

# International Union of Geological Sciences (IUGS)

<https://www.iugs.org/>

## **Representative and deputy representative**

Representative: Silvia Peppoloni; Deputy Representative: John Ludden

## **Relationship between the SCGES representatives and the officers of the union**

The representative and deputy representative are officers of the IUGS.

## **Webpages dedicated to gender equality or women in science**

A specific page of the IUGS website (<https://www.iugs.org/scges>) is dedicated to gender equality and to the MoU that IUGS signed with the Standing Committee on Gender Equality in Science (SCGES).

## **Existence of a structure for gender equality or women in science inside the union**

During the 78<sup>th</sup> IUGS EC meeting held in Belfast, UK, a momentous decision was made by the IUGS EC to establish a dedicated Commission on Geoethics. Among its main objectives, this Commission is poised to address matters of diversity, equity, and inclusion within the IUGS scientific community.

In light of this ambition, the Commission's Governing Board has taken an instrumental step by instituting a specialized Task Group, which is designed to seamlessly continue the endeavours initiated by the previous IUGS Task Force dedicated to these vital issues.

The so renewed task group is committed to orchestrating efforts that ensure a balanced composition within IUGS constituent groups. This pertains to fostering balance across various dimensions such as gender representation, geographical origins, disciplinary orientations, career stages, and more.

The Task Group's responsibilities will also include to safeguard the established equilibrium over time. Notably, this commitment will extend to all activities, initiatives, and scientific events organized by IUGS, ensuring they align with the principles of equity that have been outlined.

Additionally, the Task Group is poised to play a supportive role in the endeavours of the IUGS within the Standing Committee on Gender Equality in Science (SCGES).

Through these measures, the IUGS is advancing its mission of upholding ethical standards, diversity, and fairness within the geoscience community and beyond.

For further insight into the IUGS Task Group on Diversity, Equity, and Inclusion (TGDEI), please refer to the following link: <https://www.geoethics.org/iugs-cg>

## **Existence of a budget for gender equality or women in science activities**

Given the recent establishment of the TGDEI, a specific budget to facilitate its activities has not yet been earmarked. Nevertheless, recognizing the significance of the ongoing initiatives focused on these critical matters, deliberations regarding the provision of dedicated financial resources for the task group will be a focal point of forthcoming IUGS EC meetings.

Highlighting the gravity of these activities, the organization is committed to examining avenues for sustainable financial backing. The intent is to ensure that the TGDEI is equipped with the necessary resources to effectively carry out its mission of promoting diversity, equity, and inclusion within the IUGS scientific community.

Furthermore, the IUGS contributes to SCGES's activities with an annual amount of 250 Euros.

## **Existence of explicit policies for gender equality**

The IUGS is working to develop initiatives and activities to promote gender equality in its community, starting from the analysis of the current situation within the IUGS constituent groups. The current presence of women in the IUGS commissions, boards, and task groups is being

investigated. Based on what will emerge, the TGDEI will carry out strategies to guarantee gender balance in each group, and to develop guidelines and recommendations to ensure that women are well represented and hold positions of officers in the different IUGS bodies.

### **Activities to promote gender equality or women in science inside the union**

The IUGS is actively engaged in spotlighting accomplished women within the geosciences field worldwide. This effort comes to life through a series of videos and interviews that are featured and accessible on the organization's official website. These materials showcase inspiring women who have made significant contributions to various aspects of geosciences, representing different expertise and career stages. You can explore these engaging resources here: [https://www.youtube.com/playlist?list=PLi\\_KaK2NJhFlwG-ujCfU-PfnAijoOAi6-](https://www.youtube.com/playlist?list=PLi_KaK2NJhFlwG-ujCfU-PfnAijoOAi6-).

Initiatives within the IUGS, executed through the TGDEI (Task Group on Diversity, Equity, and Inclusion), are being planned, to foster awareness within the geoscience community about crucial matters like diversity, equity, and inclusion. With a special emphasis on promoting gender equality, this endeavour seeks to bring about positive change. The members of the TGDEI are experts well-versed in these domains within the geosciences realm. Their proficiency uniquely equips them to propose actionable policies and identify valuable tools that can effectively guide the IUGS's initiatives in these areas.

Furthermore, the TGDEI is actively exploring avenues to facilitate productive dialogue and collaboration. This includes the contemplation of arranging meetings with representatives from other scientific organizations. By facilitating these exchanges, the TGDEI aims to foster a vibrant sharing of ideas, enabling constructive discussions around strategies to enhance diversity, equity, and inclusion across the scientific community.

Through these concerted efforts, the IUGS is making significant steps in amplifying underrepresented voices, promoting equitable practices, and building an inclusive geoscience community for the present and future.

### **Research activity about gender equality or women in science**

The IUGS is actively engaged in advancing gender equality through targeted initiatives. Specifically, our efforts are centred around the integration of the gender dimension into research content within the field of geosciences. In pursuit of this goal, we recognize the significance of up-to-date information. Hence, we are currently in the process of refreshing the data on gender diversity within the IUGS constituent groups. This endeavour is aimed at ensuring the accuracy and relevance of our approach, as the findings from our prior survey conducted by the IUGS Secretariat in 2020-2021 may no longer reflect the current landscape.

By meticulously examining the list of official participants across all IUGS constituent groups, we are conducting a comprehensive gender analysis. This analysis will be conducted both at the country level and within individual constituent groups. Through this endeavour, we intend to gain valuable insights into the existing gender distribution, shedding light on potential disparities.

The outcomes of this analysis will play a pivotal role in identifying barriers and challenges that hinder gender equality. Subsequently, we aim to propose effective strategies to address these issues. Our commitment extends beyond internal improvements; we are dedicated to fostering an environment of collaboration and shared learning. By engaging with other scientific organizations, we seek to exchange insights, experiences, and information, collectively progressing towards the elimination of gender imbalances and the cultivation of inclusivity within these constituent groups. Through these ongoing efforts, we aspire to bridge the existing gender gaps and create a more equitable and balanced landscape within the IUGS.

As detailed in this report, due to the recent initiation of activities by the task group focusing on diversity, equity, and inclusion, the IUGS is presently unable to furnish updated responses to the queries presented in the following questionnaire. Nonetheless, the IUGS commits to delivering this information promptly as soon as the ongoing investigations permit its provision.

## QUESTIONNAIRE ON GENDER BALANCE IN PARTNER UNIONS' ACTIVITY

- 1) Does your union organize or sponsor conferences, workshops, or other events with plenary speakers? If so:
  - a) Over the last 5 years (or as far as you are able up to 5 years), how many plenary speakers did you have and how many of those plenary speakers were women?
  - b) How many members of the organizing committees were there and how many of those members were women?
  - c) What percentage of attendees at these meetings were women?
- 2) Does your organization award members of your discipline any prizes or other major honors? If so:
  - a) How many such awards were made in the last 5 years (or as far as you are able up to 5 years) and how many were made to women? (In cases of shared awards, include the total number of recipients and the total number of women among them, independent of whether the recognition was shared.)
  - b) If any awards were shared, what percentage of these awards were shared by at least one woman?
  - c) What proportion of women were nominated for awards? (If you have the nomination data)
- 3) Does your organization publish journals in your field? If so:
  - a) What percentage of editor-in-chief positions in the last 5 years (or as far as you are able up to 5 years) were held by women?
  - b) What percentage of associate editor positions during the last 5 years (or as far as you are able up to 5 years) were held by women?
  - c) What percentage of authors in general in the last 5 years (or as far as you are able up to 5 years) were women?
- 4) How many officer positions does your union have that are not dedicated to diversity?
  - a) How many of those officer positions are held by women?
- 5) Excluding committees devoted to diversity, what percentage of the members of committees in your organization are women?
- 6) Of the people working in the discipline represented by your organization, what percentage are women (if known)?
- 7) Does your organization compile other statistics about the engagement of women with your programs and in your field? If so, please provide these statistics.