

GfGD Diversity, Equality, and Inclusion Statement – Update 1 March 2021

Our review work, as set out below, is ongoing, and we are not yet ready to publish further information. We will publish our next update on 30 April 2021, which will include an update on our review and analysis of GfGD policies, activities, and structures, and our next steps.

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Overview of 2021 Review Work

This review includes analysing each of the policies, activities, and structures/practices below to understand how we currently operate, what we are doing well, and what must be strengthened so as to improve diversity, equality and inclusion and respond to the *Anti-Racism Plan for the Geosciences* (see [here](#)).

- **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.