

GfGD Diversity, Equality, and Inclusion Statement – Update 29 January 2021

In Autumn 2020, we published a [statement](#) which welcomed the Action Plan set out in this *Anti-Racism Plan for the Geosciences* (see [here](#)). Here we acknowledged our responsibility to respond to this Action Plan with a review of our structures, activities, and policies, and our commitments with respect to the 15 demands within this Action Plan. We also committed to regularly reporting back on our work, including in our public [Annual Reports](#), submitted to the UK Charity Commission.

Since publishing this statement, we have done the following:

- Initiated a review of our structures, activities, and policies over the decade that we have been in existence (2011–21). This review includes (i) establishing what should be examined, and (ii) a detailed analysis of each of these themes to understand current practices, what we are doing well, and what must be strengthened. A summary of the results of step (i) is included below:
 - **Policies:** Privacy, Preventing Harm (Safeguarding), Complaints, Conflict of Interest, Due Diligence, Financial Procedures, Financial Reserves, and External Communications. We also have a Commitment to Good Practice (Code of Conduct) which articulates our expectations on all those involved in GfGD activities, and links to several external codes/policies we adhere to (Cape Town Statement on Geoethics, Geological Society Code of Conduct for Meetings and Other Events, AGI Statement on Harassment in the Geosciences, and the Bond Statement of Ethical Practice on NGO Content Gathering and Use).
 - **Activities:** University Groups, GfGD Conferences and Training Courses, Bursaries (Placements, Research, External Conference Attendance), Educational Resources, Advocacy and Policy Work.
 - **Structures and Practices:** Governance (Trustees), Senior Leadership (Executive Team), Project Volunteers, University Group Ambassadors, Recruitment, Communications, Strategy Development, Reporting, Advocacy.
- Published our Preventing Harm (Safeguarding) Policy, applicable to all involved in GfGD activities. Safeguarding concerns people's right to be safe from all types of exploitation, abuse, and harm. This policy details the framework through which GfGD can establish a culture of safeguarding at all levels throughout the organisation. Actions of the GfGD team found to be in-breach of this policy will be subject to disciplinary procedures, and potential legal action.
- Become a supporting partner to the [Equality Diversity and Inclusion in Geoscience](#) (EDIG) project, and offered our (unfunded) support to a related grant proposal.
- Committed budget in the 2021 financial year to (i) delivering the response promised above, (ii) supporting research and associated activities to strengthen the representation of geoscientists from the Global South in global geoscience education, and (iii) ensuring subsidised places at our training courses for those from under-represented groups (including geoscientists who are Black, Asian, and Minority Ethnic).

We will publish our next update on 1 March 2021, which will include an update on our review and analysis of GfGD policies, activities, and structures.

Dr Joel C. Gill
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