What is an Equity Assessment?

- Assess the current culture: review policies, practices, interview stakeholders.
- Design and implement Culture Survey.
- Develop DEI Strategic Plan: goals, benchmarks, strategies, metrics.
- Repeat the process every several years to track improvements and continued areas of need.

Mixed Methods Approach

- Culture Survey: Used for descriptive statistics and binary, logistical regression models.
- Qualitative: Coded, themed, and extracted illustrative quotes.

Who took the survey

- Age and Career Stage
  - Age of Survey Respondents (n = 1772)
  - Career Stage of Survey Respondents (n = 1772)

Findings

- In What Areas Could AMS Better Accommodate Your Needs?
  - 48% of people said that AMS could better meet their needs in at least one area.

What we learned about bias at AMS

- 1 in every 13 respondents (7.8%) reported encountering bias at AMS-sponsored events.
  - 60% experienced it themselves.
  - 48% witnessed it.
  - 32% heard about it.
  - 31% reported more than one way of experiencing bias.

EIJ Matters to the AMS Community

- 87% of survey respondents agreed with these statements:
  - "Equity, inclusion, and justice are important for the future of the weather, water, and climate community."
  - "AMS should have an equity, inclusion, and justice strategy that informs its activities."

Recommendations

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<th>Recommendations</th>
<th>Belonging</th>
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