



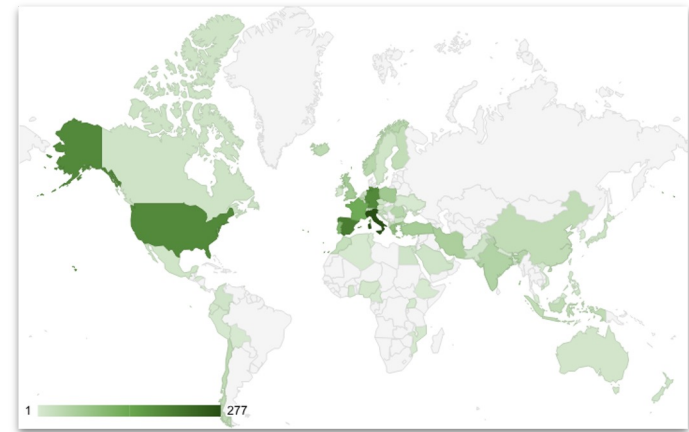
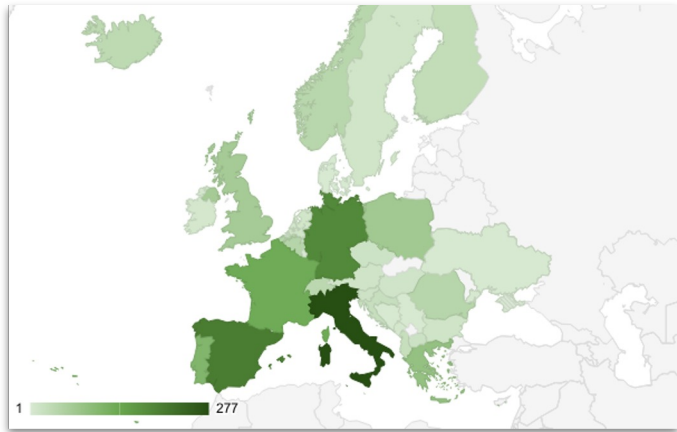
Equity, diversity, and inclusion initiatives within Geo-INQUIRE - achievements, challenges and good practices

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- Horizon Europe project 01.10.2022 – 30.09.2026 with 13.9 Mio. € EU contribution
- 51 partners from 14 countries across Europe including major Research Infrastructures
- **More than 2500 training participants from ~90 countries in ~50 events**



EDIP - Equality, Diversity and Inclusion Panel

EDIP suggestions formulated at project start:

- Participation target (40% women, 35% widening countries)
- Website communication (inclusive verbal and visual communication)
- Question and Answer sessions before application deadline of Transnational Access Call and Personalized Training Call
- Family friendly meetings & training (on-site childcare, short on-site meetings, hybrid)
- Meetings between 9 am – 15 pm, during child care hours
- Rotating EDIP member join Transnational Access Review Panel (TARP)
- Support evaluation of TA, Personalized Training, Workshop, Summer Schools

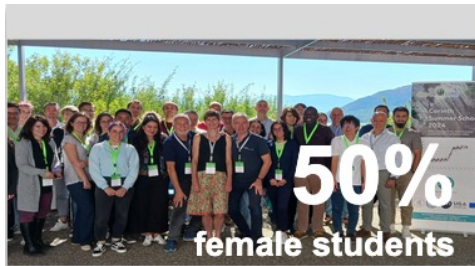


Laura Sandri (Researcher, INGV), Fatemeh Jalayer (Professor, UCL), Annett Hüttges (HR, BASE, Germany), Elisabeth Köhler (senior science policy officer, CNRS), Fabrice Cotton (Geo-INQUIRE coordinator, GFZ)

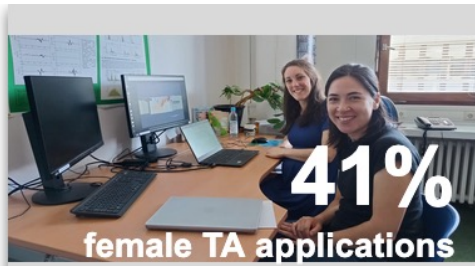


Implementation and monitoring

- Hybrid meetings for colleagues with care-taking duties (childcare, eldercare); disadvantage: less young parents and female colleagues on-site (missing networking)
- Application templates included field for additional needs (child care, mobility, visa)
- Annual meetings were fully accessible for people with mobility issues
- Asynchronous recording and short meetings on site



Geo-INQUIRE summer school
held in Oct 2024 in Greece.
(Photo: IGF PAS)



First Transnational Access visit:
In June 2024, Zoe Yin visited Dr.
Mathilde Marchandon to work with
SeisSol on SuperMUC-NG
(Photo: LMU)



**Geo-INQUIRE-Workshop on
Simulation Data Lakes and
Earthquake Ground Motions**
Recordings and material available
on the Geo-INQUIRE website
(Photo: GFZ)

The importance of role models

Leading scientists presenting their work in Geo-INQUIRE seminars



Anne Socquet

Laura Ermert



Diane Rivet



Helle Pedersen



Alice Gabriel

Mathilde Cannat



Ana Ferreira



Carine Bruyninx



Struggles and Challenges

General struggles:

- Maternity leave and “Eltern-Kind-Kur” (parent child health retreat) not covered by EU projects
- No regular framework to extend contracts after parental leave after the end of projects
- When existing, high complexity of travel refund for children and child care person

Struggles within the project:

- deadlines were often moved requiring attention, input and meetings on short notice (very difficult to align with child care duties)
- wherever “big money” (Workshops, Transnational Access) or “important decisions” (Project Management Board) were involved we see less females in charge



Lessons learned

Equality versus Equity

Example: Advertise, open and close registration in time to inform accepted training participants at least **4 - 6 months** ahead to allow family logistics and visa application processes

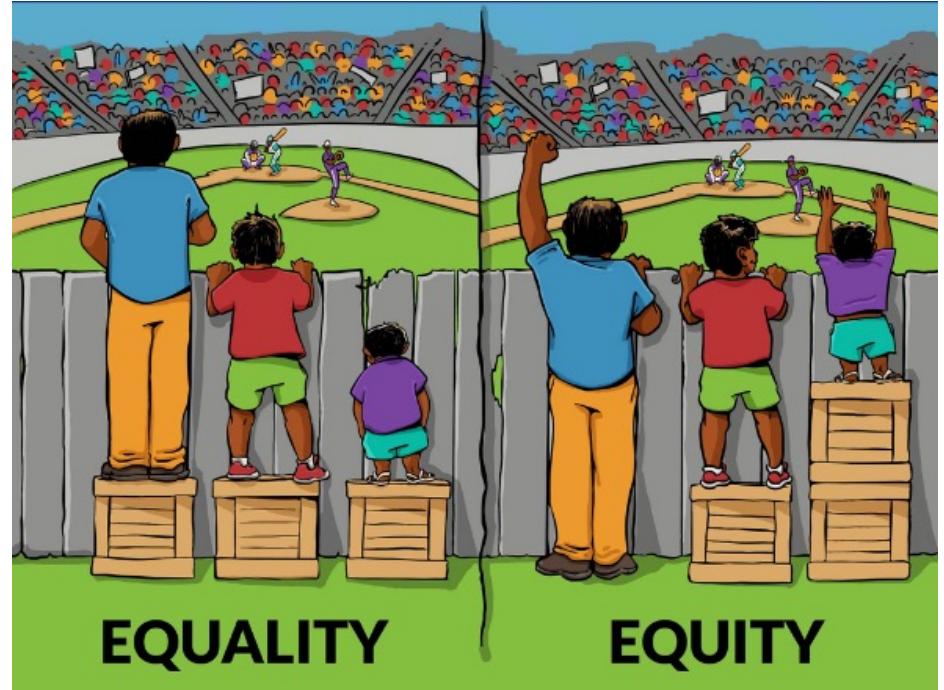


Image Credit: Interaction Institute for Social Change | Artist: Angus Maguire

Conclusions

Key efforts

- Female role models for seminars, training, etc.
- Offering child care for selected on-site events
- Select 50% female for summer schools & workshops (wherever possible)
- Advertising Transnational Access and Personalized Training with online Q&A
- Monitoring!

Key results

- 40+% participants in Training and Workshops are females
- 50% females approved for summer school
- Over 50% female applications for personalized training
- Results recognized by the mid-term evaluation (June 2025)

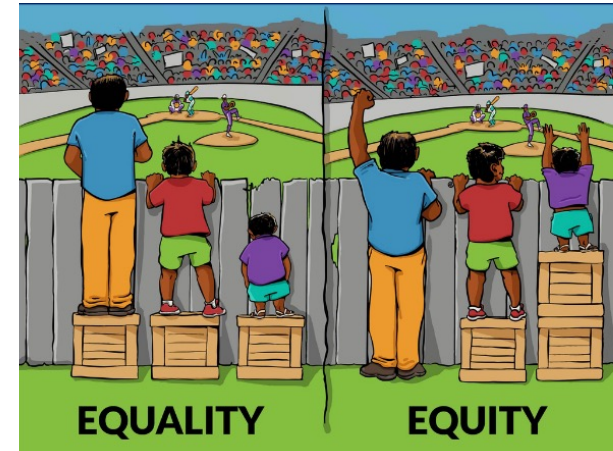


Image Credit: Interaction Institute for Social Change |
Artist: Angus Maguire

More Information: <https://www.geo-inquire.eu/about/equality-diversity-and-inclusion>





Presentation
abstract

Website: <https://www.geo-inquire.eu/>

 <https://www.linkedin.com/company/geoinquire/>

Thank you for your attention!

Geo-INQUIRE is a joint effort of 51 institutions



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