

# IRIS JEDI Update: October 2021 - December 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 every other week, with IRIS President Robert Woodward joining once a month. Both the IRIS JEDI working group and UNAVCO IDEA committee met jointly with Milestales Co-Founder Ama Yawson to discuss options for staff-wide training guided by the results from cultural surveys. Follow up discussions were held between members of both groups to come to consensus on a path forward for this training. A plan and mechanism for reporting progress on the Anti-Racism Action Plan still needs to be developed and joint discussions on merging the UNAVCO IDEA committee and IRIS JEDI working group were postponed until early 2022.

## Highlights

- Information and featured individuals were compiled and shared to IRIS staff through an email in recognition of American Indian Heritage Month.
- Held first meeting between the IDEA committee and JEDI working group to plan mandatory joint IRIS and UNAVCO staff training on implicit bias, language, and microaggressions for January 2022.
- Began discussions internally about merging efforts with the UNAVCO IDEA committee as part of the EarthScope Consortium Inc.
- Strategies outlined to address diversity and inclusivity at the upcoming 2022 SAGE/GAGE meeting.
- Internal meetings held to discuss the best practices of collecting, storing, and using demographics data at IRIS.
- A poster was presented on inclusive field safety at the 2021 AGU Fall Meeting by UNAVCO and IRIS staff.
- The charter for the JEDI Working Group was approved by the IRIS Board of Directors.

## Next Steps

- Hold mandatory training on implicit bias, language, and microaggressions 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.