



IUGS – International Union of Geological Sciences

Annual report to SCGES

Academic year 2020-2021

Name of the organization:

IUGS – International Union of Geological Sciences
(<https://www.iugs.org/>)

Representative:

Silvia Peppoloni
email address: silvia.peppoloni@ingv.it

Deputy Representative:

John Ludden
email address: j.ludden@hw.ac.uk

Relationship between the SCGES representatives and the officers of the Union

The representative and deputy representative are officers of the IUGS.

Preamble

During the IUGS Council meeting in October 2020 the Resolution on Diversity and Inclusivity in all IUGS/IGC activities and functions was released. It affirms that:

“As a guiding principle, IUGS/IGC organisers and leaders should strive to encourage diversity and inclusion when planning and delivering all activities and functions (including but not limited to governance, panels, technical sessions, workshops, nominations for awards, and symposia). Special care should be also placed to include women, people from diverse cultures, and colleagues from low- and middle-income countries as keynote speakers or equivalent positions of importance and visibility at the International Geological Congress. All geoscientists of the world should have equal access and opportunity to contribute to the advancement of global geoscience. The IUGS must be at the forefront of these efforts globally.”

MoU with the Standing Committee on Gender Equality in Science (SCGES)

Following the principles inspiring that document, on 29th November 2020, IUGS signed a MoU with the Standing Committee on Gender Equality in Science (SCGES). IUGS joined the SCGES and will act

for supporting women and girls' equal access to science education and fostering equal opportunity and treatment for females in their careers. The IUGS hopes to give strong impulse to policies for fostering the presence of women in geosciences and within its community.

Objectives

As part of SCGES, IUGS will:

- endeavor to promote gender equality in its own structure, proceedings and scientific discipline, noting the recommendations of the Gender Gap in Science Project;
- appoint a representative to SCGES; it shall also appoint a deputy representative who may stand in for the representative in case of need; it shall also appoint a deputy representative who may stand in for the representative in case of need;
- support its representative in contributing to and attending meetings;
- share with SCGES, and especially with its chair, all relevant information that can help promote gender equality in science;
- make a contribution to SCGES's common funds decided on a year-by-year basis; this is currently set at 300 € and will be used to set up and run the SCGES website. The contribution of each partner will be determined annually by mutual agreement by the partners. The initial contribution will be made within 3 months of signing and future contributions will be made between 1st January and 28th February each year thereafter;
- within the limits of its capacity, set up projects and initiatives to promote gender equality in science; for this purpose they may seek cooperation with other signatories of the present Memorandum of Understanding, but also with other organizations and institutions;
- decide whether to contribute to projects and initiatives led by other partners and endorsed by SCGES, and consider the modalities of this contribution;
- share communications relevant to gender equality in science with its members and through its networks, by all means at its disposal, including social network accounts, website, newsletters and journals, electronic and in print;
- call upon its member organizations or its representatives, if relevant, to set up national or regional initiatives to promote gender equality in science.

Webpage dedicated to gender equality

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

Activities to promote gender equality or women in science inside the Union

The IUGS is working to develop initiatives and activities to promote gender equality in its community. A survey to be addressed to its constituent groups (commissions, boards, task groups) will investigate the current presence of women in the IUGS and what strategies are carrying out to guarantee gender balance in each groups. Based on what will emerge from the survey, it will be possible to develop guidelines and recommendations to ensure that women are well represented and hold positions of officers in the different groups.

Moreover, from time to time, the IUGS will decide whether to contribute to projects and initiatives with the goal of gender equality, led by other partners and endorsed by SCGES.

In any case, the IUGS will share communications relevant to gender equality in science with its members and through its networks, by all means at its disposal, including social network accounts, website, newsletters and journals, electronic and in print.

Among the intentions of the Union, there is the will to carry out research activity about gender equality, in particular focused on how integrating gender dimension in research content improves

quality of results and outcomes in geosciences. To this end, the IUGS has a close cooperation with the IAPG - International Association for Promoting Geoethics (<https://www.geoethics.org>), which is one of its affiliated organizations. The IAPG develops basic and applied research on ethical and social issues that affect the scientific community, promoting values such as inclusiveness, equity and respect for the dignity of people in the world of geosciences. Among the several activities, the IAPG is carrying out the "Zero tolerance towards Harassment and Discrimination" initiative, which is aimed at sensitizing the geoscientific community to the problems of harassment and discrimination against women, as well as to promote equal opportunities for access to roles and offices for women geoscientists:

"... A respectful and fruitful working environment is fundamental for maintaining a high level of professionalism and for assuring an ethical conduct while practicing geosciences. Therefore, any kind of harassment and discrimination cannot be tolerated and must be denounced. Harassment and discrimination offend the dignity of the person, threaten the serenity of the working environment, limit the individual's freedom of choice, and seriously undermine integrity, quality and credibility of the geoscience community. These kinds of behavior prevent individuals from taking ethical decisions ...".

(from the IAPG web page: <https://www.geoethics.org/harassment-discrimination>).