



**GEO AquaWatch DEI Metrics
Year 3 Final Report (July 2023-June 2024)
August 2, 2024**

1. GOAL: Out of 6 Webinars (seek 3 early career, 3 senior scientist presenters; seek gender parity among presenters; seek 3 'groups under-represented in science' presenters; seek 2-3 webinars highlighting projects of global representation and reporting work in all 6 different regions of the world) RESULTS: 9 webinars. The results are 7 male and 6 female scientists; 7 were early career (3 male, 4 female) and 6 were senior scientists. Speakers were from or spoke about studies in: India, Central and Latin America, US, and Europe. ASSESSMENT: We met early career and gender parity targets and geographic representation was improved. FUTURE ACTION: Sustain
2. GOAL: Leadership positions (seek 5 early career leaders for the Management Team (MT); seek at least 2 members of Steering Committee to be early career leaders; seek gender parity among MT and Steering Committee (SC) Members; seek leaders from 'groups under-represented in science' for SC membership and Management Team (MT); seek broad global representation - ideally with leadership of both MT and SC hailing from all 4 GEO regions). RESULTS: We have 11 members of the MT (8 male, 3 female and 5 of these are early career scientists). We have 10 members of the SC (6 male, 2 4 female and 2 of these are early career scientists). Our MT/SC leadership represents all 4 GEO regions. ECS leadership is 3 female and 1 male, representing 3 GEO regions. ASSESSMENT: We have met all the DEI goals for MTS/SC and all 4 GEO regions are represented. Gender parity is not achieved on the MT 8M:3F. FUTURE ACTION: Make efforts at gender parity for the MT and sustain metrics in all the others.
3. GOAL: Membership positions (expand membership by 5% annually at the annual/biennial meeting; and strive to achieve early career scientists, 'groups underrepresented in science', and women scientists to be 50% of membership). RESULT: We had 36 registered guests at the Biennial Meeting during the IOCS (21 female, 15 male and 20 were from under-represented groups). ASSESSMENT: Met. FUTURE ACTION: maintain.
4. GOAL: Hold activities to engage and recruit: at least 3 dedicated early career focused activities per year, and ideally led by early career members. RESULT: 4 ECS Water talks were held. ASSESSMENT: Met. FUTURE ACTION: sustain for next 3 years then consider increasing by 1 more activity.
5. GOAL: Social media and website promotion of DEI activities: target at least 10% of original social media posts to be promotion of GEO AquaWatch DEI opportunities and activities. Use the following hashtags: #dei #diversity #inclusion #equity #diversityandinclusion #diversitymatters RESULT: 18% of original posts on our website, Linked In, and X accounts promoted DEI opportunities. ASSESSMENT: Met. FUTURE ACTION: Increase by 5% annually making new target 15%
6. GOAL: Social media and website promotion of projects: target at least 30% of original social media posts to be promotion of GEO AquaWatch projects by 'groups



under-represented in science', women scientists, or early career scientists. Use the following hashtags: #dei #diversity #inclusion #equity #diversityandinclusion #diversitymatters RESULT: 57% of original posts on our website, Linked In, and X accounts feature early career, women, or under-represented groups. ASSESSMENT: Met. FUTURE ACTION: Increase original DEI posts on the website and social by 5% making the new target 35%.