



STRENGTHENING GEOCHEMISTRY THROUGH COMMUNITY ACTION AND WIDER INFLUENCE

Authored by the European Association of Geochemistry's Diversity, Equity and Inclusion Committee. Contact us at dei@eag.eu.com with your questions, comments, or expressions of interest to contribute.

Founding Values

The tragic events of the COVID-19 pandemic and the unjust oppression of minority and marginalised groups both historically and in recent times (e.g., Cooperdock et al. 2020) (Fig. 1) have prompted the European Association of Geochemistry (EAG) and the Geochemical Society (GS) to each found their own, yet interlinked, Diversity, Equity, and Inclusion (DEI) Committee. The EAG's DEI Committee believes that diversity, equity, and inclusion are the foundations of a strong and thriving scientific community. Our vision is to unite the membership in collective efforts to challenge the status quo, transform community culture, and address system-wide and structural barriers to participation in geochemistry and cosmochemistry. The values embedded in our ethos are also served by the goals of GS's DEI Committee.



FIGURE 1 The EAG and GS recognise that this image is a simplistic depiction of identities. Scientists are human beings, and intersectionality is important. AFTER PAUL GORDON BROWN.

How We Work

Working collaboratively, the EAG and GS DEI committees discuss, formulate, and enact change via a range of joint groups, including the following:

- Awards Task Force,
- Writing Team,
- Goldschmidt Group,
- DEI Town Halls Team.

Recommendations generated by these groups are reviewed by the DEI committees, by EAG Council, and/or the GS Board. Additionally, both committees support dedicated social media teams (e.g., @EAG_DEI, and GS social media content), and EAG members source and handle contributions to the EAG Blog. Plus, the EAG has a Data Squad responsible for building understanding where knowledge is presently entirely lacking concerning anonymized demographics, community condition, and workplace and laboratory experiences among our members. Findings resulting from these efforts will be used to inform priorities for change. This approach enhances our discipline and wider science by accelerating the progress of considerate cultures and inclusive procedures among our societies, employers, funding agencies, coordinated international cooperation (Global EDI Forum, IAGD), and student/staff unions across the globe. Hence, we want to ensure that geochemistry and other areas are increasingly attractive, welcoming, actively anti-discriminatory (Figs. 2 and 3), and team-oriented (Elkins-Tanton 2021), and that geochemistry and related fields are equitable in how they function at all levels and on the international stage.

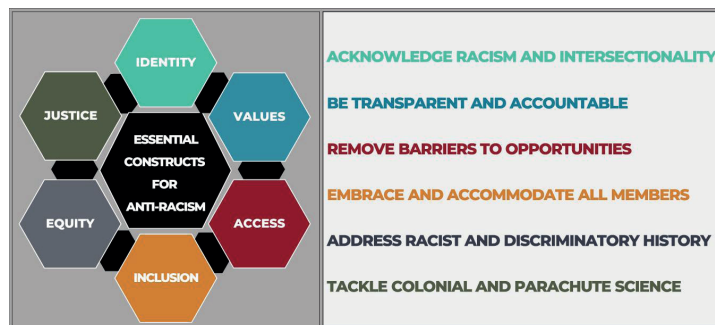


FIGURE 2 The EAG and GS are committed to being proactive in being anti-racist and anti-discriminatory. IMAGE FROM ALI ET AL. (2021).



FIGURE 3 The EAG and GS advocates for, and takes action to, advance an equitable and inclusive research culture for all of its people and in all conceivable ways.

Completed Activities

The accomplishments of the energetic DEI Committees to date include the following:

- An earlier report on our projects that appraised the international context of DEI challenges among science, technology, engineering, and mathematics (STEM) educational routes and work forces (Riches 2020; Riches et al. 2021);
- An invited article (Pourret et al. 2021a) concerning inequities in geochemistry's current nomination and award procedures;
- Proposal of a series of reforms to the nomination and award systems of the EAG and GS, incorporating a broadened definition of "contribution", thereby furthering an inclusive approach (akin to Davies et al. 2021). Society leaderships will soon announce agreed changes;
- Expansion of the EAG Geochemistry Fellows Awards Nominations Committee to address nominations to all EAG awards;
- New EAG blogs (EAG DEI Committee 2021a, b, c), along with working definitions for diversity, equity, inclusion, and marginalisation (EAG DEI Committee 2021b) related to the developing DEI Strategic Plan;
- An invited contribution identifying a lack of diversity among editorial boards (Pourret et al. 2021b);
- Virtual keynote talks to explore the work of the DEI committees: such invites are rotated among the team, and opportunities for friendly discussion are welcome;
- An online townhall exploring the impacts of COVID-19;
- A community call-out from the EAG President explaining the geochemistry award nomination procedures, opportunities for sponsoring new initiatives, and updates to society websites regarding agreed reforms to awards. Nominations across virtually all categories of EAG and GS awards have previously been received in low numbers. With changes agreed for summer 2021 onward, **a resolute and notable response from the community is called for**. In particular, service is needed in the future for the new and existing committees to support the necessary changes and, above all, **an immediate and significant increase in the number of award nominations is required** across all of our international members and inclusive of historically underrepresented people and minorities.

At Goldschmidt2021 Virtual, the EAG DEI Committee spear headed a range of initiatives, including ...

- Contributing to the conference's early career program and the delivery of talks/sessions on open access publishing and broader matters of DEI in geochemistry, so sparking further communications and a proposal for a thematic volume;
- Guidance advocating for an inclusive and accessible conference and the provision of an anonymous online reporting tool;
- Hosting two social events in Goldschmidt's Spatial Chat, including the Pride event;
- Engagement in media coverage with the press officer concerning an example of the current exclusion of racial minorities.

Pending Events and Uniting in Action

In building on our progress to date, several DEI initiatives are ongoing or upcoming. Look out for announcements on the following topics:

- Development of community virtual networking via a new GS-led e-mentoring project;
- The first ever survey of the community specifically for geochemists.

The stronger the collective response from the international community is, the more progressive will be the strides and increases in opportunities that will soon be viable. Let us all unite to make this possible!

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to promoting the diversity of our awardees, to recognizing a wide range of different types of exceptional contribution, and we acknowledge the different career paths that lead to the achievement of such contributions.

To play your part in increasing diversity among nominees and award recipients, send in a nomination for one of the 2022 EAG awards. Nominators are encouraged to consider achievements in the broadest sense. Nominations are open until 31 October 2021 for EAG and GS Fellows, and until 15 November 2021 for the EAG's Urey, Science Innovation, and Houtermans awards. Full details are available on the EAG website (<http://eag.eu.com/awards>); any questions can be addressed to awards@eag.eu.com in full confidentiality.



The **Urey Award** recognizes outstanding contributions in advancing geochemistry over a career. The award is based on scientific excellence as well as the broader impacts candidates have made in their careers to date.

The **Science Innovation Award** recognizes scientists who have recently made a particularly important and innovative breakthrough in geochemistry. The subject area of this award differs every year following a five-year cycle. In 2022, this award will honour Heinz Lowenstam for his work in biogeochemistry. Nominees must be within 30 years equivalent full-time scientific employment from the start of their PhD, which must be completed (for the 2022 award, candidates should have started their PhD in 1991 at the earliest).

The **Houtermans Award** recognizes exceptional contributions to geochemistry by an early career scientist. Nominees must be within 12 years equivalent full time scientific employ from the commencement of their PhD, which must be completed (for the 2022 award, candidates should have started their PhD in 2009 at the earliest).

The **GS/EAG Geochemistry Fellows Award** is bestowed upon outstanding scientists who have made major contributions to the field of geochemistry. The award is based on scientific excellence as well as the broader impacts candidates have made in their careers to date.

THE DISTINGUISHED LECTURE TOUR GOES ONLINE!

The EAG Distinguished Lecture Program aims to introduce and motivate scientists and students located in under-represented regions of the world to emerging research areas in geochemistry. For the 2021 lecture tour, **Dr. Juan Diego Rodriguez-Blanco** (Trinity College Dublin, Ireland) will provide a series of live online lectures (on Zoom). Juan Diego's fields of research are environmental mineralogy and crystallisation, with a focus on mineral genesis and the interaction of aqueous species with mineral surfaces. In particular, he studies the mechanisms of mineral nucleation and growth and the interaction of common seawater ions, pollutants and organics with mineral surfaces and their relevance to global-scale processes.



The lectures are open to all! Visit <https://www.eag.eu.com/outreach/dlp/> for more information and to register.

NOMINATE A GEOCHEMIST FOR A 2022 EAG AWARD

The European Association of Geochemistry, through its awards, fellowships and special lectures, seeks to recognize outstanding contributions to geochemistry. The honors bestowed on our awardees recognize exceptional contributions at different career stages. We are committed