



Task Group on Diversity, Equity, Inclusion, and Accessibility

PRAEAMBLE: The International Union of Geological Sciences (IUGS) with 121 national members, representing over a million geoscientists, is one of the World's largest scientific organizations. The International Geological Congress (IGC) is the scientific forum for the IUGS, and is organized every four years, attracting participants from all over the world. IUGS and IGC events are intended to provide a safe, productive, and inclusive environment for all participants in which they can effectively share reliable geoscience knowledge. Contributing to making the event a positive and productive experience for everyone is the ethical responsibility of all participants. These guidelines apply to all participants in all IUGS and IGC activities, including ancillary meetings, events, and social gatherings.

In September, 2023, in response to this resolution, the IUGS Commission on Geoethics convened a Task Group on DEIA to provide recommendations for the IUGS to bring the leadership and administration of its constituent groups (commissions, sub-commissions, task groups, initiatives) to a balance of their members concerning issues of DEIA, focusing on topics of gender, ethnicity, geographical provenance, discipline, career stage. Additionally, the IUGS Commission on Geoethics is supporting the Standing Committee on Gender Equality in Science, which is a network of international organizations that promotes gender equality in science.

Members of the IUGS Task Group on DEIA:

- Christopher Atchison (Chair), Professor, University of Cincinnati, USA
- Yong Ge, Professor, Institute of Geographical Sciences and Natural Resources Research, Chinese Academy of Sciences/Jiangxi Normal University, China
- Éva Hartai, Honorary Professor, University of Miskolc, Hungary
- Rachele Kernén, Research Fellow, the University of Adelaide, Australia
- Billy Williams, EVP for Ethics, Diversity and Inclusion, American Geophysical Union, USA

According to its charge, the Task Group recommends the following essential initiatives IUGS should consider implementing to raise awareness of DEIA, which is then used to shape policies and practices for broadening participation and representation within its constituent bodies.

Suggested Organization Reference Principles / Recommended Principles from the Committee

IUGS will strive to:

- Operate in an environment where all are treated with inherent dignity and respect;
- Value and promote gender diversity in its programs and activities;

- Support policies that help increase participation in geosciences by all underrepresented groups.

COMMITTEE RECOMMENDATIONS for IUGS Consideration

Phase 1 (Primary priority)

- Appoint or elect a Director of DEIA to manage efforts across all IUGS programming.
- Encourage and conduct conversations about the importance of Policy, explanation about our recommendations and discussion about how to encourage culture shifts.
- Evaluate existing By-Laws and Constitutions for potential revision for enhancing DEIA efforts and removing any potential discriminatory language and practices (last time reviewed and updated was 2016).
 - [f1fc07_a11ee6d2eaae410a95681ae188d916f7.pdf \(iugs.org\)](#)
- Demographics survey, who is your membership? Allows for equity across the organization (gender, ethnicity).
- Establish Ethics and Code of Conduct for meetings and events, communication and accountability measures. See examples from other organizations such as the American Geophysical Union, Geological Society of America, and Geological Society of London.
- Evaluate the diversity of all boards, panels, and decision/recommendation-making committees; develop a plan to restructure for the inclusion of voice and diverse representation in all activities.

Phase 2 (Secondary priority)

- Conduct audits (diversity, accessibility, etc) of all conferences, workshops, and other membership activities.
 - create a needs assessment survey to determine the DEIA priorities of the IUGS community
- Professional development for the governing members: e.g. implicit bias training, sexual harassment; include expectations for frequent follow-up training to stay updated.
- Organizing workshops, conferences on the topic of DEIA (all activities should be hybrid to enable a broad participation of all IUGS members).
- Establish an award to recognize individual and group efforts in DEIA by IUGS members.
- Creating dissemination materials on inclusion and diversity, for example <https://www.engieproject.eu/2022/03/03/geas-women-who-study-the-earth/>
 - Social Media outreach for DEIA
 - Website that explicitly states IUGS Principles and Vision with respect to DEIA; support with details of implementation e.g., DEIA policies for IUGS/IGS meetings, participation in IGCP projects, etc.; links to resources on “best and effective” practices in realizing DEIA goals
- Collect the feedback from activities to organize and improve future efforts; Consider Feedback and data from improvement surveys.
- Align all activities to the development of each region, different regions are given different ways of organizing activities, development goals.

Basic initiatives

- Potential collaborators: list of organizations (with a contact point), for examples: EFG - European Federation of Geologists (David Govoni, president), Geolatinas (Lynsey MacLeary), AWG - Association for Women Geoscientists, Black in Geoscience, WOMEESA (Melanie Finch), AGU, AAPG Women's Network, Women in Mining UK (Grace Hove).
- Knowing the issues: Analysis of the composition of the IUGS body membership to get an updated snapshot of the gender and provenience distribution in governing boards. This analysis can be done by IUGS Secretariat through data on the IUGS website.
- Making surveys: SCGES provided a questionnaire on gender gap for its affiliated organizations. The IUGS may share this questionnaire to its constituent bodies or a revised version of it. Other questionnaires may investigate other issues related to the topic.
- Providing tools: creation of dedicated pages of the IUGS Commission on Geoethics about diversity, equity, and inclusion (particularly in geosciences), containing essential documents/reports, videos, links.

Resources by IUGS

IUGS Women in Geoscience Event (a set of 17 videos):

https://www.youtube.com/playlist?list=PLi_KaK2NjHFlwG-ujCfU-PfnAijoOAi6-

This event was organized in 2022 to celebrate the IUGS 60th anniversary.

Other resources by IUGS

IUGS contribution to the SCGES Report 2023 (SCGES - Standing Committee for Gender Equality in Science: <https://gender-equality-in-science.org/>). See the document in the dedicated folder named "IUGS contribution to SCGES Report 2023.docx".

Construct an on-line, annotated bibliography of literature dedicated to DEIA issues, awareness and evidence-based activities/ interventions that can be universally applied.

Example activities that promote DEIA efforts by other societies or groups

- American Geophysical Union (AGU) [Diversity and Inclusion Advisory Committee](#) (Lisa White, Chair) and general [AGU D&I resources and program activities](#).
- American Geosciences Institute (AGI) - has established an [Intersociety Diversity & Inclusion Committee](#) (Susan Sullivan, Chair)
- Global Geoscience Societies working group (bi-monthly virtual meetings to share activities across multiple geoscience organizations - Elena Robinson at AGU is coordinator, schedules the meetings)
- Committee on Space Research (COSPAR) - has established an [Inclusiveness, Diversity, Equity and Accessibility \(IDEA\) Task Force](#) (Mary Snitch, Lockheed Martin)
- Geological Society of America (GSA) has a well-established [On to the Future](#) program to support students from diverse communities to attend GSA Annual Meetings.
- The International Association for Geoscience Diversity ([The IAGD](#)) and Diversity in Geoscience ([DiG-UK](#))

- Accessibility audits of meetings/conferences
- Workshops and field courses universally designed for persons with disabilities
- European Commission - https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/diversity-and-inclusion-initiatives_en
- ScienceEurope.org <https://scienceeurope.org/news/se-work-on-edi/>
- The Geographical Society of China (GSC)- has established a Committee for women geographers

Example dissemination and outreach

- AGU EOS <https://eos.org/>
- European Geologist Journal, published twice a year with thematic issues (<https://eurogeologists.eu/journal/>). One issue could be devoted to DEIA in geosciences with 8-10 articles on the theme
- Nature Geoscience, One Earth
- Collaboration with all other diversity-focused organizations and professional societies
- Teaching Geoethics Across the Geoscience Curriculum <https://serc.carleton.edu/geoethics/index.html> and the module on Professionalism that focuses on Responsible Conduct of Scientists and numerous (un)professional behaviors that impact the progress of science (civility in the workplace, sexual assault/harassment, bullying...) <https://serc.carleton.edu/geoethics/professionalism.html>