

IRIS JEDI Update: April 2021 - June 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, switching from weekly to every other week in June 2021. Tasks in the IRIS Anti-Racism Action Plan have begun to be assigned to IRIS staff members through IRIS Management and the JEDI working group has responded to requests for information associated with those tasks.

Highlights

- A survey for assessing the culture at IRIS, done in parallel with UNAVCO, has been revised with the selected vendor Milestones and made ready for release. A brief All-Hands call with IRIS staff was organized to emphasize the importance of the survey, how it was created, how data anonymity will be handled, and what will be done with the results. The survey is now open for responses.
- The JEDI working group advised the IRIS Board of Directors to consider safety in the final meeting location selection for the 2022 SAGE/GAGE Workshop. A policy with criteria for selecting meeting locations is being drafted, with efforts to reach out to other societies and organizations with similar policies in development.
- Resources, articles, events, and other highlights were compiled and shared to IRIS staff through emails in recognition of Asian American and Pacific Islander Heritage Month in May and LGBTQIA+ Pride Month in June.
- A presentation was made at the 2021 SSA Annual Meeting held virtually entitled “Justice, Equity, Diversity and Inclusion at Incorporated Research Institutions for Seismology”. A recording is available here: <https://www.youtube.com/watch?v=iU6vA2Cj-w8>

Next Steps

- Obtain approval from IRIS Board of Directors for a newly developed JEDI working group charter
- Develop meeting location selection policy
- Develop demographics data best practices and guidelines
- Review feedback from Milestones and finalize staff training plan