



EQUALITY
DIVERSITY
INCLUSION

Report of the Equality, Diversity, and Inclusion Subgroup

21st Programme Board Meeting – 28-30 September 2021

Our progress, in a nutshell

Since our last report, we:

1. Presented the GEO Equality, Diversity and Inclusion (EDI) statement to the Executive committee;
2. **Collected feedback from GEO's community during a session at the June 2021 GEO Symposium and through the publication of a blog;**
3. **Organised a survey across working group members to capture information on how diversity is understood, valued and discussed in working groups;**
4. Trialed a buddy scheme for new PB members;
5. Contacted all GEO region representatives to establish good communication and discuss potential ways to work together on EDI issues;
6. Collated and analysed all EDI-relevant data collected by Secretariat during the GEO symposium; and
7. Developed a GEO EDI logo to be used at GEO events.



OVERVIEW

Feedback on EDI statement

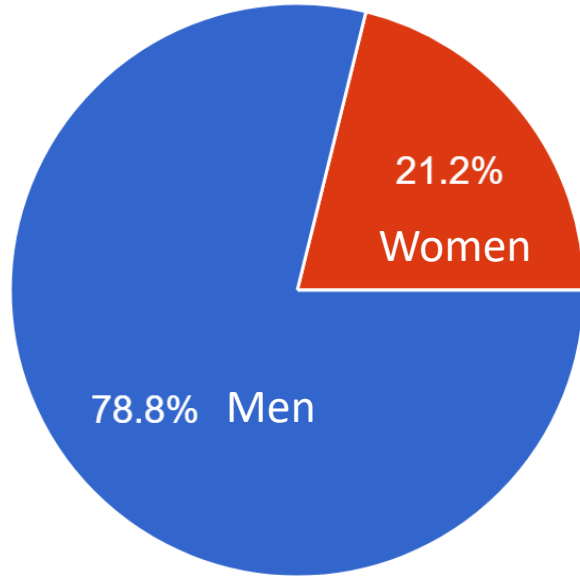
- People identified well with the 5 pillars
- Call on EDI SG to think about building trust in the community
- People want to be able to engage, comment, and share their EDI experience within GEO
- People want to be able to understand what roles are available in GEO, and how to access them
- Attendees were concerned with transparency and progress monitoring
- There was appetite for an EDI award
- Several participants made positive comments about the use of Mentimeter
- There was a request for higher visibility of under-represented communities
- We were reminded about the language barrier and actions around it
- We were reminded about socio-economic barrier and how EDI agendas can unintentionally add pressure on countries/regions
- Capacity building was cited as an important action to promote diversity and inclusion



Working group member survey

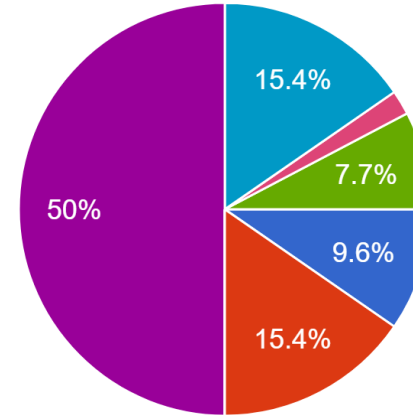
Please select your region of residence

52 responses



N=52

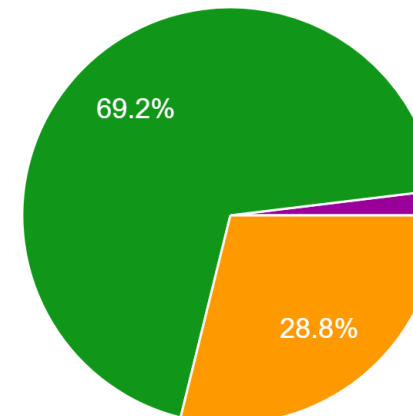
Data WG: 25%
Climate Change WG: 28.8%
Capacity Development WG: 17.3%
Disaster Risk reduction WG: 28.8%



- Africa
- Asia
- Central America and the Caribbeans
- Commonwealth of Independent States (CIS)
- Europe
- North America
- Oceania
- South America

Please specify your career stage

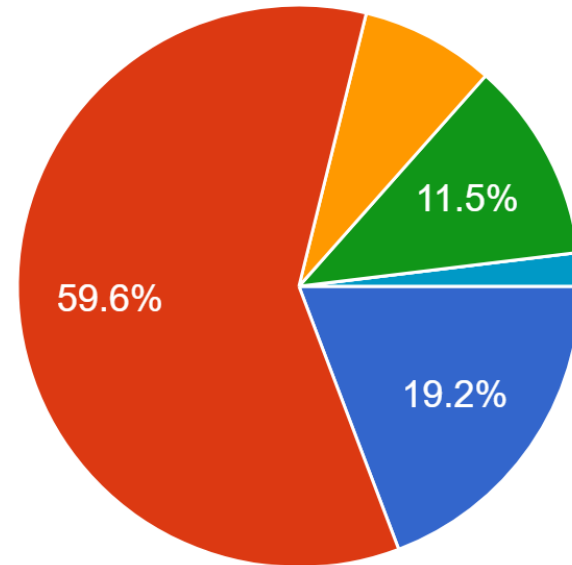
52 responses



- Student
- Early career professional
- Mid career professional
- Senior professional
- Retired

How would you rate the level of diversity in the working group (WG) where you are the most active?

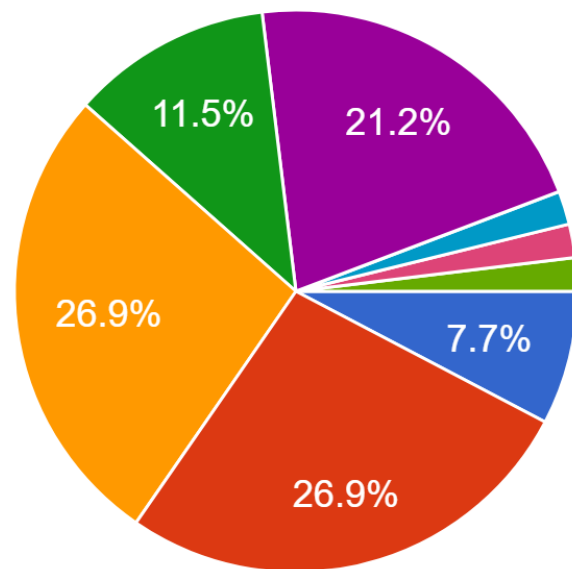
52 responses



- Diversity level in the WG is below expected levels in the sector
- Diversity level in the WG matches expected levels in the sector
- Diversity level in the WG exceeds expected levels in the sector
- No opinion / I don't know
- This isn't something I care about
- As to leadership, the level of diversity in the WG matches expectations. As to...

What impacts, if any, have you observed that may be due to the existing level of diversity in the WG where you are the most active?

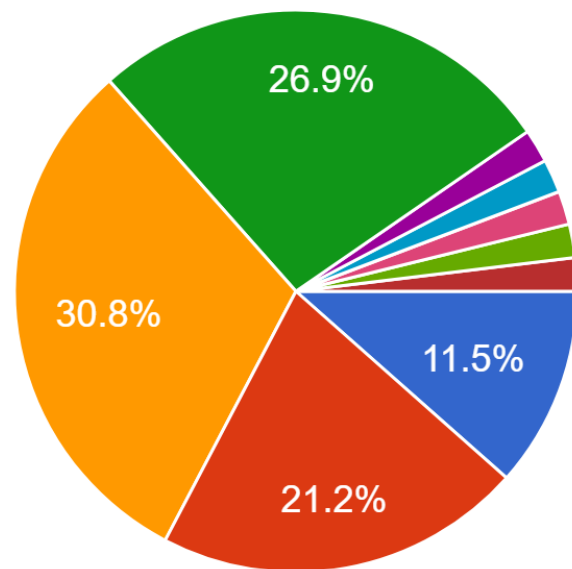
52 responses



- No impact
- There must be some, but I can't think of anything
- The WG is diverse, and I have observed one or more impacts
- The WG is not very diverse, and I hav...
- Unsure / don't know
- This isn't something I care about
- A diversity allows for various approach...
- I'm not sure that I have observed impa...

To what extent has the diversity of the WG membership been discussed within the WG where you are the most active?

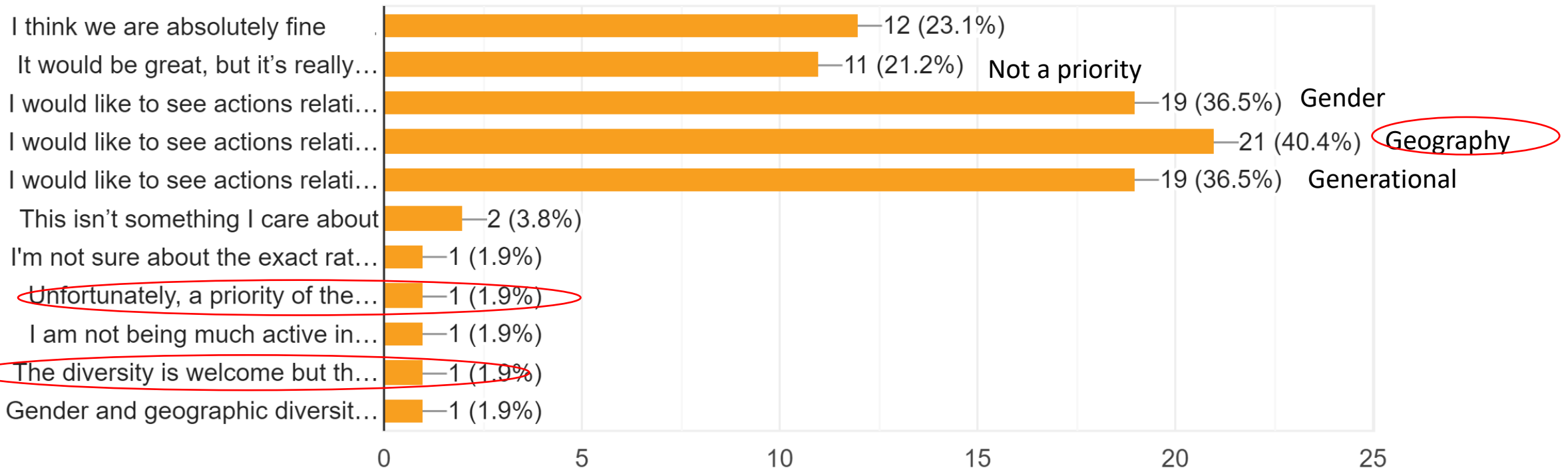
52 responses



- We regularly discuss diversity issues and how to improve diversity in our WG
- We have had anecdotal discussions a...
- We never discuss diversity and how to...
- Unsure / don't know
- In setting up sub groups it was mentio...
- I think the Climate change working gro...
- There might have been discussions, b...
- It did not come up yet, but I do not thin...
- I have not been very active in this gro...

Would you like to increase the level of diversity in the WG where you are the most active? Tick all that apply

52 responses



"Unfortunately, a priority of the WG is also to engage enough experts"

"The diversity is welcome but expertise of the WG members must be comparable"

Perceived positive and negative impacts of diversity

Opportunities

“The insights from WG members from other continents that were unfamiliar to me”

“Changes in the way people thinks about the WG tasks and scope”

“Ideas improvement, wide experiences, different approach to the problem”

Threats

“Diversity, Equality are important and welcome. However, we need to keep focus on the objectives of GEO”

“Diversity makes it difficult to focus and progress ideas quickly”

“Slow agreeing on direction” listed as an observed impact of diversity

Language as a barrier

“I would like to ask the EDI activity how GEO (its working groups, Programme Board, etc.) could support the people who are not English native or who are not fluent English speaker (including myself). Very fast conversation is sometimes difficult for those people and they miss to contribute to the meetings (and I am afraid they will hesitate the next meetings). This kind of barrier sometimes exists in on-line meetings where voices are not clear due to internet connections or conversations goes very fast. If the community could take care of such aspect then we would have more contributors from different areas of the world.”

“I believe the language barrier precludes more diversity. People who is not a native English speaker may feel shy and hesitate to participate”

“Language is often a barrier, because depending on the geographical location, some professionals have had more or less opportunities to learn other languages”