Diversity Efforts within Geo-INQUIRE

Fabrice Cotton (GFZ, project coordinator)
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Outline: Geo-INQUIRE diversity framework

- Equality, Diversity and Inclusion Panel (EDIP) planed in the proposal
- Recommendations from the EDIP
- Validation of EDIP recommendations by the first general assembly
- Implementation and monitoring
- Sharing our experience and practices with others
- Struggles and challenges

EDIP - Equality, Diversity and Inclusion Panel

Formed at project start to “assesses equality, diversity, and inclusiveness in the project. It identifies best practices and meets at least twice a year to enhance project inclusivity.”

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

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 (TA) Call and Personalized Training Call
- Family friendly meetings & training (on-site childcare, short on-site meetings)
- Meetings between 9 am – 15 pm, during child care hours
- Rotating EDIP member join Transnational Activity Review Panel (TARP)
- Controls and support the evaluation of TA and Personalized Training

Validation of participation targets by the first general assembly

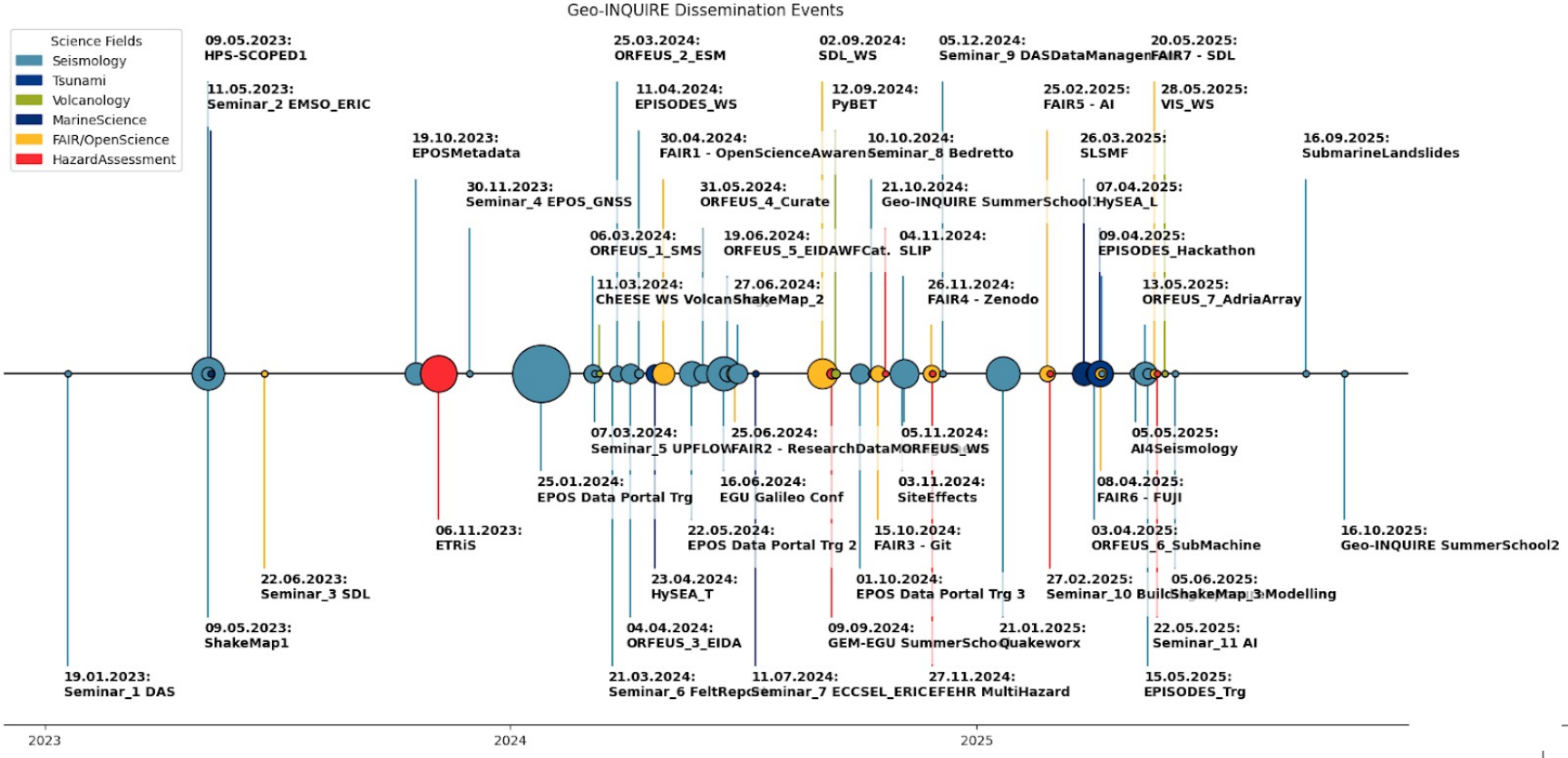
40% women

35% widening countries

Widening Countries are Bulgaria, Croatia, Cyprus, Czechia, Estonia, Greece, Hungary, Latvia, Lithuania, Malta, Poland, Portugal, Romania, Slovakia and Slovenia. Associated countries (eligible to coordinate widening projects) include Albania, Armenia, Bosnia and Herzegovina, Faroe Islands, Georgia, Kosovo, Moldova, Montenegro, Morocco, North Macedonia, Serbia, Tunisia, Türkyie and Ukraine. Outermost regions include La Réunion, Mayotte, Canarias, Azores, Madeira, Saint-Martin, Guadeloupe, Martinique and Guyana.

Networking and training

50+ events, 2500+participants, from 85+ countries



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 a request field for additional needs (child care, mobility, Visa).
- All annual meetings were fully accessible for people with mobility issues.

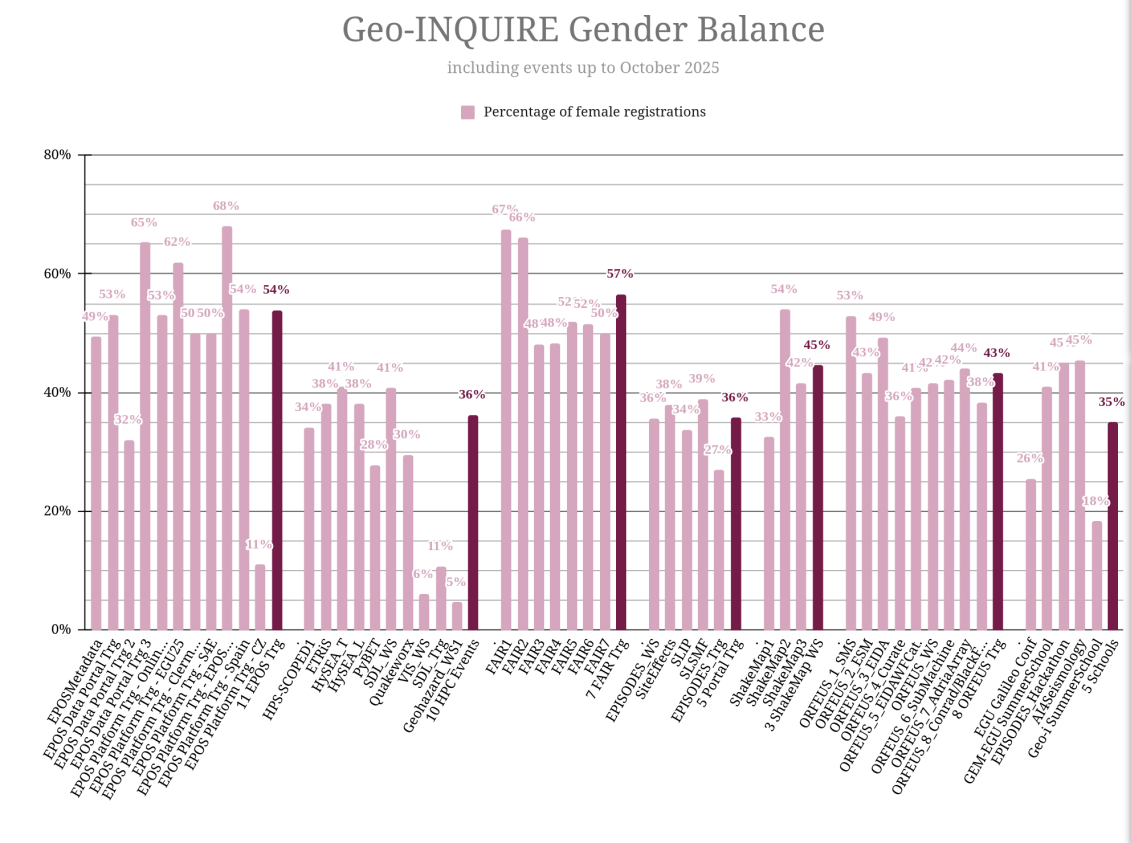
Geo-INQUIRE summer school held in Oct 2024 in Greece. (Photo: IGF PAS)

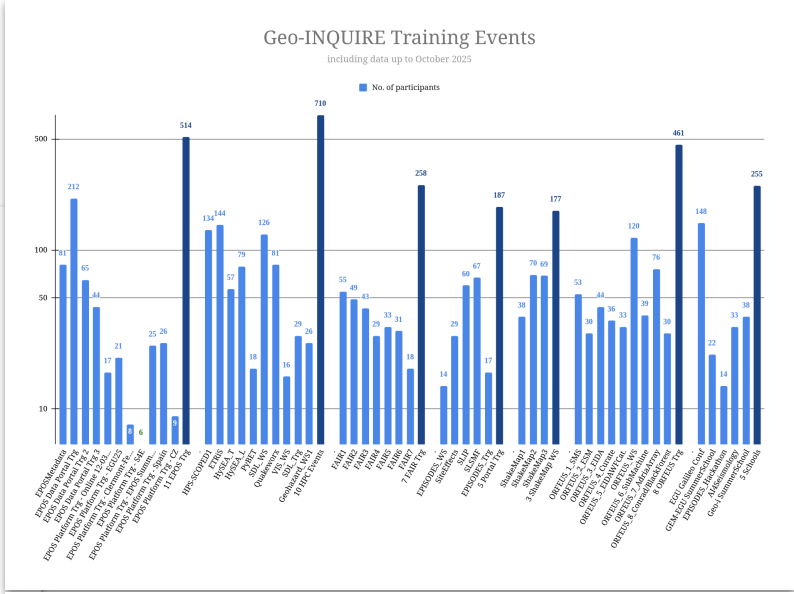
First Transnational Access visit: In June 2024, Zoe Yin visited Dr. Mathilde Marchandon to work with SeisSol on SuperMUC-NG (Photo: LMU)

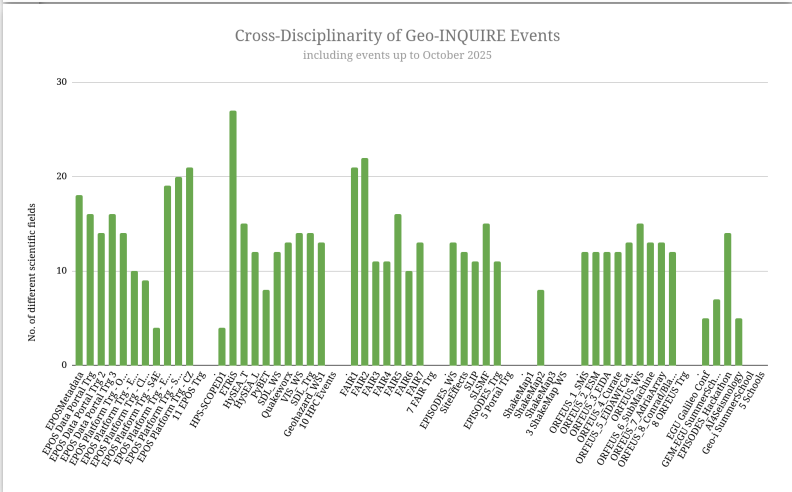
Geo-INQUIRE-Workshop on Simulation Data Lakes and Earthquake Ground Motions Recordings and material available on the Geo-INQUIRE website (Photo: GFZ)

Implementation and monitoring

Geo-INQUIRE Gender Balance Achieved

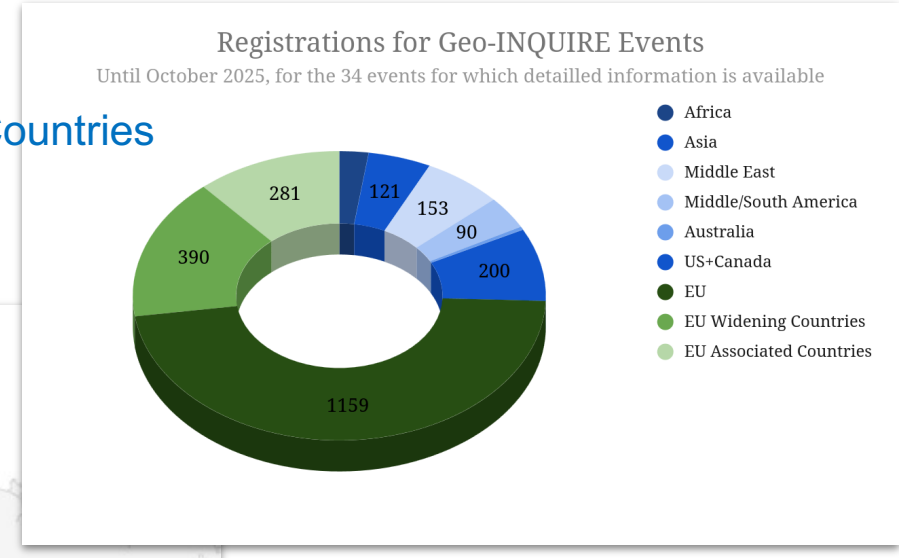


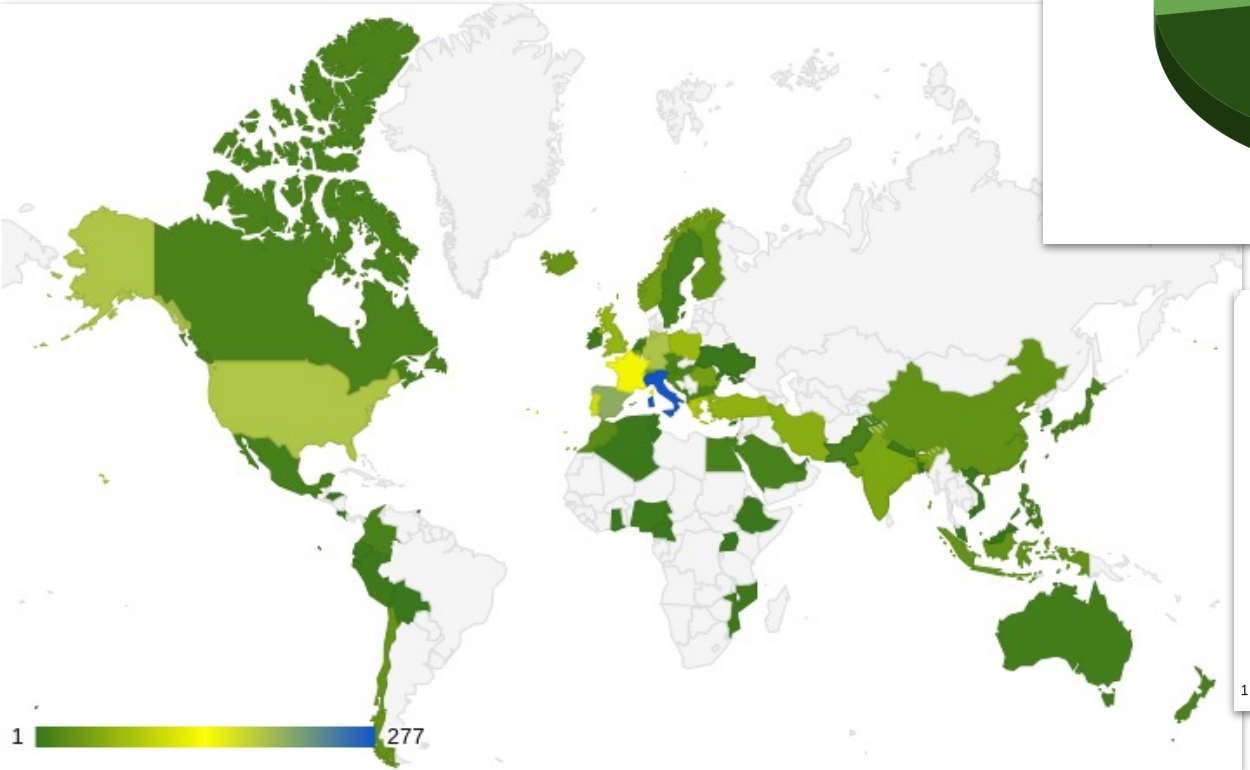


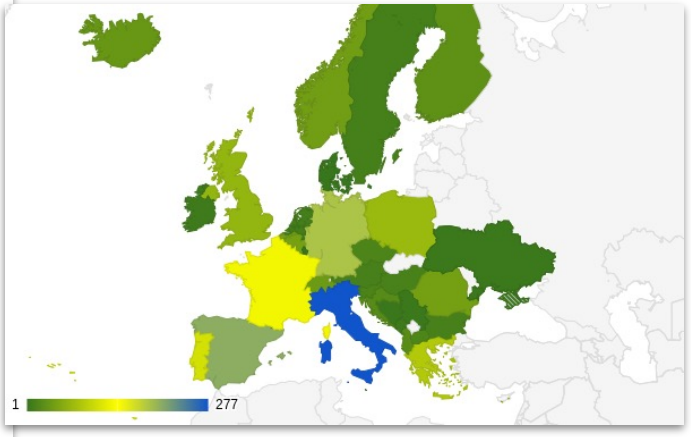


Implementation and monitoring

World-wide coverage and Widening/Associated Countries







The importance of role models

Leading scientists presenting their work in Geo-INQUIRE seminars

Anne Socquet

Diane Rivet

Carine Bruyninx

Laura Ermert

Helle Pedersen

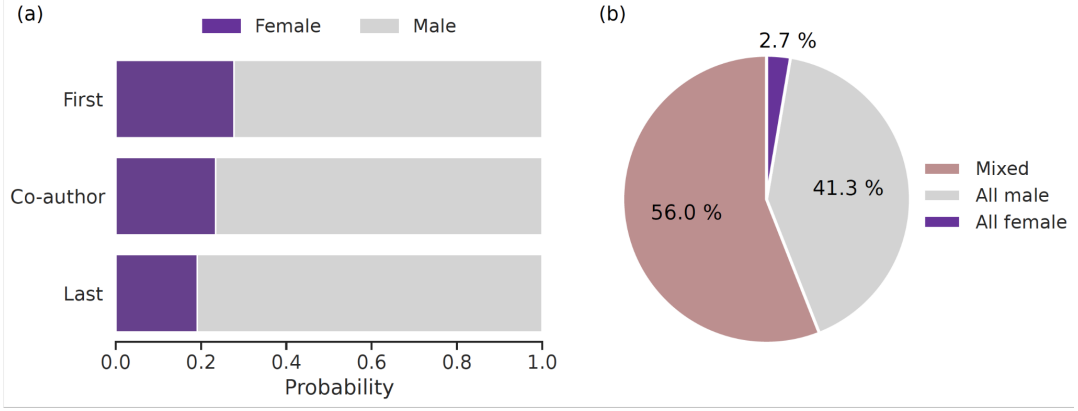
Mathilde Cannat

Alice Gabriel

Ana Ferreira

Increasing awareness and identifying challenges

Keynote: Laura Ermert “Gender differences in authorship in seismology” on 19 November 2024



Gender distribution in the authorship list of peer-reviewed publications in seismology. **(a)** The probability of having a female- or male-gendered first-author, co-author, and last-author name in a publication. **(b)** Percentage of publications with an authorship list with all-female, all-male, or mixed-gender author names.

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Quantifying gender gaps in seismology authorship

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Abstract. According to 2018 demographic data of the American Geophysical Union Fall Meeting, seismology is among the geoscience fields with the lowest representation of women. To understand whether this reflects seismology more generally, we investigate women’s authorship of peer-reviewed publications, a key factor in career advancement. Building upon open-source tools for web-scraping, we create a database of bibliographic information for seismological articles published in 14 international journals from 2010 to

1 Introduction

In seismology, as in many fields of research, peer-reviewed articles are one of the most important ways to disseminate new scientific findings. They are also increasingly used as a metric of the performance and productivity of individual researchers and constitute a critical factor of career advancement, along with citation scores and the impact factor of jour-

Sharing our experience with others

Geo-INQUIRE Poster at ISC'25 International Supercomputing Conference

We could show that the percentage of females attending HPC training events within Geo-INQUIRE doubles the numbers for female International Supercomputing Conference visitors.

There was specific interest in the measures taken by Geo-INQUIRE to increase the percentage of female attendees.

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

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(Photo: LMU)

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

Sharing our experience with others

Presentation at EGU 2025 by Elif Türker-Bakir

Lessons learned from Geo-iNQUIRE

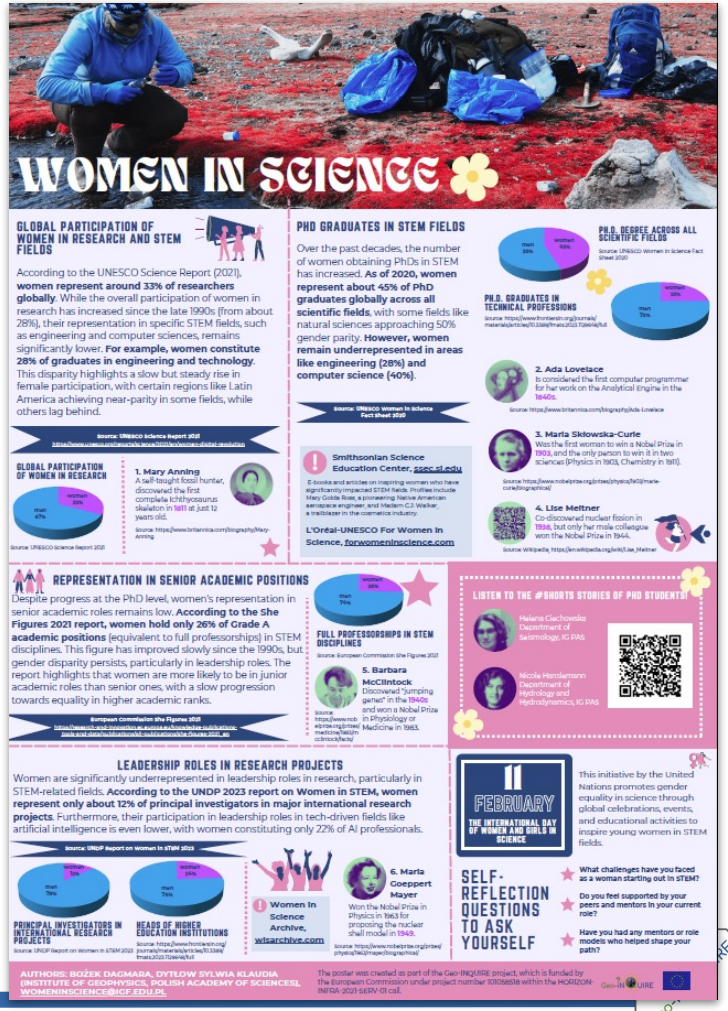
- Need a clear, structured plan
- EDIP input was valuable — provided clear guidance
- Ensure flexibility (recordings, hybrid events)
- Promote family-friendly practices (short meetings on site, childcare..)
- Include Q&A sessions for clarifying questions

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

Getting feedbacks

Poster & Survey “Women in Science”

IGF PAS prepared a poster to highlight the persistent gender disparities in science, technology, engineering, and mathematics (STEM) fields and aims to raise awareness, share experiences, and support early-career female researchers. To better understand these challenges, they launched an online survey during the Geo-INQUIRE Summer School in Greece. The answers to the questionnaire, provided valuable insights into gender bias, work-life balance difficulties, and underrepresentation of women in leadership roles. Despite these obstacles, many respondents pointed to the importance of supportive work environments, visible female role models, and systemic institutional changes.



Developing good practices

Leaflet “Good Practices to Support Women in Science”

As a result of the survey, IGF PAS (Dagmara Bożek and Sylwia Klaudia Dytłow) prepared a leaflet

01 Promote Work–Life Balance

- Introduce flexible working hours and remote work options.
- Ensure availability of parental leave for all genders.
- Provide institutional support for caregivers (e.g. on-site childcare, family-friendly policies).

02 Address Gender Bias and Discrimination

- Conduct regular training on unconscious bias and gender awareness.
- Establish clear, confidential mechanisms for reporting discrimination and harassment.
- Monitor gender equity in recruitment, promotion, and leadership decisions.

03 Ensure Equal Access to Opportunities

- Guarantee fair access to funding, scholarships, and research grants.
- Promote transparency in hiring and promotion criteria.
- Support gender-neutral evaluation procedures for applications.

04 Support Career Development

- Provide mentorship programs, especially for early-career female scientists.
- Organize networking events targeted at underrepresented groups.
- Create and promote leadership training tailored to women in science.

05 Increase Visibility and Representation

- Highlight female role models in science through talks, media campaigns, and publications.
- Ensure gender-balanced speaker line-ups at conferences and workshops.
- Involve women in decision-making bodies and scientific committees.

06 Engage Policymakers and Institutions

- Advocate for national and institutional policies promoting gender equality in STEM.
- Encourage funding agencies to consider gender diversity in grant evaluations.
- Support institutional audits and gender action plans.

07 Foster Inclusive Scientific Culture

- Promote open dialogue about challenges women face in STEM.
- Recognize and value diverse career paths and personal experiences.
- Ensure inclusive language and respectful communication in scientific environments.

08 Monitor Progress

- Collect and analyze gender-disaggregated data in academic institutions.
- Regularly assess the effectiveness of gender equality initiatives.
- Adapt and refine strategies based on feedback from the community.

The leaflet was created as part of the Geo-INQUIRE project, which is funded by the European Commission under project number 101058518 within the HORIZON-INFRA-2021-SERV-01 call.

Geo-INQUIRE

LISTEN TO THE #SHORTS STORIES OF PHD STUDENTS!

Helena Ciechowska
Department of Seismology, IG PAS

Nicole Hanslemann
Department of Hydrology and Hydrodynamics, IG PAS

Struggles and Challenges

General struggles:

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

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, TARP) or “important decisions” (PMB) were involved we see less females in charge

Conclusions

Key efforts

- Female role models for seminars, training, etc.
- Offering child care for selected on-site events
- Admit 50% female for summer schools & workshops (if possible)
- Advertising Transnational Access, Personalized Training, Summer Schools through online Q&A events
- 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)

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

Looking to the future

- White paper on the lessons learned from Geo-INQUIRE ?
- Monitor/discuss other components of diversity (e.g. cross-disciplinarity, international mobility)
- Funding agencies and evaluators are actually asking us to increase/demonstrate the impact of our work (scientific impact and impact on society and industry)
- Diversity is important because diverse teams perform better and have a greater impact

Thank you for your attention!

Geo-INQUIRE is a joint effort of 51 institutions

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