

	 International Science Council	Paper No: 33	Agenda item: 8.5
		SCAR Group	EDI Action Group
		Person Responsible:	Eoghan Griffin
XXXVII SCAR Delegates Meeting			
India, September 2022			

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

### **2020-22 Report**

## **Summary**

### **Report Author(s)**

Adriana María Gulisano, Instituto Antártico Argentino, Dirección Nacional del Antártico, Argentina

Zia Madani, Polar Cooperation Research Center, Kobe University, Japan

Pilvi Muschitiello, British Antarctic Survey, UK.

### **Summary of activities from 2020-22**

A scoping committee was established in 2020 to determine the best course of action for SCAR in tackling issues of equality, diversity, and inclusion (EDI). The membership drew on SCAR's and EDI's combined expertise, acknowledged efforts made by other polar organizations, and shared membership with the SOOS Working Group on EDI.

The scoping group's principal recommendation to the SCAR Delegates was to form a specific SCAR Action Group on EDI to move forward the topics it had highlighted. It was intended to offer these to the new Action Group so that they could start working on a number of SCAR-related measures, with the Action Group selecting how to carry them out. The Action Group made decisions regarding how to carry out these tasks and what additional tasks were necessary.

The steps included gathering pertinent baseline data from the community, the use of historical data to assess diversity, and an investigation of best practices for behavior codes. Language constraints might have a negative effect and make it difficult to share pertinent research on EDI concerns.

The formation of the EDI Action Group was accepted by the SCAR Delegates at their meeting in March 2021, and the SCAR Executive Committee approved the formal Group proposal in May 2021. The Action Group's leadership was chosen among the community volunteers, and the team is collaborating with the Executive Committee, Secretariat, and Capacity Building, Education and Training (CBET) Committee to address the issues raised by the scoping group and advance SCAR's goal of becoming a truly inclusive organization.

## EDI Action Group: 2020-22 Report, cont.

Following the scoping group's work, the following specific activities and areas to be addressed have been identified:

- Examining high-level ambition, such as mission statements;
- A community-wide survey to assess knowledge and experience with EDI issues;
- Collaborating with partners to develop recommendations for Codes of Conduct that can be used by individual national programs;
- Audit of existing data on diversity from attendance, leadership positions, and so on;
- Connecting with partners and other relevant initiatives in order to learn from existing best practices.

Therefore:

- SCAR literature and communications are being reviewed.
- We start reviewing and making recommendations on the SCAR Medal nomination and evaluation processes;
- A calendar of relevant dates has been assembled to help outreach of relevant EDI issues.
- A social media campaign regarding International Day of Women and Girls in Science to promote the full and equal access and participation of females in Science
- in particular we promoted Antarctic research among Women. We performed this campaign in the 4 languages of the treaty system to get more audience and to break language barriers.

### Summary Budget 2021 to 2024

	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
	Spent	Allocated	Request	Request
(US\$)	0	10000	10000	10000

## Progress and Plans

### Outcomes/Activities Summary

- An initial review of the SCAR organization and the postulated members of the Action Group was done.
- Some initial recommendations were done to improve the structures of recognition given by SCAR.
- Some initial feedback regarding the desirable information SCAR report templates could provide.
- Several Senior leadership meetings, and LSG meetings and to all the community have been taken to get feedback.
- We were organizing the OSC, workshop and upcoming Business Meetings.

### Future Plans

As an outcome of the business meeting and OSC we intend to prepare a statement from our AG.

We will continue with the review of the National programs protocols to identify common points to start working on recommendations

We intend to analyze the data already gathered to present the conclusions in a white paper form to help the community to assess EDI concerns

## Budget

### Planned use of funds for 2022 to 2024

(one row per activity)

Year (YYYY)	Purpose/Activity	Amount (in USD)	Contact Name	Contact Email
2022	Written outcome of EDI Workshop	4000	Renuka Bade	<a href="mailto:renuka@cantab.net">renuka@cantab.net</a>
2022	Paper preparation on SCAR EDI issues	6000		
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		
<b>TOTAL</b>		30000		

## Membership

### Leadership

Role	First Name	Last Name	Affiliation	Country	Primary Language	Email	Date Started
Chief Officer	Adriana Maria	Gulisano	Instituto Antártico Argentino	Argentina	spanish	<a href="mailto:adrianagulisano@gmail.com">adrianagulisano@gmail.com</a>	2022
Deputy Chief Officer	Seyed (Zia)	Madani	Iranian National Institute for Oceanography and Atmospheric Science	Iran / Japan	iranian	<a href="mailto:madani.zia@gmail.com">madani.zia@gmail.com</a>	2022
Secretary	Pilvi	Muschitiello	British Antarctic Survey	UK	english	<a href="mailto:pilchi@bas.ac.uk">pilchi@bas.ac.uk</a>	2022
LSG	Dan	Morgan	Vanderbilt University	USA	english	<a href="mailto:dan.morgan@vanderbilt.edu">dan.morgan@vanderbilt.edu</a>	2022
LSG	Eoghan	Griffin	SCAR Secretariat	Ireland	english	<a href="mailto:eoghan@scar.org">eoghan@scar.org</a>	2022
LSG	Huw	Griffiths	British Antarctic Survey	UK	english	<a href="mailto:hig@bas.ac.uk">hig@bas.ac.uk</a>	2022
LSG	Jilda	Caccavo	AWI / BeGenDiv / IZW	Germany	english	<a href="mailto:ergo@jildacaccavo.com">ergo@jildacaccavo.com</a>	2022
LSG	M	Ravichandran	SCAR ExCom	India	indi	<a href="mailto:mravi@ncpor.res.in">mravi@ncpor.res.in</a>	2022
LSG	Meredith	Nash	University of Tasmania	Australia	english	<a href="mailto:meredith.nash@utas.edu.au">meredith.nash@utas.edu.au</a>	2022
LSG	Morgan	Seag	University of Cambridge	UK	english	<a href="mailto:morgan.seag@gmail.com">morgan.seag@gmail.com</a>	2022
LSG	Nicole	Hellessey	Georgia Institute of Technology	USA	english	<a href="mailto:n.hellessey@gmail.com">n.hellessey@gmail.com</a>	2022
LSG	Renuka	Badhe	Women in Polar Science / European Polar Board	Netherlands	indi	<a href="mailto:renuka@cantab.net">renuka@cantab.net</a>	2022
LSG	Sukyoung	Yun	Korea Polar Research Institute	Korea	korean	<a href="mailto:yun@kopri.re.kr">yun@kopri.re.kr</a>	2022
LSG: COMNAP Rep	Agnieszka	Kruszeka	COMNAP	Poland	polish	<a href="mailto:agnieszkak@ibb.waw.pl">agnieszkak@ibb.waw.pl</a>	2022

(Please identify early-career researchers with \* in first column)

**Other members: 116 (not listed)**

## Additional information (optional)

### Notable Papers

1. Meredith Nash, National Antarctic Program responses to fieldwork sexual harassment, *Antarctic Science* 33(5), 560–571 (2021).doi:10.1017/S0954102021000432

This work provide information regarding sexual harassment and how National Antarctic Programs deal with that issue.

2. Griffiths, H., Muschitiello, P., Hough, G., Logan-Park, N., Frater, D., Hendry, K., & Schlarb-Ridley, B. (2021). Diversity in polar science: Promoting inclusion through our daily words and actions. *Antarctic Science*, 33(6), 573-574. doi:10.1017/S0954102021000584

This work provides information on how to promote inclusion

### Major collaborations your group has with other SCAR groups and with organizations/groups beyond SCAR

#### Within SCAR

1. SOOS

#### Outside SCAR

1. APECS

### Outreach, communication and capacity-building activities

We provided our endorsement and support with a social media campaign to the Girls and Women in science day in several languages.

### Contributions to equality, diversity, and inclusion (EDI)

All our activities are contributing to EDI

## SCAR Fellowship Reviewers

First Name	Last Name	Email	Principal Expertise
Adriana Maria	Gulisano	adrianagulisano@gmail.com	Space Weather, high energy physics, magnetic clouds, Astronomy cosmic rays measurements from Antarctica