The Association for Women Geoscientists (AWG) is shocked and deeply disturbed by the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless other Black Americans due to the entrenched systematic racism operating in the United States. Encouraging and enhancing diversity, equity, and inclusion is the primary mission of AWG, and we strongly condemn racism and discrimination in any form. We stand with our Black friends, colleagues, and neighbors in our communities and around the world.

We also acknowledge that we, as an organization and as geoscientists, have much work still to do. At this time, we recognize the need to increase efforts to make the geosciences more diverse, inclusive, and equitable for historically marginalized social groups. In the upcoming weeks, AWG will implement initiatives to directly address the racial disparity within the geosciences, particularly those barriers faced by women of color. We, as an organization, will do more to directly address the challenges of intersectionality within academia faced by women, gender non-binary people, and people of color. We are also developing larger initiatives to actively combat systematic inequalities that contribute to the current racial disparity within the geosciences.

We encourage every person to be empathetic and listen carefully to the stories of those who have different experiences and perspectives from your own. We challenge you, as we have challenged ourselves, to develop a greater awareness of our racism, privilege, and bias. We also invite you to continue to share your stories and suggestions so we can understand and learn from each other.