Practical implementation of **diversity** and **inclusion** measures in large EU Horizon projects: lessons learned from Geo-INQUIRE

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Geo-INQUIRE is funded by the European Commission under project number 101058518 within the HORIZON-INFRA-2021-SERV-01 call.

Geosphere **IN**frastructures for **QU**estions into **I**ntegrated **RE**search

- Launched in 2022, Horizon Europe project, led and coordinated by GFZ
- 51 partners from 14 countries across Europe (more than 200 people)
- Access to selected key data, products, and services (with large RIs)
- Offers 150+ installations via Virtual and Transnational Access (VA & TA)
- Trainings, Workshops and Summer Schools (more than 2,500 attendees)
- Promotes interoperability, FAIR data, and cross-domain collaboration

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Challenges in implenting Diversity and Inclusion

- **Economic Barriers**
  → Participation is strongly correlated with a country’s Gross National Income (GNI)
- **Geographic Distance**
  → Physical distance from event locations negativly effects attendance rates
- **Limited Travel Support**
  → Lack of equitable travel grants or support programs restricts inclusion
- **Unconscious Biases**
  → Structural and cultural biases persist
- **Conference Design**
  → High registration fees, costly accommodations
- **Childcare Responsibilites**
  → Particular challenging for woman to join multi-day conferences, workshops etc

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How does Geo-INQUIRE handle these challenges?

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Geo-INQUIRE

Strategies & Implementations

Step 1

Establishing the EDIP (avoiding unconscious biases)

Contact

Virtual Access Transnational Access

Fatemeh Jalayer, Elisabeth Kohler, Laura Sandri, Annett Hüttges and Fabrice Cotton

- Provide recommendation:
- 1) Participation target (40% woman, 35%widening countries)
- 2) website communication (inclusive verbal and visual communication)
- 3) Q&A sessions & 4) Family friendly meetings & trainings (childcare, short on-site meeings…)
- Rotating EDIP member join Transnational Activity Review Panel (TARP)
- Controls and support the evaluation of TA and personalized Training

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Strategies & Impl

Step 2

Overcoming financial and

About Communication Dissemination Virtual Access Transnational Ac

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Geo-INQUIRE Seminar Series

Interested in our events and training activities? Follow us on LinkedIn and sign up for our mailing list by sending an email to geo-i_pmo@gfz.de.

22 May 2025	11th Geo-INQUIRE online Seminar "Curiosity-driven and cross disciplinary applications of AI"
27 February 2025	10th Geo-INQUIRE online Seminar: "Building Exposure Modelling" by Danijel Schorlemmer, Tara Evaz Zadeh and Laurens Oostwegel (GFZ, Germany)
18 - 19 December 2024	ISTerre-GFZ-University of Potsdam Meeting Keynote Thursday: Dr. Laura Ermert, ETHZ, Switzerland Part 1. "Gender differences in authorship in seismology" (from the paper Ermert et al. Solid Earth, 2023) Part 2. "Monitoring velocity changes in Mexico City"
5 December 2024	9th Geo-INQUIRE online Seminar: "DAS data management and usage within Geo-INQUIRE and ERC-ABYSS" by Diane Rivet, Alister Trabattoni (UNICE, France) and Javier Quinteros (GFZ, Germany)
10 October 2024	8th Geo-INQUIRE online Seminar: Geo-INQUIRE Transnational Access Installation at BedrettoLab testbed by Rebecca Hochreutener and Marian Hertrich (ETH Zurich, Switzerland)

- All Geo-INQUIRE Seminars,
- Recorded training events for flexible, inclusive access from everywhere
- Summer Schools are funded by Geo-INQUIRE incl. travel reimbursment for transportation (up to given amount)

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Geo-INQUIRE
Strategies & Implementations

Virtual Access

Transnational Access

Step 3

Transnational & **V**irtual **A**ccess (TA & VA)

- Set participation targets for female applicants and researchers from widening countries
- Usage of installation, equipment always free-of-charge (travel and subsistance support available for several installations…)
- Prior to a TA call: Q&A Session (for potential users)

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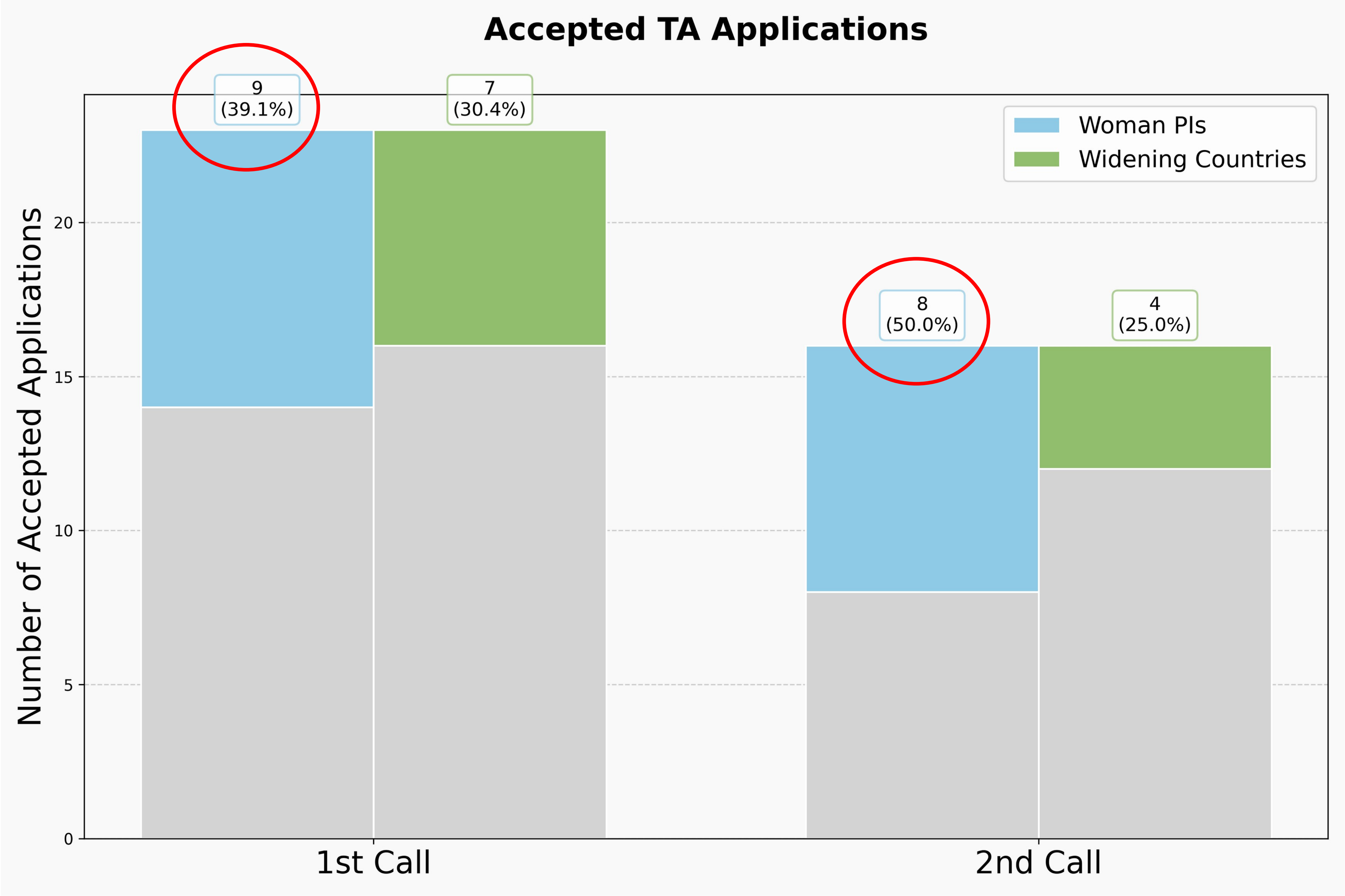
Transnational Access



1st call: 23 accepted

2nd call: 16 accepted

3rd TA call:

29 total applications, under evaluation

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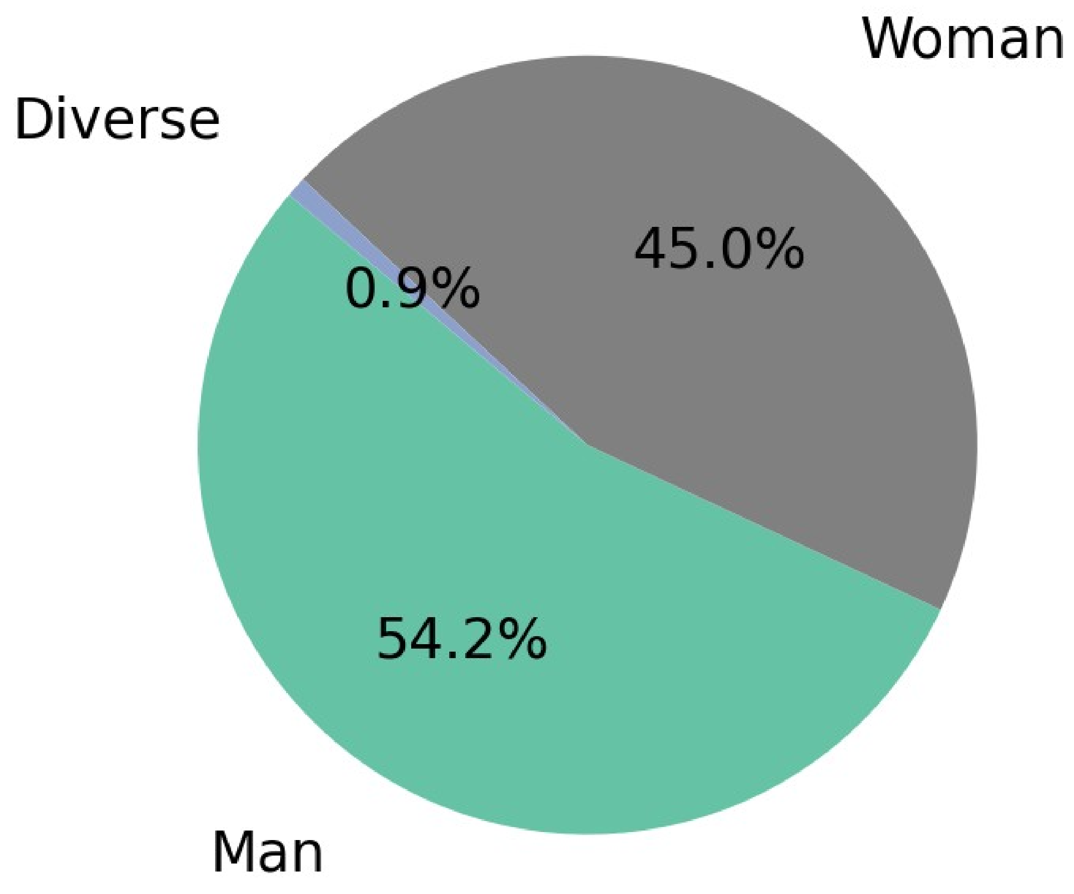
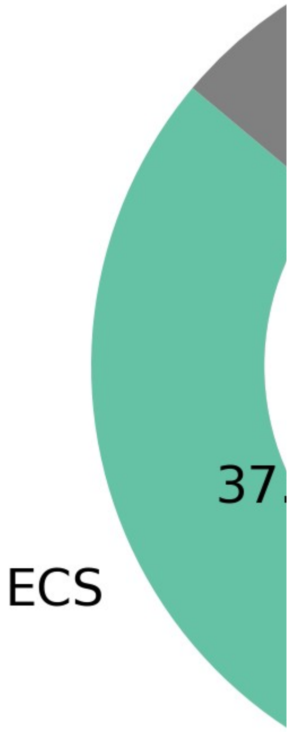
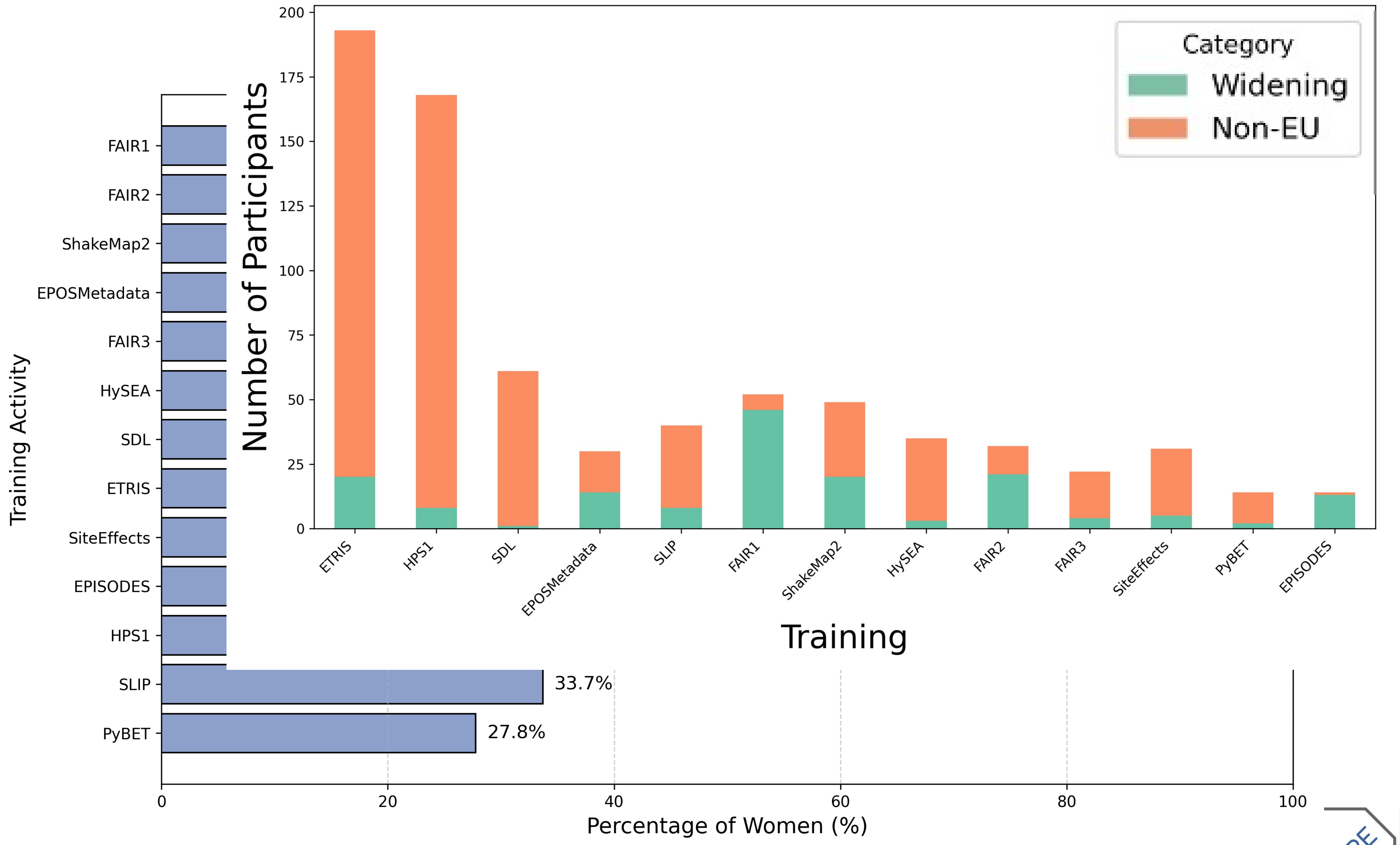
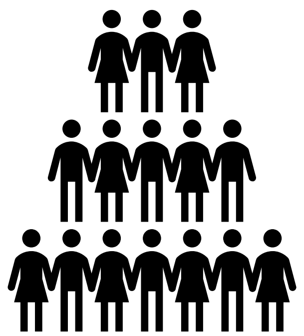
Trainings







More than 2,500 people
Attendend ! More 25 Trainings



Source: WP9 statistics, Iris Christadler

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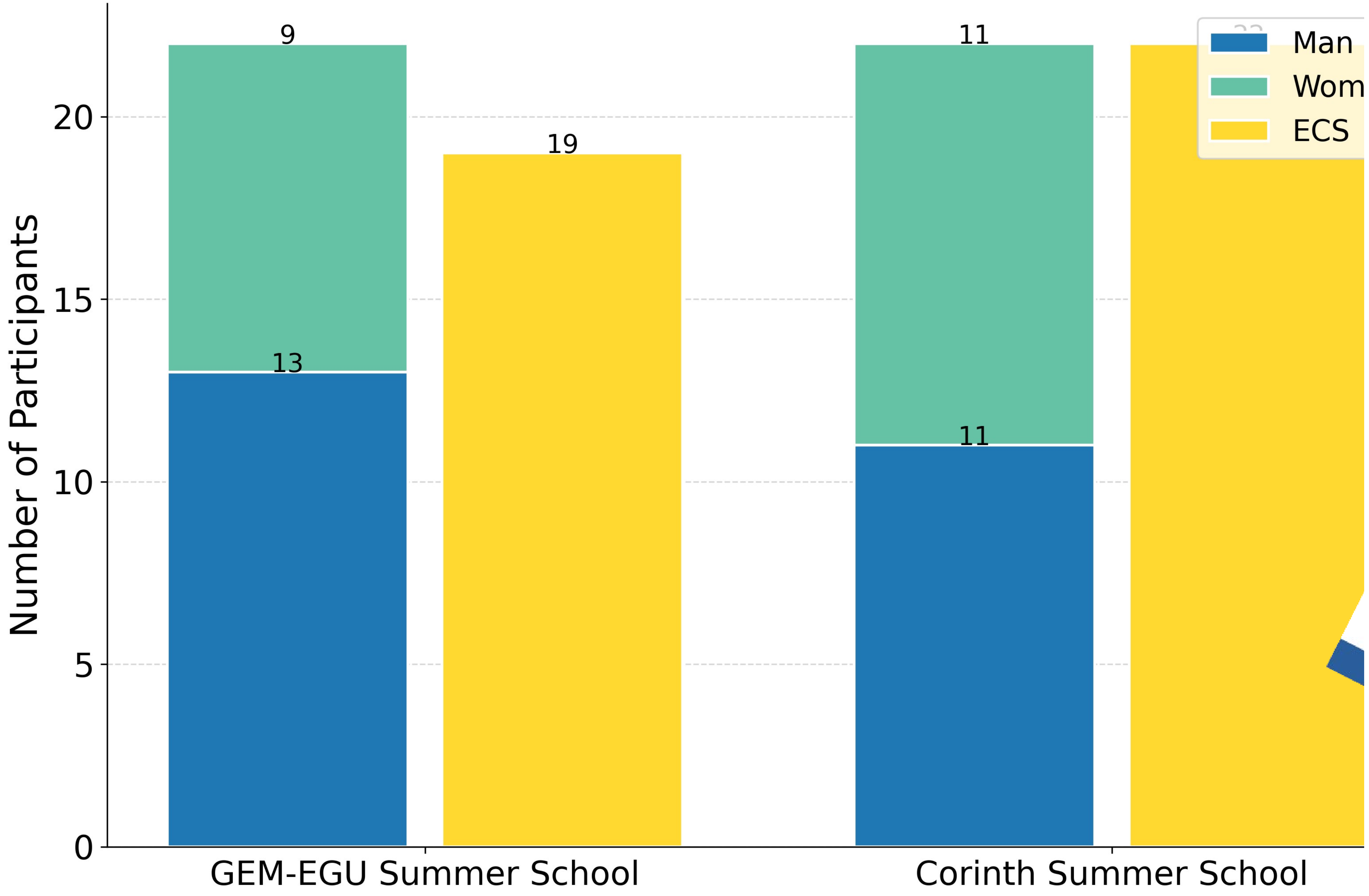
Summer Schools



Corinth Summer School 2024

21-25 October 2024

Theme: Strain mapping for the characterization and prevention of geohazard events

Geo-INQUIRE is offering a summer school in the Gulf of Corinth (Greece) for PhD Students, PostDocs and Early Career Scientists from the fields of Solid Earth Science. Three days of lectures will be followed by a one day field trip to the Perachora Peninsula, site of the 1981 M6.7 and M6.4 earthquakes (https://corinth24school.gr/field-trip/).

The school will take place in Kalamaki Beach Resort (https://corinth24school.gr/venue/).

"Geodesy applied to the study of GeoHazards" is the main focus of the summer school that is organized jointly by NOA (Athanassios Ganas) & CNRS (Anne Socquet). Invited speakers and Geo-INQUIRE experts (https://corinth24school.gr/invited-speakers/) will provide a high-level program (https://corinth24school.gr/program/), showcasing several Geo-INQUIRE services in hands-on sessions.

We aim to make the summer school an inclusive event, so special attention will be given to female applications and applications from widening, associated countries and the outermost regions as defined in the EU regulations.

The school's topics include GNSS and INSAR time series analysis, new instruments and emerging topics in monitoring faults (Near Fault Observatories etc.), strain rate computation, fault inversion modelling, and multidisciplinary applications to different fields (earthquakes, active tectonics, volcanoes, underground storage monitoring, hydrology, landslides). Scientists of other disciplines (seismology, modelling, geological – natural hazards) who are (interested in) integrating strain in their approaches would also be invited.

Financials:

For successful applicants the school will cover the following expenses: hotel accommodation, transport to/from Athens international airport, welcome reception, meals, coffee breaks, conference dinner, field trip and conference material.

Attendees will have to book tickets to Athens and pay in advance. After successful participation, travel costs could be reimbursed up to a maximum of 400€.

Logistics:

- **Hotel:**
  The hotel only offers double rooms with single beds, so participants (of the same gender) will have to share rooms.
- **Transportation to/from the venue:**
  - Bus departure from Athens international airport on Mon, 21st of Oct. at approx. 3pm local time
  - Bus arrival at Athens international airport on Sat, 26th of Oct. at approx. noon local time (please do not book flights leaving before 2pm)
  - if you cannot make the bus, you have to organize your own transportation, there is a train running from Athens airport to Corinth railway station and vice versa (https://www.athenstransport.com/english/ Transfer via Kato Acharnai train station)

Requirements:

This school is open to scientists (PhD students and above) from Solid Earth Science with a strong interest in the school's topics.

You should have basic programming skills and computing knowledge and user level Linux skills are required.

Students will have to bring their own laptops.

The school lectures will be given in English.

Application:

Please apply here: https://events.hifis.net/event/1427 .

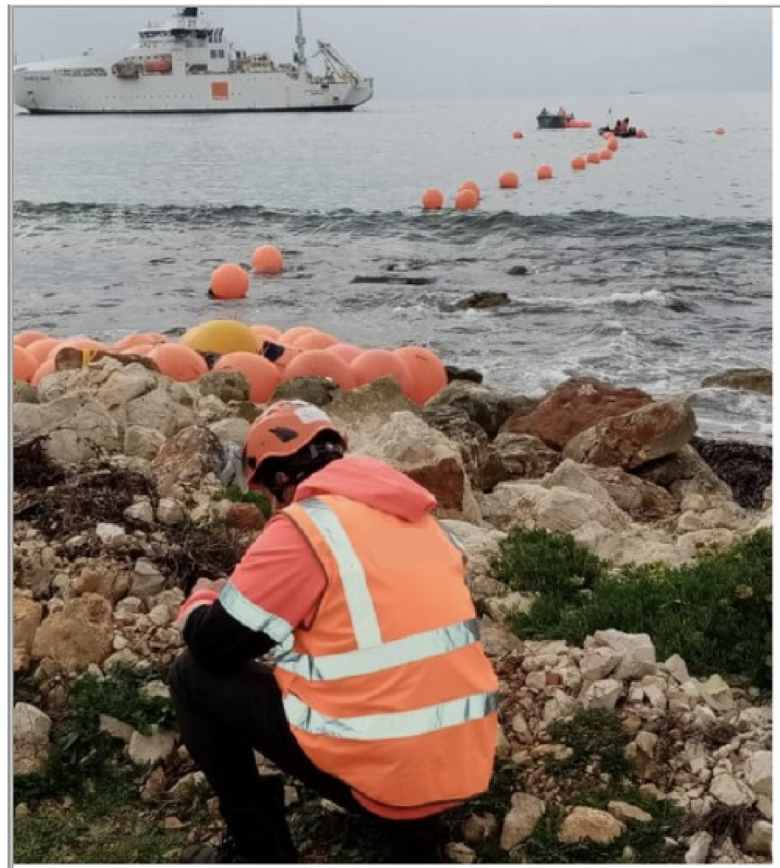
All applications will have to provide a motivation letter.

Successful candidates will have to provide abstracts through the *Easy Chair* platform and bring a printed poster to the school to present their work.

If you have special dietary requirements or need special assistance please get in touch with the organizers (https://corinth24school.gr/contact)

Geo-INQUIRE is funded by the European Commission under project number 10105851

Next Summer School



WHAT IS NEEDED?

The Summer School applicants should have strong interest in Earth and Marine Sciences, or in general physics, engineering and ICT applied to environmental studies. Programming skills, computing knowledge and user level Linux skills will be positively considered during the applicants' evaluation. Students will have to bring their own laptops. The school lectures will be given in English.

WHAT IS THE SCHOOL ABOUT?

The Summer School is based on the "Eastern Sicily Test Bed" infrastructure offered in the framework of the Geo-INQUIRE project. The infrastructure is cross-disciplinary by nature and embraces the Western Ionian EMSO-ERIC node, the KM3NeT underwater neutrino telescope, and the INGV multiparametric volcano monitoring system providing scientific services to EPOS.

As one of the best monitored volcanoes, Mount Etna offers the opportunity to collect a wide spectrum of geophysical and geochemical data related to the current continuous activity.

WHAT ABOUT FINANCES?

For successful applicants, the school will cover the following expenses: Hotel accommodation, transport from/to Catania international airport, welcome reception, meals, coffee breaks, conference dinner, field trips and conference material. After successful participation, travel costs of flight tickets can be reimbursed up to a maximum of 500 €.

APPLY HERE

INCLUSION CRITERIA

Geo-INQUIRE promotes diversity and inclusion prioritizing applications from women and colleagues in Horizon Europe's widening countries, associated countries, and outermost regions.

FOR MORE INFORMATION AND APPLICATION, PLEASE VISIT:

https://www.geo-inquire.eu/dissemination/summer-schools/geo-inquire-sicily-summer-school-2025

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Lessons learned from Geo-INQUIRE

Launch of Geo-INQUIRE → 25% woman in mailing list → 25%widening countries

Goal → At least 40% woman → 35%widening countries

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Lessons learned from Geo-INQUIRE

- Need a clear, structured plan (guided by WP9, event organizers)
- EDIP input was valuable — provided clear guidance
- Ensure flexibility (recordings, hybrid events)
- Promote family-friendly practices (short meetings on site, childcare..)
- Include Q&A sessions for clarifying questions

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A joint effort of 51 Institutions

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