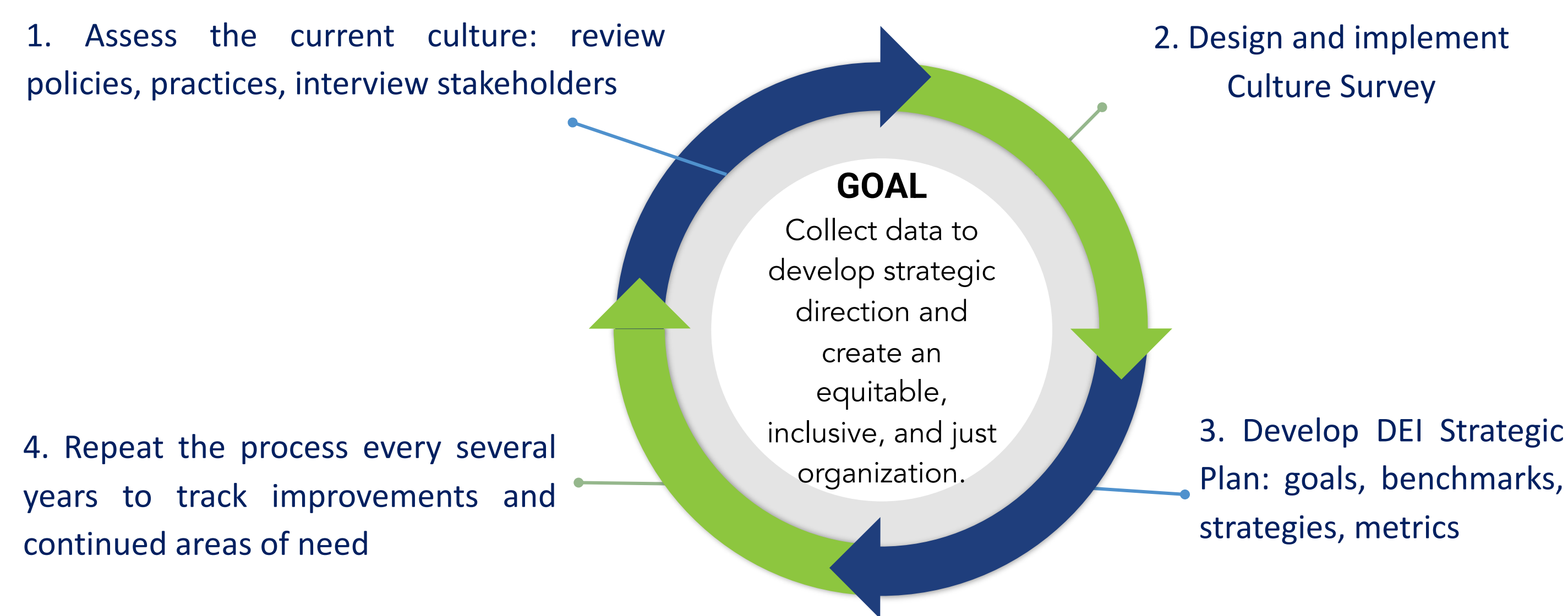


American Meteorological Society 2023 Equity Assessment Report

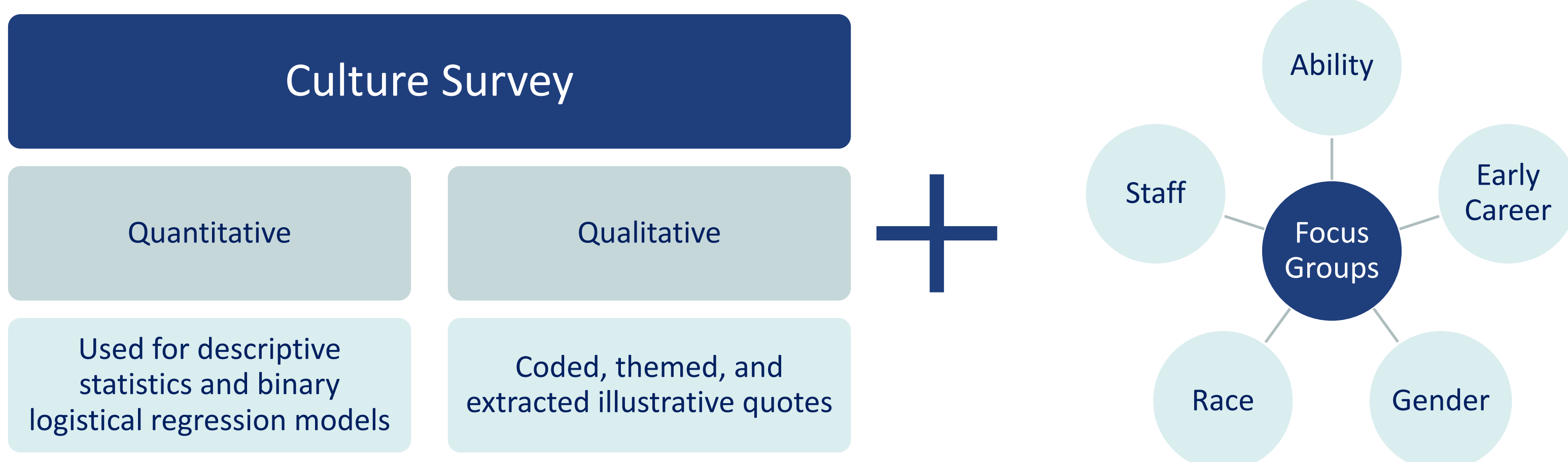


Katy Putsavage, Melissa Burt,
Stephanie Armstrong, Stella Kafka.

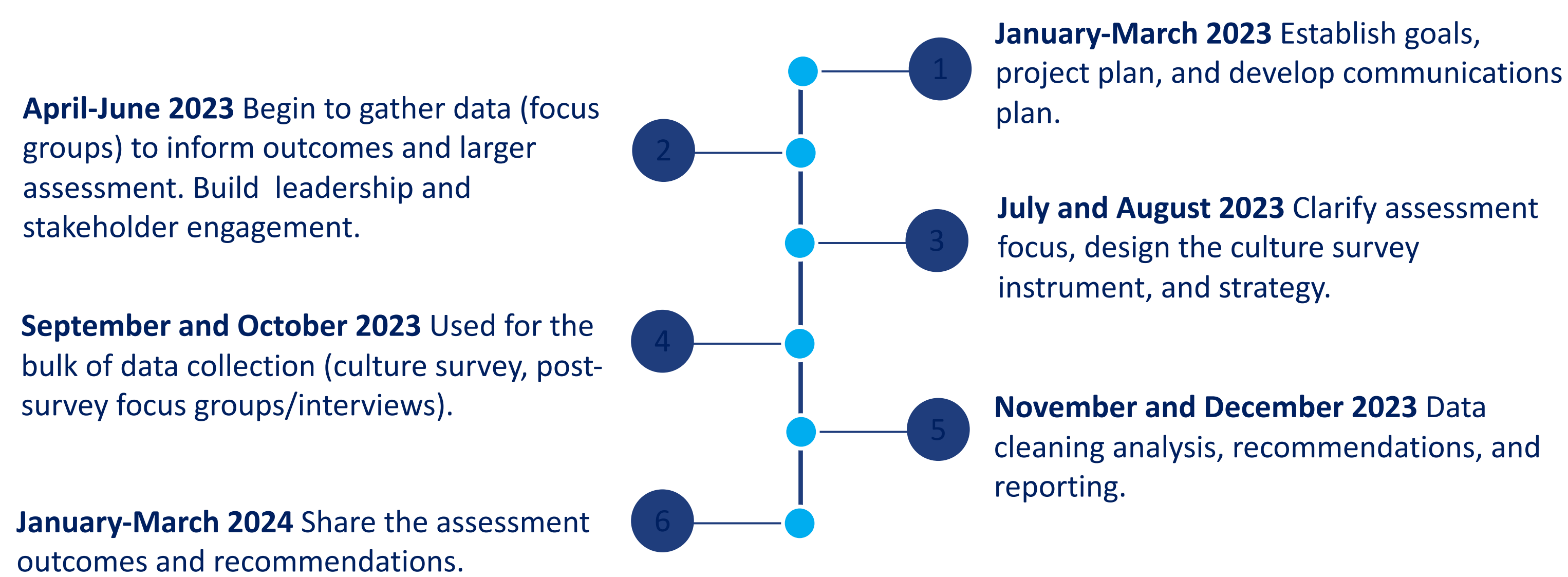
What is an Equity Assessment?



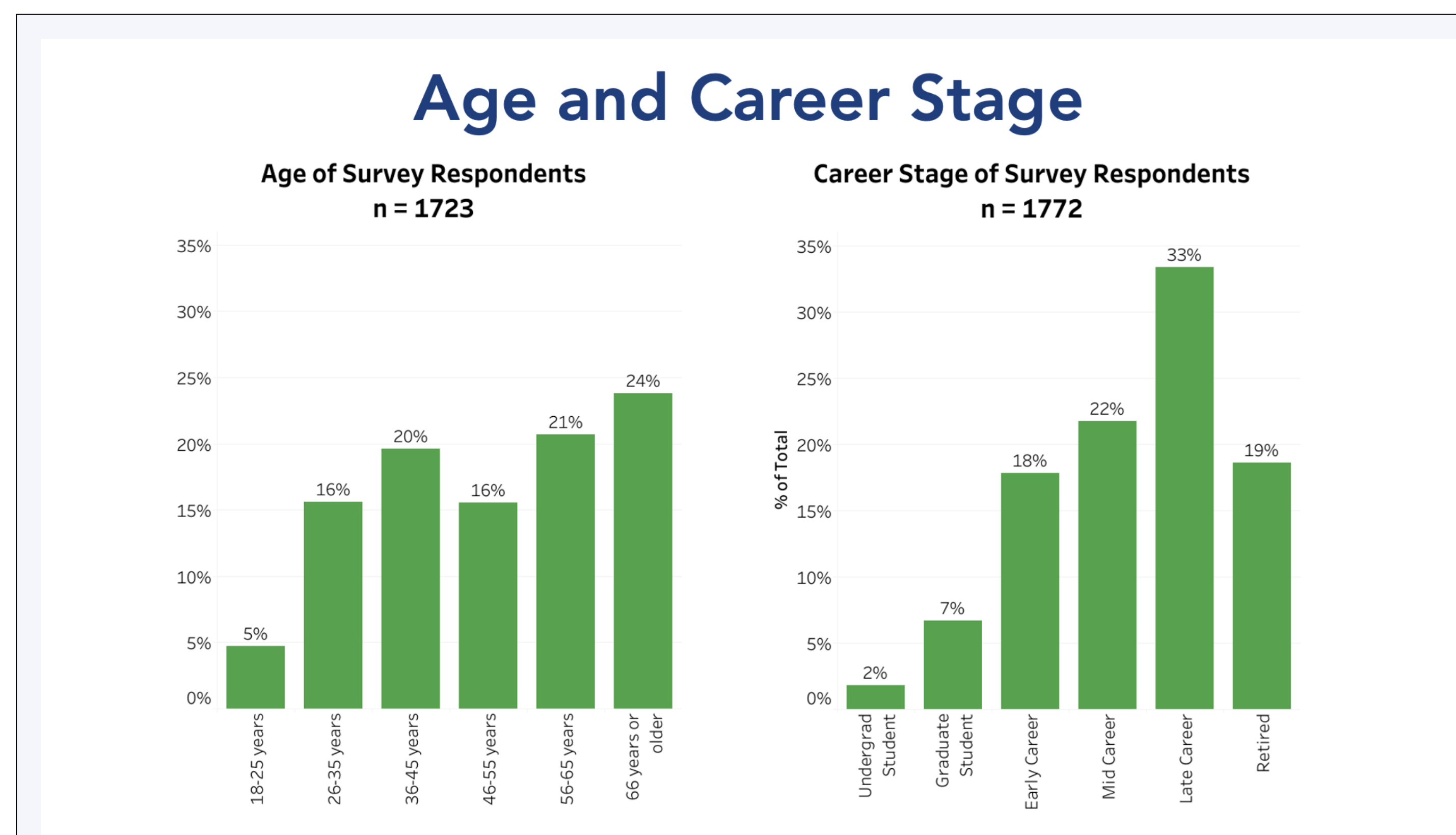
Mixed Methods Approach



Project Timeline



Who took the survey



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.”

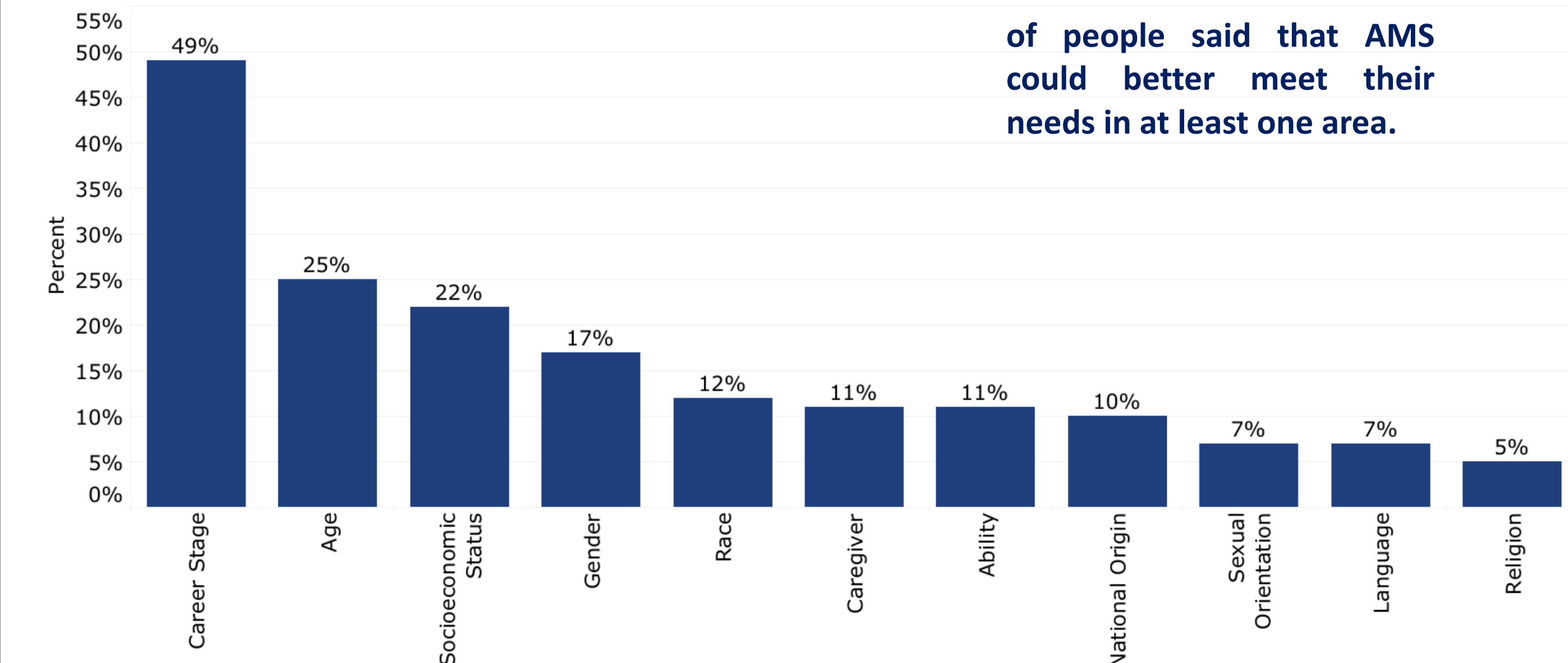
- The survey was widely disseminated to all AMS members and staff and publicly on social media. We also made an intentional effort to gather input from marginalized groups.
- Demographic questions were optional, allowing for personal discretion, choice, and comfort level.
- This demographic information is valuable as:
 - An estimate of the demographics of the larger AMS community
 - Evidence that there is already much diversity within AMS
 - A comparison point with other surveys (e.g. membership survey)
 - Input for regression analysis to look for differences between groups

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



Recommendations

	Belonging	Bias	Equity	Access
Enhance Connection	✓		✓	
Promote Communication	✓	✓	✓	✓
Improve Reporting		✓		
Advance Education	✓	✓		
Foster Pathways to Leadership	✓		✓	✓
Optimize Accessibility	✓	✓	✓	✓
Expand Financial Flexibility			✓	✓