ADDRESSING SYSTEMIC RACISM IN THE SCIENCES

HOLDING UP A MIRROR

DEMOGRAPHIC REPRESENTATION IN AAAS FUNCTIONS THAT ADVANCE CAREERS

AAAS DRAFT PLAN 1

July 2020

Preface – The first of three draft plans

- AAAS is committed to taking concrete actions to address systemic racism

- These actions are organized into three draft plans

  1) HOLDING UP A MIRROR TO ENSURE ACCOUNTABILITY: Demographic representation in AAAS functions that enable success and advancement in science and engineering

  2) AAAS programs and initiatives to increase diversity, equity, and inclusion in science and engineering

  3) AAAS actions to ensure diversity, equity, and inclusion with the AAAS

- Draft plans 2 and 3 will be released by mid-September 2020
  - We invite and strongly encourage comments and suggestions to suggestionsforaaas@aaas.org.

AAAS Draft Plan 1

Introduction

- Science, engineering, and medicine are not immune to the discrimination, subjugation, and silencing of minority colleagues and voices. The reasons for this are deeply ingrained in the systems that govern the conduct of these fields. When we hold up a mirror to the scientific enterprise, it is clear we must be reminded that Black and other unrepresented minority lives - and scientific contributions - matter.

- Almost every generation has arrived at a similar moment of opportunity born of tragedy. Progress will require systemic change that, as of yet, we have been unable to make. To be clear, AAAS is part of that system. We must ensure this moment does not slip away. We can and must be a powerful force for change.

- This draft plan is intended to hold a mirror to ourselves and provide the transparency with which to hold us accountable for change.

AAAS functions enable career advancement in science and engineering

- Publishing in the *Science* family of journals or commenting in a *Science* news story provides a platform for scientists to amplify their impact

- Recognition as a AAAS elected Fellow provides additional credibility and stature to accomplished members of the scientific and engineering community

- Receiving a AAAS Science & Technology Policy Fellowship opens a pathway to a career in science policy

- Winning a AAAS award furthers a career into scientific leadership

- Serving in AAAS governing bodies builds networks and influence in science and engineering

- AAAS should be as diverse as the society it serves

Summary of Actions

- AAAS will make diversity, equity, and inclusion normative in what we do by undergoing the [AAAS SEA Change](#) assessment

- AAAS will collect and make public aggregate demographic data on authors, reviewers, award winners, and fellows

- AAAS will collect and make public aggregate demographic data within selection functions of the AAAS

- AAAS will collect and make public aggregate demographic data of the AAAS workforce

- For transparency and so that the scientific community may hold AAAS accountable, this data will be published annually

- The AAAS Board and management will review and act upon demographic data on a monthly basis

Implement *AAAS SEA Change* at AAAS

- *AAAS SEA Change* is a comprehensive initiative that implements a proven self-assessment process to effect sustainable change with regard to diversity, equity, and inclusion in STEMM

- Answers the question: *How do we untie ourselves from the practices of the past that made inequities possible, indeed, almost inevitable, and are allowing them to persist?*

- AAAS is committed to [the SEA Change principles](#) and working through a process of continuous learning and improvement

- Learn more about [*AAAS SEA Change*](#)

Collect and make public aggregate demographic data on authors, award winners, and fellows*

- Publications in the *Science* family of journals
- AAAS Elected Fellows
- S&T Policy Fellows
- Mass Media Fellows
- Leshner Fellows
- News from *Science* sources and reporters
- Scientists engaged by SciLine
- Speakers at Annual Meetings and other events

* Not a complete list

Collect and make public aggregate demographic data within selection functions of the AAAS*

- Governance
  - Board of Directors
  - Council
  - Section Leadership
  - Committee on Nominations
- Senior Management
  - Leadership Advisory Council
  - Leadership Team
- Journal Editors and News Writers
  - Professional
  - Academic
  - Board of Reviewing Editors
- Fellowship Selection Committees
  - S&T Policy Fellowships
  - Mass Media Fellowships
  - Leshner Fellowships
- Award Selection Committees

* Not a complete list

Transparency leads to accountability

- Demographic data in each of the selection functions will be published annually so that the scientific community may hold AAAS accountable

- AAAS commits to providing clear data that does not obfuscate trends by blending groups or highlighting only one axis of diversity

- In many instances, this data is compiled through voluntary self-reporting. This means the initial data sets will have limitations. With appropriate legal and privacy constraints, AAAS will appeal to authors, awardees, fellows, and members to self-report demographic data.

- The AAAS Board and senior management will integrate review of demographic data into monthly oversight and management cadence

AAAS Draft Plan 1

AAAS should be as diverse as the society it serves

- AAAS will make diversity, equity, and inclusion normative in what we do by undergoing the AAAS SEA Change assessment and implementing a plan of action

- AAAS Staff Recruitment
  - Ensure best practices in hiring
    - Provide external training for all hiring managers
    - Integrate diversity goals into performance evaluations
  - Ensure best practices in recruitment to volunteer selection functions
    - Guidance and demographic data provided to volunteer bodies
  - Support the creation of diverse recruitment pipelines

- AAAS Staff Retention
  - Provide a safe and supportive workplace
    - Diversity training for all staff starting with senior management
    - Implement a bias reporting system
  - Providing resources for staff support, training, and development

AAAS Draft Plan 1

Summary

- AAAS is one of the enabling organizations for success in the sciences

- AAAS should be as diverse as the society it serves

- AAAS will be transparent about representation and make the data publicly available to ensure accountability

- AAAS will make diversity, equity, and inclusion normative in what we do by undergoing the [AAAS SEA Change](#) assessment