

March 9, 2021

To: AEG Chapter Officers

From: AEG Diversity, Equity, and Inclusion Committee (DEIC)

It is no secret that the geosciences are among the least diverse of the STEM fields, and the leadership of AEG recognizes its responsibility as a professional organization to address this important issue. Accordingly, in July 2020 the AEG Executive Council issued the following statement, and placed it prominently on our website's home page.

AEG supports diversity, equity, and inclusion in the Geosciences profession and in our organization. AEG leadership plans to further our efforts in promoting these values by challenging ourselves on what we can do better to encourage underrepresented populations to consider and obtain careers in the Geosciences and to foster a welcoming and inclusive environment within our Association and the Geosciences profession.

In addition, AEG's Executive Council has joined other geoscience societies, like GSA and AGU, in signing a statement prepared last December by the America Geosciences Institute (AGI), which you can read at: <https://www.americangeosciences.org/community/diversity-framework>.

In September 2020, AEG formed the Diversity, Equity, and Inclusion Committee (DEIC) as a standing, operational committee in the AEG structure. One of its roles is to support chapters in their work to broaden the diversity of our profession. Some chapters are already active in this work, others have yet to identify this issue as a focus for their chapter work. In June 2020, the Oregon Chapter's officers prepared a document to address the ways they will move forward, and it is attached as a PDF file for your consideration.

Regardless of where your own chapter is on diversity, the DEIC is here to help by serving as a place to share ideas and experiences, and to provide speakers and resources for addressing diversity issues in our profession.

The DEIC members are volunteers from across the spectrum of AEG's membership who want to make a difference on diversity. We hope chapters will consider having their own coordinators and/or form their own groups to address this issue, and members of the DEIC look forward to working with you. Deborah Green and Jennifer Bauer are co-chairing the DEIC, and can be reached at DEIC@aegweb.org.

Resolving issues of diversity, equity, and inclusion in the geosciences will require time, work, and patience. Injustices that have persisted for centuries will not be erased in a few short years. For every successful initiative, there may be others that lead to dead ends. What matters is our commitment and support for one another as we embark on this path, and the DEIC is here to provide structure and resources for that journey. We are working to educate ourselves on the bigger picture, while also beginning to plan (and, hopefully in 2021, to implement) achievable projects that will result in small, but meaningful, steps forward. Please let us know how we can help with *your* steps forward.