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SCAR Sub- EDI AG

Group

Person Adriana Gulisano

Responsible:

SCAR Executive Committee Meeting 2023

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Equality, Diversity, and Inclusion (EDI) **Action Group**

2022-23 Report

Report Author(s)

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Summary

Since 2022 the SCAR EDI AG has made significant progress in its work to improve access and representation of marginalized groups within the Antarctic research community. We continue to work on understanding the challenges of our organisation and community to address relevant issues around inclusion.

1. Code of Conduct (CoC)

One of the first goals of the group was the development of a Code of Conduct (CoC) document (Attachment 2) that will serve as a guide for appropriate behaviour within SCAR and has been provided to the SCAR Secretariat for confirmation of legal compliance. The CoC document was developed in parallel with a reporting system that allows the anonymous reporting of violations against the CoCs. A flowchart of the reporting process and a brief explanation document are attached (Attachment 3). An online reporting form was created that will be made publicly available on the SCAR website ([online form](#); note: it is not visible for users, yet),

The AG requests that the ExCom to approve i) the CoC document and ii) the reporting process. In addition, the AG requests that the ExCom define a person who will handle the reporting emails. Afterwards the CoC document as well as the reporting tool will be published on the SCAR website. Its availability will be announced via the website, SCAR Social Media channels, as well as during the SCAR OSC 2024.

2. EDI statement

The AG defined a SCAR EDI statement that was officially approved by the ExCom in July 2023. The statement is embedded in the CoC document.

3. Demographic survey

The AG created, analyzed, and is in the process of preparing a report on the results of a demographic survey of the SCAR community that was implemented as part of the Open Science Conference (OSC) 2022.

4. Outreach and Community engagement

Outreach and networking activities are detailed in the section “Outreach, communication and capacity-building activities”. Community engagement is essential for enabling progress and strategically driving our work.

Updates since 2022 Delegates Meeting

The table in Attachment 1 shows the four main goals of the AG, including a detailed description of each goal, the tasks that should be addressed by the AG to achieve each goal, and the metric to evaluate the extent to which tasks and goals were successfully implemented.

Budget

Changes to planned use of funds for 2023 and 2024

Year	Purpose/Activity	Amount (USD)
2023	the funds will be used to support the priorities of the Action Group	10000
2024	the funds will be used to support the priorities of the Action Group	10000
Total		20000

Membership

The SCAR EDI AG membership is currently at 150. AG members are defined as members of the SCAR community who have expressed an interest in being on the SCAR EDI AG mailing list, and participate in select AG activities. The AG itself is composed of a leadership steering group (LSG), led by a Chief Officer, a Deputy Chief Officer and a Secretary. The LSG, Chief Officers, and Secretary meet regularly (at least every other month) and carry out the AG’s main activities.

Since 2022 there have been two changes within the SCAR EDI AG Leadership:

- Seyed (Zia) Madani needed to step down as Deputy Chief Officer, and after an open call was placed to the LSG to solicit a replacement, Jilda Caccavo stepped up to become the new AG Deputy Chief Officer. She is a postdoctoral fellow at the Institute Pierre-Simon Laplace in France. She has been an active member of the polar community since 2016 and was involved in the SCAR EDI AG leadership group (LSG) since the beginning.
- Inga Beck joined the LSG since March 2023 to support the work of Secretary, Pilvi Muschitiello.

The SCAR EDI AG leadership group is listed [here](#).

The AG is currently seeking an early-career researcher to join the LSG; they are collaborating with APECS to solicit a call for applications to fulfil this role. In order to improve engagement within the LSG, members are being surveyed as to their availability and desire to continue their involvement. The aim is to have a revitalized LSG by the end of 2023.

Additional Information

Outreach, Communication and Capacity-building Activities

Engagement and outreach activities help us disseminate the work and vision of the SCAR EDI AG to the wider SCAR community, as well as to other polar and non-polar organisations. Hence the following outreach activities have been conducted:

- **August 2022, SCAR OSC 2022:** A number of activities during the SCAR OSC 2022 were undertaken. (see paragraph “*Other information for publicity purposes*”) It was also for the first time that the AG was represented in the OSC’s International Organising Committee. In addition, the AG funded a report reviewing EDI over the last three OSCs. The report is currently in progress.
- **November 2022, Polar Pride Day:** celebration of the third international Polar Pride Day along with many other organisations.
- **July 2023, SCGES webinar:** The AG contributed to the SCGES (Science Committee on Gender Equality) webinar. The event was entitled: “Gender equality and beyond in polar sciences”. It was recorded and is now available at the SCGES YouTube channel. Currently this recording has over 600 views (see paragraph “*Other information for publicity purposes*”).
- **August 2023, social media:** Together with the SCAR Secretariat the AG started a monthly posting on SCAR Social Media channels with EDI relevant information in polar science.
- **Ongoing, EDI calendar:** The AG recognises the importance of bringing together different thematic groups and communities who are delivering engagement and outreach activities. To this end, a regularly updated calendar was developed. It highlights EDI-relevant events from other organisations, including online, hybrid, and in-person conferences, webinars, and other activities also using social media.
- **Ongoing, Women and Girls in Science:** Campaign such as the “Women and Girls in Science Day” proposed by the United Nations have been launched and supported by the AG.
- **Ongoing, SCAR OSC 2024:** The AG is also represented in the OSC 2024 International Organising Committee.
- **Ongoing, translation of applications:** The AG recently started with the translation of the three SCAR application forms and information for i) SCAR medal, ii) SCAR fellowship, iii) SCAR visiting scholars into (at least) the four Antarctic Treaty languages.

Networking

Since the beginning, an important ethos of the SCAR EDI AG was to avoid ‘reinventing the wheel’ by finding ways to work collaboratively with others and share our learnings with the wider community. Therefore, the following cooperations have been established:

- **Cooperation with APECS:** The AG is fostering its cooperation with the Association of Polar Early Career Scientists (APECS) e.g. by involving APECS National Committees in the translation of SCAR information materials. Furthermore, discussions about possible collaborative EDI trainings are underway.
- **Cooperation with SCGES:** Two members of the AG LSG are representing the AG in the SCGES Executive Committee.
- **Cooperation with SOOS:** One member from the AG LSG is also a member of the Southern Ocean Observing System (SOOS) EDI group.

- **Cooperation with COMNAP:** Agnieszka Kruszewska from the AG LSG is a representative from the Council of Managers of National Antarctic Programs (COMNAP)
- **Underway - Cooperation with International Thwaites Glacier Collaboration:** The AG began communication with the Inclusivity Diversity Equity and Access (IDEA) Council
- We are in the process of establishing collaborations with **Accessibility in Polar Research Initiative** and the **International Arctic Science Committee (IASC)**.

Updates for your Group's SCAR web page

The SCAR EDI AG regularly updates its website if there are changes in the LSG, new relevant publications or any other news.

Notable Papers

1. Beck, I., Caccavo, J., Muschitiello, P., Gulisano A. M., Morgan, S. (2023): SCAR EDI AG report on SCAR OSC's survey results. In progress.

This paper summarizes the results of the demographic survey conducted during the OSC 2022

2. Gulisano, A. M., Muschitiello, P., Caccavo, J., Beck, I. (2023): Addressing Equality, Diversity and Inclusion from within the Scientific Committee on Antarctic Research. In progress for Antarctica Affaires.

This paper provides information about the SCAR EDI.

3. Seag, M., Nielsen, H.F., Nash, M., and Badhe, R. (In Press). Toward Intersectional approaches to gendered change in Antarctic research. Antarctic Science.

This work highlights the outputs from a SCAR Fellowship.

4. Aiken, K. et al. (in progress): Equity, Diversity and Inclusion: An International Polar Perspective.

The paper will summarize the diversity landscape in Antarctic research by the different people and organisations contributing to EDI activities at the SCAR OSC 2020 and 22.

Other information for publicity purposes

In 2022 and 2023 the SCAR EDI AG was involved in the organisation of different sessions, workshops and seminars. For those that were recorded; the links are listed here:

- Inclusive collaborations in Antarctic Research Session 1: <https://youtu.be/Z-c23VNBndQ?list=PLsjlYBdmwI2glie3jPW-kJI7O1xaxEgY8>
- Inclusive collaborations in Antarctic Research Session 2: <https://youtu.be/vxFzwYcon38>

- SCAR capacity building workshop: https://youtu.be/xm6EbaJw_70
- SCAR EDI AG contribution to the SCGES webinar series on 20th July 2023: https://youtu.be/TUk3CiU_l2w

Any other information or issues you would like to raise

The SCAR EDI AG has a great interest in being involved in the organization of the SCAR OSC 2024 and offers its support for the preparation of recommendations for the local organizing committee.

Together with the APECS leadership, the EDI AG is looking into the provision of training on EDI issues and has recently committed to jointly funding an initial workshop. This will be part of continuing efforts to evaluate the role of training on EDI issues more broadly within SCAR, and the Executive Committee is urged to consider funding for this provision, as it would be beyond the scope of the EDI AG budget and resource in general.

Attachment 1: Goals and Tasks

Goals and tasks including deadlines and possible evaluation of SCAR EDI AG until 2024 and beyond:

Goal	Description	Task	Evaluation	Time Frame
1. Define the role of SCAR EDI AG	Identification of SCAR EDI baseline; definition of gaps and needs; define actions to close these gaps	1.1 Analyse needs	- Compare surveys (define a period over which time surveys should be regularly re-considered, re-administered and re-analysed)	- Demographic survey for OSC 2022 (Done) -> Adaptation for SCAR OSC 2024 and other (SCAR) conferences - Report: finished second half of 2023
		1.2 Review recognition structure	-compare numbers and quality of applications for e. g. fellowships	- finished first half of 2024
		1.3 SCAR EDI AG Statement		- finished first half of 2023 (Done)
		1.4 Code of Conduct (SCAR CoC) and reporting tool	- Do people know about the SCAR CoC? -How often is the reporting process used?	- SCAR CoC document: finished second half of 2023 - reporting tool: finished first half of 2024
		1.5 Define and implement specific actions with clear timelines to close identified gaps		Always
2. Outreach of SCAR EDI AG	Inform SCAR / polar community about:	2.1 Prepare reports and news	- clicks - quantity of papers	Always

EDI Group: 2022-23 Annual Report, Attachment 1.

<i>(cross-cutting goal with goal 3 Networking)</i>	i) SCAR EDI AG actions ii) EDI related events iii) recognition tools			(Currently there are four papers in progress → submitted second half of 2023)
		2.2 Keep website updated	- check regular if up-to-date	Always
		2.3 Organize events on conferences & else	- quantity - attendees	Always (e. g. in July 2023 SCGES webinar organized by SCAR)
		2.4 Keep SCAR EDI Community informed	- clicks / users - check regular if up-to-date	Always
3. Networking <i>(cross-cutting goal with goal 2 Outreach)</i>	Stay up to date; benefit from experience of other organizations; share information about SCAR EDI AG	3.1 Networking with other EDI groups	- Quantity? - More interesting groups?	Always
		3.2 Foster collaboration with other organizations	- quantity	Always
4. Tackle linguistic problems	Many barriers occur within the Antarctic research community due to language problems	4.1 Make (most important) information available in at least all 4 Antarctic Treaty languages	- How much information exists in different languages?	- Finished by SCAR OSC 2024
		4.2. Translation of SCAR OSC 2024 CoC into Spanish		- Finished by SCAR OSC 2024
		4.3 Encourage people to	- Quantity of events - Quantity of attendees	- Starting first half of 2024

EDI Group: 2022-23 Annual Report, Attachment 1.

		participate, although English is not their mother tongue	- Feedback of attendees	- Have at least one event at SCAR OSC 2024
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Attachment 2: SCAR Code of Conduct (DRAFT Working Document)

Core working group: Pilvi Muschitiello, Eoghan Griffin, Inga Beck, Diana King, Anne Treasure

SCAR Equality, Diversity and Inclusion Statement

As a thematic organisation of the International Science Council (ISC), the Scientific Committee of Antarctic Research (SCAR) adheres to ISC's guiding principles as established in [Article 7 of the Council's Statutes](#). This Code of Conduct outlines the rights and responsibilities of those organising, engaging with, or participating in SCAR activities"

Taking that in mind SCAR has produced the below EDI statement:

The Scientific Committee of Antarctic Research (SCAR) is committed to promoting a culture of equity, diversity, and inclusion. With open minds, we aim to listen, engage in dialogue, and create meaningful change that will enrich our community with a wide range of voices, backgrounds, languages, experiences, and perspectives. The Equality, Diversity, and Inclusion Action Group (EDI AG) is tasked with broadly looking at how EDI issues can be effectively dealt with within SCAR, and what practical actions are relevant for the organization. SCAR expects all parts of the organisation and community to actively engage with these issues and, where necessary, consult the action group for guidance.

We acknowledge that we must be both reactive and proactive in our efforts to promote EDI, and we will work together to create an environment where all individuals feel valued, supported, and empowered to contribute to scientific research and leadership. We recognize that historic and systemic inequalities have excluded many individuals and communities from participating in scientific research, and as a result in leadership roles within SCAR, and we commit to understand where these inequalities exist and to tackle them, whilst fostering a culture of inclusivity and respect, where every voice is heard and every contribution is celebrated.

SCAR will continue to work to build a more inclusive and representative community that reflects the diversity of the world we explore. We recognize that we must engage with the SCAR community and our spheres of influence to effect meaningful change. By working together, we can create a more equitable and inclusive future for Antarctic science and beyond.

Code of Conduct

1. Introduction

This document outlines a set of rights and responsibilities afforded to all people engaged with SCAR activities. Throughout this document we will refer to the "individual", by which we implicitly mean any individuals taking part in SCAR activities, be it online or in person. By taking part in SCAR activities, you agree to take no action to impede or hamper the listed rights for any and all, and adhere to this Code of Conduct. Concerns relating to violations of this Code will be reviewed according to the outlined process and could lead to suspension from SCAR activities.

This Code of Conduct will help us support a framework to build an environment where we identify and deal with discrimination and harassment, to ensure that all individuals participating



in SCAR activities have the right to be treated with respect, dignity, and professionalism. As an organisation we should work to provide equitable opportunities to those engaging with us, and enable and promote learning as a community.

The Equality, Diversity and Inclusion (EDI) Action Group will review the Code of Conduct biennially to be presented at the SCAR delegates meeting for approval. Accompanying the Code of Conduct itself there will be guidelines and policies developed to address specific topics, e.g. for in-person and online meetings, conferences and events, alongside access to learning materials. Please see the resources section at the end of this document.

2. Expected Behaviour

The below expectations are designed to promote professionalism within the SCAR community to ensure a positive group experience and to facilitate the formation of a community dynamic where we respect and support each other and are open to feedback if concerns are raised.

2.1 SCAR community interactions

As part of the SCAR community, I:

- Commit to support the creation of an equitable environment, free from discrimination, intimidation, harassment, bullying or abuse.
- Commit to making activities accessible by following accessibility and inclusion best practice, and providing reasonable accommodations where appropriate.
- Establish and maintain a cooperative and collaborative approach to interactions, ensuring participation and decision-making is fair, inclusive, and transparent.
- Encourage the sharing of diverse viewpoints and allow all individuals to express their opinions openly without judgement, so long as viewpoints are not discriminatory.
- Avoid knowingly making false or misleading statement(s) or engaging in activities that could be or be viewed as offensive or defamatory to an individual, group, or organisation.
- Am able to recognize and avoid aggression and microaggression, and disrespectful behaviour such as misogyny. I avoid promoting a culture where “roughing it” is seen as a rite of passage.
- Ask for help when needed, and respect those who ask for help. I recognize that people have different strengths and some disabilities are invisible.
- Am honest and accountable. If I breach the Code of Conduct or fail to meet expectations in some way, I admit fault, and commit to do better.
- Make sustainable and eco-friendly choices, aiming to minimise my impact on the natural environment
- [Utilise the support available at SCAR to deal with potential concerns / challenges early, before the situation escalates.](#)

2.2 Recognising the personal and cultural context you interact in

As a global organisation we must be aware of the changing cultural settings we engage in.

- Make efforts to learn the culture and value the knowledge that the residents hold in all areas of SCAR activities.
- Respect and be considerate of others without prioritising some knowledge.
- Be aware of, and address your positionality, potential power and privileges, and values. This could include recognising any colonial histories, cultural biases, and/or structural marginalisation that may influence your standing in the SCAR community.



2.3 Respecting personal boundaries

- Respect victims of misconduct through all stages of the reporting process, take the impact of that misconduct seriously, and respect the victim's anonymity through the reporting process if they so desire.
- Respect people's privacy. For example: ask permission to take photos or record individuals in any way, and only post photos or videos on public platforms if consent has been given.
- Respect the property and facilities at which any SCAR activities take place.
- Respect the mental and physical safety of others.
- Respect other's differences and right to privacy.
- Respect the choices of others and allow individuals to choose their own actions, so long as those actions do not harm themselves or others.

3. Unacceptable Behaviour

All participants in SCAR activities have the responsibility to report all instances of unacceptable conduct, experienced or witnessed, no matter the severity, to the appropriate party.

3.1 Misconduct that will result in suspension from SCAR activities

- Physical or verbal abuse, harassment, or assault
- Intimidation, bullying or stalking
- Coercion/manipulation
- Threats (including but not limited to threats of violence, professional discreditation, unwarranted decreases in responsibilities, and public embarrassment)
- Harassment based on any personal characteristics
- Sexual or gendered harassment or misconduct including the inappropriate use of nudity and/or sexual images in a public space
- The use of hate speech directed at any group including comments about a person's gender, gender identity, sexual orientation, disability, physical appearance, body size, race, religion, or national origin
- Behaviour that endangers the mental or physical health and safety of oneself or others
- Tampering with the proceedings of a misconduct report, including actions to inhibit, discredit, stop, or falsify the investigation of a misconduct case
- Retaliation against a person or group reporting Code of Conduct violations

3.2 Misconduct that will result in review by the Code of Conduct committee and possible suspension from SCAR activities:

- Acting as a bystander and not reporting misconduct or concerns, unless explicitly requested by the victim with a view to their safety or other concerns.
- The use of illicit drugs or excessive use of alcohol during SCAR activities or while representing SCAR in any capacity.
- Disregard for any property, intellectual or physical resources, that does not belong to you
- Intentionally disturbing or disruptive behaviour
- Repeated failure to follow through on commitment to SCAR responsibilities



- Use of social or mainstream media to target others involved in SCAR activities in a way that could harm them or put them at risk, especially in relation to personal characteristics
- Deliberately not respecting a person's gender identity

4. SCAR Related Fieldwork Campaigns

SCAR does not directly host or organise fieldwork campaigns, but we have created a separate document to outline expectations for any organisation hosting SCAR fellows in a formal capacity. The fieldwork guidance should be applied for in-person SCAR activities where relevant.

Link to ['Fieldwork code of conduct'](#)

5. Reporting Concerns

Draft documentation is being created to form the SCAR reporting process. The emphasis is on lowering the bar for reporting concerns so that potentially challenging situations can be dealt with ideally before the situation escalates. Issues while working for home institutes or on field work with individual national programmes must use the relevant mechanisms in place, as SCAR has no jurisdiction.

[Draft reporting process](#)

All individuals participating in SCAR activities have the right to not experience or bear witness to misconduct from other participants as defined by the Code of Conduct. Any accusations of misconduct must be taken seriously and acted upon swiftly.

Any participant in SCAR activities, or external party, that submits a report of harassment or Code of Conduct violation has the right to maintain anonymity throughout the reporting process if they so choose. The identity of the person who made the report shall not be revealed to the accused without their consent. However, anonymity may not be guaranteed within formal reporting systems of other institutions.

6. Resources for Community Use

- Template slide deck on expected behaviour in meetings etc. (based on SOOS EDI work)
- Link to library of Polar EDI literature
- 500 Women Scientists has put together a guide on inclusive scientific meetings
- University of California compliance glossary
- The Association of Computing Machinery (ACM) Special Interest Group on Accessible Computing (SIG ACCESS) has a range of fantastic resources on accessibility, including guides on accessible writing and presentations, as well as a guide on making conferences accessible

Attachment 3: SCAR Code of Conduct Violation Reporting Process

Background

(notes by the SCAR EDI AG are written in italics)

In 2023 the SCAR EDI AG developed a Code of Conduct (CoC) document that will be available on the SCAR website and will serve as a guide for appropriate behaviour within SCAR. The document outlines a set of rights and responsibilities afforded to all people engaged with SCAR activities.

The CoC includes i) a glossary (link) as well as ii) a reporting tool to report violations of the CoC.

Someone who is directly affected by harassment, bullying or otherwise, or someone who has observed such behaviour, can use the reporting tool.

It should be mentioned that the reporting system should be used as a last resort, when there is no way to address the issue between the persons involved, or other approaches have failed.

The reporting process is accessible via an online form on the SCAR website (Dummy link). The reports are submitted anonymously and are addressed in complete confidentiality. Only specially assigned ombudspersons (assigned by the SCAR ExCom – *The SCAR EDI AG suggests a gender-balanced approach*) will receive the reports and they are obliged to treat them with confidence.

The flow chart below represents the process after receiving a report.

(Note: Actions are in blue, comments in orange, status in grey)

1. The ombudspersons produce a rough classification of the reported problem.
2. The ombudspersons try to solve the problem directly.
3. 3.1. YES: If this is possible, they will report back to the submitter (only in case the submitter indicated a contact). If the submitter is satisfied, the concern is resolved. If the submitter is not satisfied, the report is passed to the SCAR ExCom (3.2.)
3.2. NO: If this is not possible, the ombudspersons consult with the SCAR ExCom about the problem and ask for further help.
4. The SCAR ExCom assesses the report.
 - 4.1. YES: They determine the appropriate action and next step.
 - 4.2. NO: They contact the submitter and discuss the future steps together
5. Steps to solve the concern are undertaken.

Every report must be captured anonymously in detail including every communication and decision. This serves to i) improve the response of SCAR in the event that the same or a similar problem arises again.

