

## IRIS JEDI Update: June 2020 - December 2020

*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

In response to two calls from geoscientists of color, IRIS released a statement on Racism in Geoscience on June 12, 2020, renewing our commitment to advance justice, equity, diversity, and inclusion within our organization and our larger scientific community. An IRIS all-hands meeting was convened on August 28, 2020, “An update on IRIS’ activities in the areas of Anti-Racism and Diversity, Equity, and Inclusion” and staff were invited to join a justice, equity, diversity, and inclusion (or JEDI) Working Group. This JEDI working group has met weekly since September 2020 to develop and discuss an Anti-Racism Action Plan for IRIS with the scope of activities from 2020 to 2023 and including internal and external stakeholders. An initial draft of this action plan will be released in January/February 2021, and feedback will be encouraged. IRIS is also currently exploring options for a company-wide culture survey along with training available for staff.

### Highlights

- A website was created to publish information and resources at IRIS - [www.iris.edu/hq/about\\_iris/jedi\\_efforts](http://www.iris.edu/hq/about_iris/jedi_efforts)
- IRIS accepted the invitation to send a liaison to participate in the Seismological Society of America Diversity, Equity and Inclusion Task Force
- Members of the IRIS JEDI Working Group and the UNAVCO Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee attended meetings to present each group’s plans and to establish communication to collaborate on related efforts
- The Instrumentation Services directorate at IRIS and the Geodetic Infrastructure directorate at UNAVCO discussed diversity, equity, and inclusion efforts on an Engineering All Hands call on October 23, 2020

### Next Steps

- Publish initial draft of IRIS Anti-Racism Action Plan
- Hold a follow up IRIS staff All Hands call and separate IRIS community town hall
- Select a vendor for providing a company-wide cultural survey and training(s)
- Begin implementation of items from the action plan