completing it for a rate of 92%.
- Separate company wide town halls for IRIS and UNAVCO were held to present the results of the cultural survey. A report and slides were made available to all employees.
- The JEDI working group met with the IRIS Board of Directors Nomination Committee chair and IRIS President to discuss strategies for diversifying IRIS governance.
- Resources, articles, events, and other highlights were compiled and shared to IRIS staff through emails in recognition of Hispanic Heritage Month and Black in Geoscience Week.
- A special interest group meeting “Progress in Justice, Equity, Diversity, Inclusion, and Access in Geoscience” was organized at the virtual 2021 GAGE/SAGE Workshop with participation of JEDI members.
- A charter for the JEDI Working Group was developed and shared with the IRIS Board.

Next Steps

- Use culture survey and recommendations from Milestales to plan next steps including training for IRIS and UNAVCO staff.
- Develop a plan and mechanism for reporting progress on the Anti-Racism Action Plan back to the JEDI working group and to the wider IRIS and geophysics community.
- Begin discussions with UNAVCO IDEA Committee on how to handle parallel work of the two groups and eventually merge efforts as part of the EarthScope Consortium Inc.