

Annual Report of the International Union of Geological Sciences (IUGS)

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

by Silvia Peppoloni

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). From 2023, the IUGS Commission on Geoethics represents the IUGS within the Standing Committee on Gender Equality in Science.

The Task Group on Diversity, Equity, Inclusivity, and Accessibility of the IUGS Commission on Geoethics has a dedicated page at <https://www.geoethics.org/iugs-cg-tg-deia>.

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

During the 78th IUGS Executive Council meeting in Belfast, UK, the IUGS made a pivotal decision to establish the Commission on Geoethics (<https://www.geoethics.org/iugs-cg>), with a key focus on diversity, equity, inclusion, and accessibility (DEIA) within its scientific community. To continue this work, the Commission's Governing Board formed the specialized Task Group on DEIA, which builds on the efforts of the previous IUGS Task Force.

Comprising experts in these areas, the Task Group is tasked with developing actionable policies and tools to guide IUGS initiatives on DEIA. Their efforts aim to promote a balanced representation across gender, geography, discipline, career stage, and more within IUGS groups. The Task Group is also responsible for ensuring diversity in all IUGS activities and events.

Additionally, the Task Group will represent IUGS in the Standing Committee on Gender Equality in Science (SCGES), further enhancing visibility and impact in these areas. More details can be found at [IUGS DEIA Task Group](#).

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

Currently, there is no dedicated budget exclusively for the Task Group DEIA. Instead, its financial needs are covered within the broader budget of the IUGS Commission on Geoethics, which is funded by the IUGS. The Commission allocates resources to the Task Group DEIA based on the scope of its activities.

Additionally, the IUGS supports the Standing Committee on Gender Equality in Science (SCGES) with an annual contribution of 250 Euros. These financial arrangements ensure that both the Task Group DEIA and SCGES have the necessary resources to continue advancing their missions.

Existence of explicit policies for gender equality

The IUGS has established a priority to enhance gender and geographical representation within its constituent bodies and across the events it organizes. This commitment underscores the IUGS's dedication to fostering a more inclusive and representative scientific community.

The creation of the Task Group DEIA within the IUGS Commission on Geoethics is a significant step in turning the organization's diversity, equity, inclusion, and accessibility (DEIA) priorities into

action. In 2024, this group released its first major document, the “*Action Plan for the IUGS on Diversity, Equity, Inclusion, and Accessibility*”, which offers strategic guidance and recommendations to help the IUGS achieve its DEIA goals. You can access the document [here](#).

The Action Plan is based on three core principles:

- **Respect and Dignity:** Fostering an environment where every individual is treated with respect and their contributions are valued.
- **Gender Diversity:** Ensuring gender diversity is represented in all IUGS programs and leadership roles.
- **Support for Underrepresented Groups:** Developing policies and strategies to enhance the involvement of historically marginalized communities in geosciences.

The plan outlines specific actions for the IUGS Executive Council, suggesting initiatives to foster inclusivity and improve representation. It also includes online resources and examples of effective DEIA efforts from other organizations to serve as models. Through these efforts, the Action Plan provides a roadmap to create a more inclusive and equitable geoscience community.

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

The IUGS is actively highlighting accomplished women in geosciences through a series of videos and interviews available on its official YouTube channel: [IUGS YouTube](#). These features showcase inspiring women from diverse fields and career stages, emphasizing their significant contributions to geosciences.

Additionally, the IUGS, through its Task Group DEIA, is planning further initiatives focused on gender equality and inclusion. These efforts aim to amplify underrepresented voices, promote equitable practices, and foster a more inclusive geoscience community.

Research activity about gender equality or women in science

The IUGS is committed to promoting gender equality through targeted initiatives, particularly by integrating gender considerations into geoscience research. In 2024, the IUGS gathered data on gender diversity and geographical representation within its groups, with the Commission on Geoethics conducting a detailed analysis. This review comes ahead of the 37th International Geological Congress (IGC) in August 2024, when leadership positions will be renewed.

Two indices were used to assess gender and geographical diversity, resulting in a ranking for both gender equality and geographical equity across all IUGS groups. The analysis showed good gender balance and satisfactory geographical diversity overall but highlighted a need for greater involvement from South America and Africa.

The IUGS aims to track progress over time using these parameters, enabling its groups to identify areas for improvement. The findings are compiled in a report titled “Assessment of Diversity within IUGS Bodies,” which will be presented at the 37th IGC to promote discussions on equity and inclusiveness in geosciences.