

AGU | HONORS

DIVERSITY REPORT

AGU100 ADVANCING
EARTH AND
SPACE SCIENCE





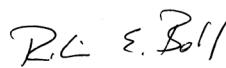
A Message from AGU Leadership

Each year at Fall Meeting, AGU honors a distinguished group of scientists by conferring the Union medals, awards, and prizes. These individuals are recognized for their “significant contributions to the Earth and space sciences through scientific research, education, communication, outreach, and sustained impact.”

While AGU represents more than 60,000 scientists from over 130 countries, demographic analysis of past award honorees has shown that when controlling for career stage and other factors, certain groups have been underrepresented among awardees. Thus, over the past year, AGU and the volunteers who spearhead our honors and rec-

ognition efforts have made a collaborative and multitiered effort to address this issue.

The cohort of 2019 recipients of Union awards, medals, and prizes is now more representative of the scientists within the AGU community. We realize there is more work to be done and, in the spirit of transparency, are releasing this report, which looks at two of these underrepresented groups: women and international populations.



Robin Bell
AGU President



Susan Lozier
AGU President-elect



Membership Demographic Changes

The AGU Honors Program comprises three areas: Union awards, medals, and prizes (UAMP); AGU Fellows; and section awards. (Note that in the following data, individuals may be both female and international; they are counted separately—and thus may be counted in both groups—for demographic purposes. AGU currently does not collect race/ethnicity data of honorees and nominees, and thus this data is not included in the report. This is an item of attention for AGU and will be followed and reported in the future.)

The Honors Program received a record **685 nominations** in 2019.





AGU has maintained a steady membership of around 60,000 since 2014, with female membership in the high 20% range (Table 1). In 2018, AGU saw a record number of female members, hitting 30% for the first time. At the same time, international (non-U.S.) membership has remained in the high 30% range, until 2018, when this group reached 41%.

As AGU focuses on increasing the diversity of membership, the member community has called to simultaneously increase the diversity of the Honors Program. The Honors Program received a record number of nominations, 685, in 2019 (Table 2), a 20% increase over nominations received in 2018. In 2019, 31% (212) of the nominations were for women, more closely matching their representation among AGU membership. International members also received 31% (211) of the nominations in 2019, below their membership-wide representation but an increase of several percentage points over 2018.



In 2018, international members made up **41%** of total AGU membership.

AGU Membership					
	2014	2015	2016	2017	2018
Women members	26%	27%	27%	27%	30%
Non-U.S. members	39%	39%	39%	38%	41%

Table 1. AGU membership demographics, 2014–2018.

2014–2019 Honors Program Nominee Demographics			
Year	Total Nominations	Total Female	Total Int’l.
2014	320	74	67
2015	333	68	85
2016	552	123	170
2017	512	109	144
2018	572	131	163
2019	685	212	211

*No section data for 2014 or 2015.

Table 2. Honors Program nominee demographics, 2014–2019.

Union Awards, Medals, And Prizes

The prestigious Union awards, medals, and prizes have had an overall increase of diversity in nominees since 2014.

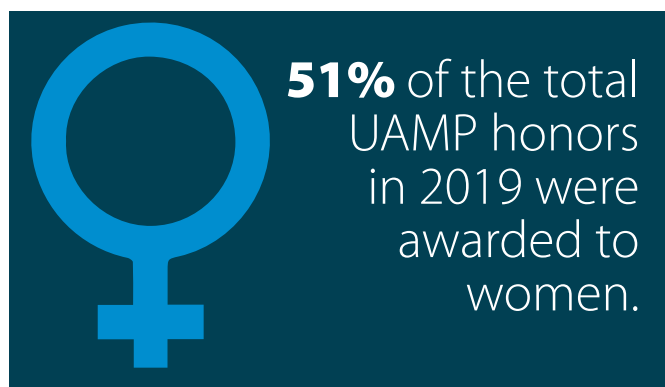
In 2019, female nominees total 70, or 33% of the total nominations (Table 3), and there was a significant jump in the number of female awardees, totaling 18, or 51% of the total awardee demographic (Table 4).

International nominee numbers followed a curve similar to that of women nominees, reaching 62, or 30% of total nominees, in 2019 (Table 3) and 10, or 29% of the total awardees (Table 4). This number is still below the 41% representation in total membership but far higher than the 10% awardee representation in 2014.

UAMP Nominations	2014	2015	2016	2017	2018	2019
Female	34	32	30	30	24	70
Male	96	95	110	104	118	137
U.S.	107	96	97	91	98	148
International	24	34	47	47	45	62
Total Nominations	130	130	144	138	143	210

**Gender count does not include nominations for a group/team.*

Table 3. Union award, medal, and prize nominees, 2014–2019.



UAMP Honorees	2014	2015	2016	2017	2018	2019
Female	5	9	11	6	5	18
Male	24	16	21	23	28	16
U.S.	26	21	24	21	23	24
International	3	4	8	8	10	10
Total Honorees	29	25	32	29	33	35

Table 4. Union award, medal, and prize honorees, 2014–2019.

AGU Fellows

The nominees and awardees for AGU

Fellows shows a minimal increase in the number of women nominated and a slight improvement for international members. As the annual total of awardees has stayed steady between 60 and 62 Fellows, nominations for women have hovered between 15% and 21% (Table 5), with awardees ranging between between 16% and 24% of the total (Table 6). In 2019, nominations and awardees for women reached the highest level since 2014.

Meanwhile, nominations for international members have similarly hovered between 22% and 30% (Table 5). International members made up 19% of the total winners in 2014, and have steadily increased each year to a high of 42% in 2019 (Table 6).

Fellows Nominations	2014	2015	2016	2017	2018	2019
Female	40	36	36	33	48	52
Male	149	167	190	184	199	195
U.S.	146	152	160	162	187	173
International	43	51	66	55	60	74
Total Nominees	189	203	226	217	247	247

Table 5. AGU Fellows nominees, 2014–2019.

The year 2019 saw a record number of female (**21%**) and international (**30%**) Fellows **nominees**.



In 2019, **42%** of AGU Fellows are international.

Fellows	2014	2015	2016	2017	2018	2019
Female	13	11	11	10	13	15
Male	49	49	49	51	49	47
U.S.	50	47	41	41	42	36
International	12	13	19	20	20	26
Total Honorees	62	60	60	61	62	62

Table 6. AGU Fellows, 2014–2019.



AGU Section Awards

Data for the section awards are only available since 2016, but like other areas of the Honors Program, section honors also saw an increase in total nominations in 2019. Female nominees increased to an all-time high of 90, or 39%, in 2019 (Table 7), resulting in 25 awardees, or 47%, of the total section awardees (Table 8).

The number of international section nominees has also been on the rise since 2017, with a total of 75 international candidates, or 33% of the total, in 2019 (Table 7). Table 8 shows that although the number of nominations has been increasing for international candidates, the actual honoree numbers have remained the same over the past 3 years, with 2018 and 2019 seeing 15 international honorees and, in fact, a slight decrease from 32% in 2018 to 28% of the total in 2019.

Women received **47%** of the AGU section awards in 2019.



Section Nominations	2016	2017	2018	2019
Female	57	46	59	90
Male	125	111	123	138
U.S.	125	115	124	153
International	57	42	58	75
Total Nominations*	182	157	182	228

**Data does not include section lectures.
Table 7. AGU section nominations, 2016–2019.*

Section Honorees	2016	2017	2018	2019
Female	8	11	19	25
Male	30	41	28	28
U.S.	26	36	32	38
International	12	16	15	15
Total Honorees*	38	52	47	53

**Data does not include section lectures.
Table 8. AGU section honorees, 2016–2019.*

Appendix

AGU MEMBERSHIP DATA

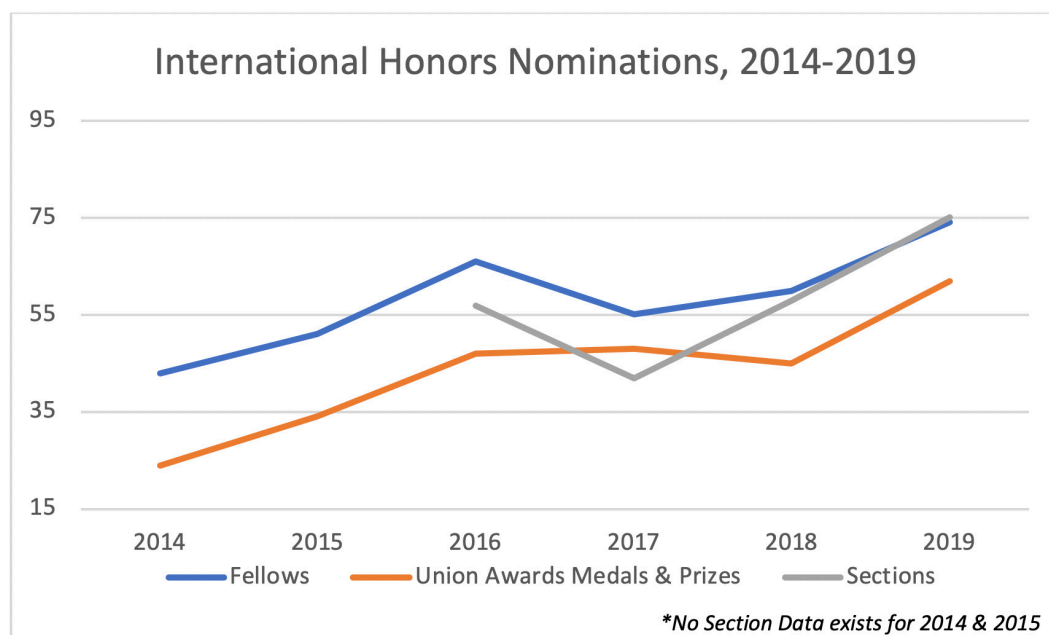
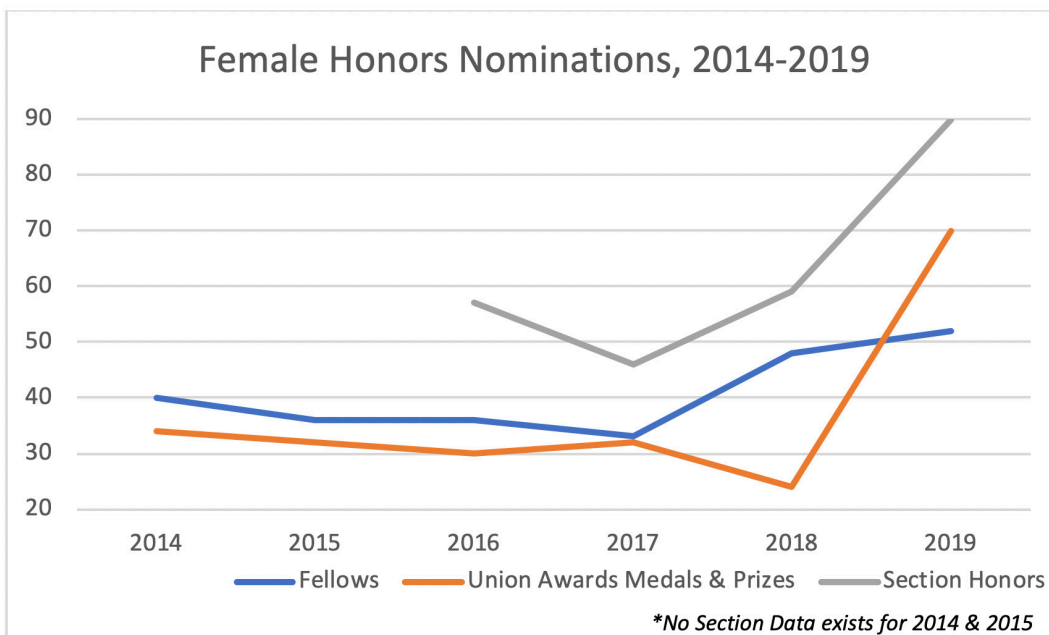
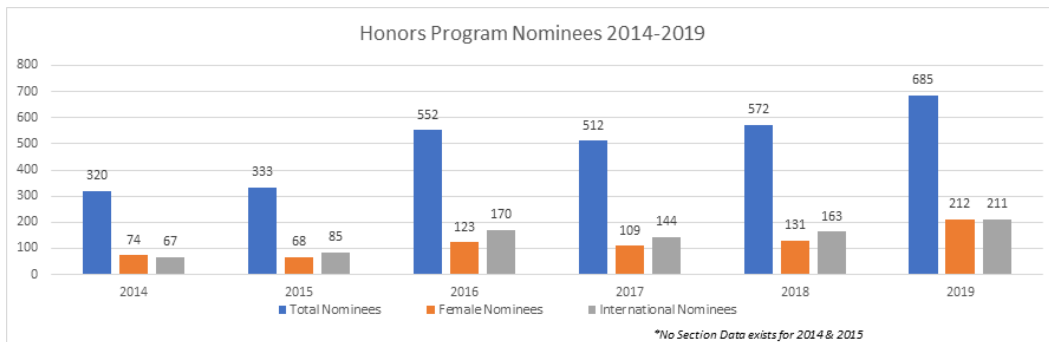
	2014	2015	2016	2017	2018
Women members	26%	27%	27%	27%	30%
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NOMINEE DATA

Total Nominations	2014	2015	2016	2017	2018	2019
Fellows	189	203	226	217	247	247
Union AMP	131	130	144	138	143	210
Sections	N/A	N/A	182	157	182	228
Total	320	333	552	512	572	685

Female Nominations	2014	2015	2016	2017	2018	2019
Fellows	40	36	36	33	48	52
Union AMP	34	32	30	30	24	70
Sections	N/A	N/A	57	46	59	90
Total	74	68	123	109	131	212

Int'l. Nominations	2014	2015	2016	2017	2018	2019
Fellows	43	51	66	55	60	74
Union AMP	24	34	47	47	45	62
Sections	N/A	N/A	57	42	58	75
Total	67	85	170	144	163	211

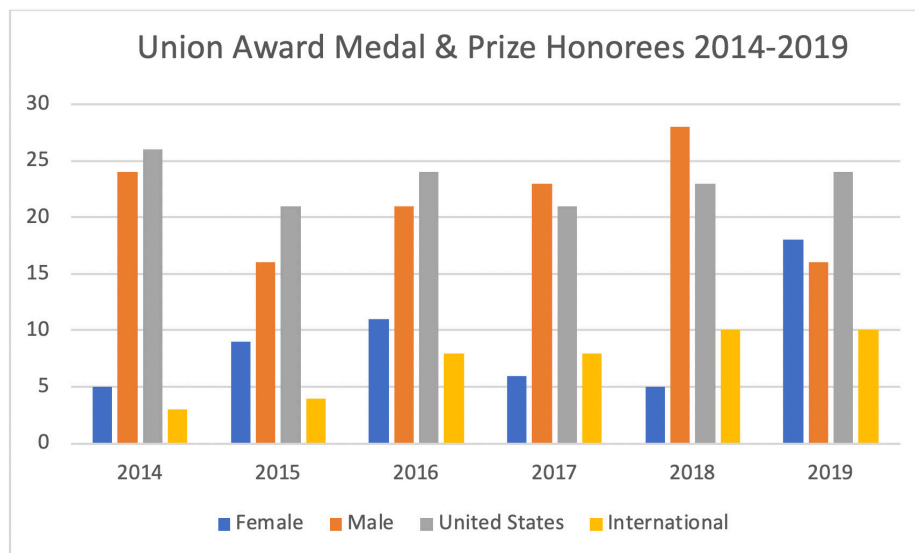


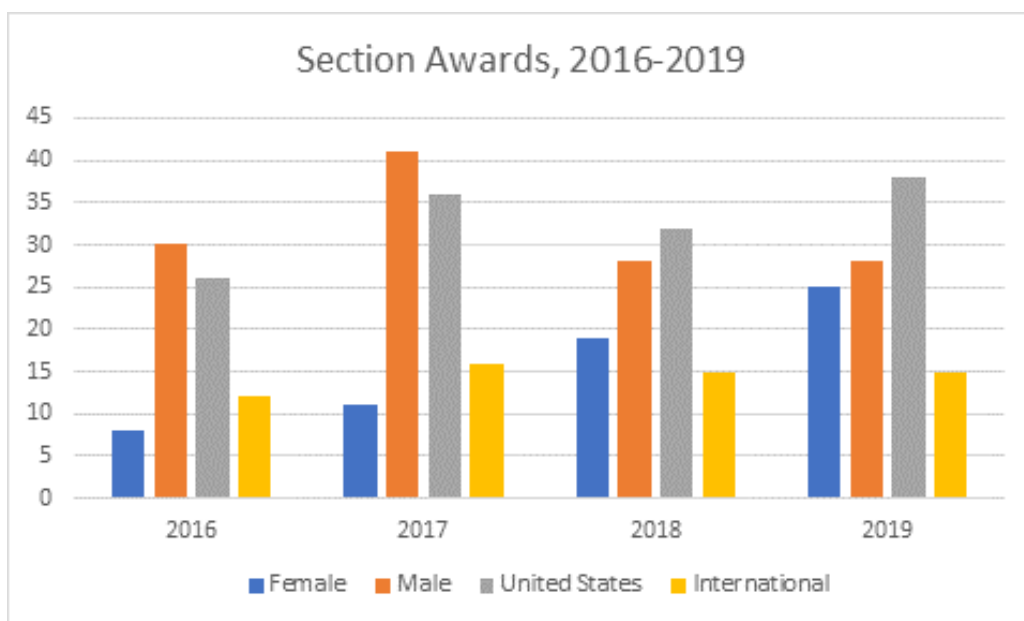
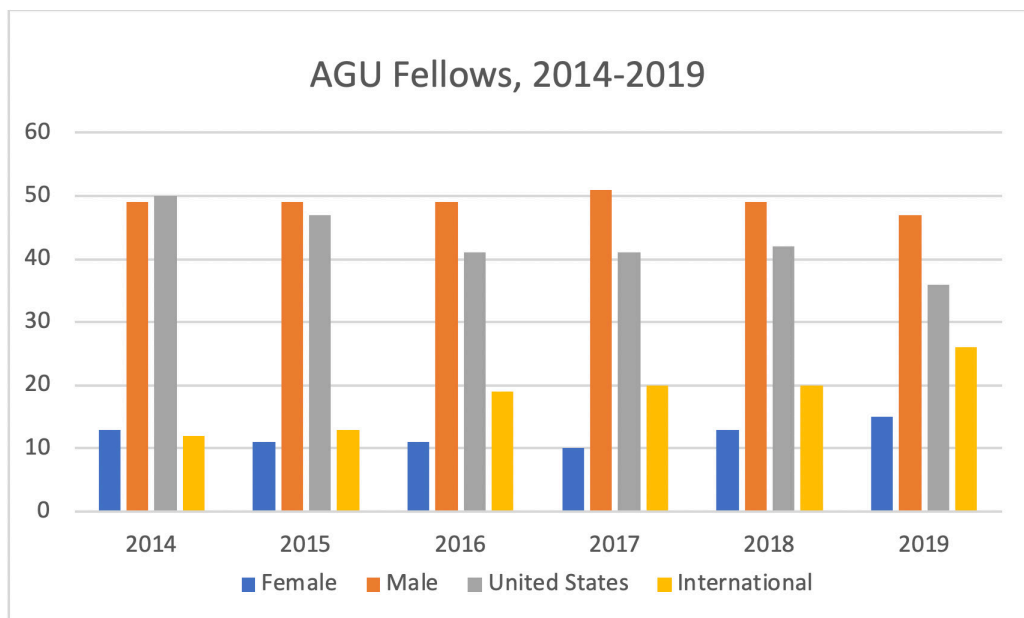
HONOREE DATA

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International	12	13	19	20	20	26
Total Fellows	62	60	60	61	62	62

Section Awardees	2014	2015	2016	2017	2018	2019
Female	N/A	N/A	8	11	19	25
Male	N/A	N/A	30	41	28	28
U.S.	N/A	N/A	26	36	32	38
International	N/A	N/A	12	16	15	15
Total Awardees			38	52	47	53







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