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LOOKING BACK AT THE SUMMER ACTIVITIES OF THE SPANISH MINERALOGICAL SOCIETY

As the year comes to a close, the Spanish Mineralogical Society (SEM) reflects on the intense activities of our members during the summer months, a time traditionally marked by abundant dissemination activities. Our members have been particularly active in various initiatives, and we would like to highlight some of them.

The Congress of the Geological Society of Spain, which occurs every four years, was held in Ávila from June 2 to 6, with strong participation from Spanish geologists and collaborators from other countries (FIG. 1). The SEM promoted and promoted the session entitled “Mineralogy and Mineral Resources,” which was chaired by Isabel Abad, Ángeles Fernández, Teresa Llorens, and Susana Timón. The session had a strong turnout, featuring both poster presentations and oral talks that showcased innovative research in the field. The congress provided a magnificent opportunity to exchange knowledge and present the evolution of our research in the context of geology.



Another major event was the European Mineralogical Conference (EMC², 2024) held in Dublin from August 18 to 23. The participation of our members was also significant, particularly from our young researchers, who contributed both oral presentations and posters. Notably, Daniel Bermejo and Samuel Cristóbal, PhD students from the Complutense University of Madrid and the University of Granada, respectively, received the “Young Researchers of the SEM” awards for their outstanding work (FIG. 2). Daniel presented his research on “Dual mineralogical setting of the critical metals Nb-Ta-Sn-W in rutile,” while Samuel’s work focused on “Unraveling the redox conditions in deserpentinization through sulfide mineral assemblages.” Additionally, Samuel and María de Uribe volunteered for the conference organization, further demonstrating their commitment to our community. José María González Jiménez also contributed to the conference as a co-moderator of the engaging session “Micro- and Nano-Mineralogy of Critical Metals.”



These activities underscore the commitment of the SEM to scientific dissemination and the strengthening of the network of researchers in the field of mineralogy.

Our members continue their research endeavors with enthusiasm and are already looking ahead to the calendar for 2025. In September, the Society held its Ordinary General Assembly online, where it was announced that the Annual Scientific Meeting will take place in January 2025 in Sevilla. This event is being prepared with great enthusiasm, and further details will be shared in upcoming issues.

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SEM President

#RAINBOWGEOSCIENCES: A PIONEERING INITIATIVE TO LEARN ABOUT THE SITUATION OF THE LGBTI+ GEOSCIENCES COLLECTIVE

Taking advantage of the fact that last November 18 was the International Day of LGBTI+ people in STEM areas, the SEM is happy to sponsor the initiative of Javier Carmona (Instituto de Geociencias, CSIC-UCM, Madrid), Mònica Rosell (Comissió d’Igualtat de la Facultat de Ciències de la Terra, Universitat de Barcelona), and Lydia Gil (Social Media en Investigación) and to disseminate for the first time the preliminary results obtained from a survey on the situation of LGBTI+ people working in geosciences at the international level carried out during 2024 in order to collect more data among *Elements* readers. The preliminary results clearly indicate that situations of discrimination and harassment continue to occur in the workplace and this motivates us to give voice to such initiatives, as they are still necessary to contribute to the normalization of affective, sexual and gender diversity in the workplace and in society.

Everything started on the occasion of the celebration of the International Day against LGBTI-phobia (also known as International Day against Homophobia, Transphobia and Biphobia) and inspired by a previous activity called #CienciaArcoiris from the scientific field in general, during the months of May to September 2023, during which different Spanish research centers and universities (*Instituto de Geociencias IGEO, Instituto Geológico y Minero de España IGME, Instituto Andaluz de Ciencias de la Tierra IACT, Instituto de Geociencias de Barcelona GEO3BCN, Instituto Pirenaico de Ecología IPE, Universidad Complutense de Madrid UCM, Universitat de Barcelona UB, Ilustre Colegio Oficial de Geólogos ICOG and Sociedad Española de Geología SGE*) partnered with *Social Media en Investigación* to conduct a nationwide survey on the possible discrimination faced in their daily lives of people who identify themselves within the LGBTI+ collective and who work in the geosciences. The results obtained in this Spanish campaign, called #GeocienciasArcoiris, demonstrated situations of discrimination, both in their private lives and at work. Although the survey could not be considered representative due to the small sample size (35 valid questionnaires out of 69 received), the obtained results did not vary much from those of other general surveys prepared by other Spanish organizations and unions. Given the lack of international data in the geosciences, the need arose to extend the survey to other countries.

#RainbowGeosciences is therefore an initiative carried out by these same research centers and universities in order to compare and collect data on the situation of LGBTI+ people working in geosciences in different countries around the world. Although in general, each country may have its own particular situation regarding the rights and freedoms of people with affective-sexual diversity, this initiative is the starting point to try to better understand the situation of these people in the workplace. In addition, the peculiarities of the different jobs in geosciences, such as field trips, stays in foreign countries, laboratory work, oceanographic vessels, stations in polar areas, etc., show that there may be situations of vulnerability, defencelessness, and invisibility for these people, not only in the workplace, but also in other places where their professional activities are carried out.

The preliminary results obtained during the first six months (January to June 2024) of this international campaign through an online survey are very similar to those obtained in the #GeocienciasArcoiris survey in Spain, although participation in #RainbowGeosciences has been higher, with a sample size of 60 people from 12 different countries and an essentially equal participation of genders (47% male, 42% female), with 7% of non-binary people. Ten percent of all these correspond to trans people. Regarding sexual orientation, gay people stand out (30%), followed by bisexual people (27%) and lesbians (19%). The majority are

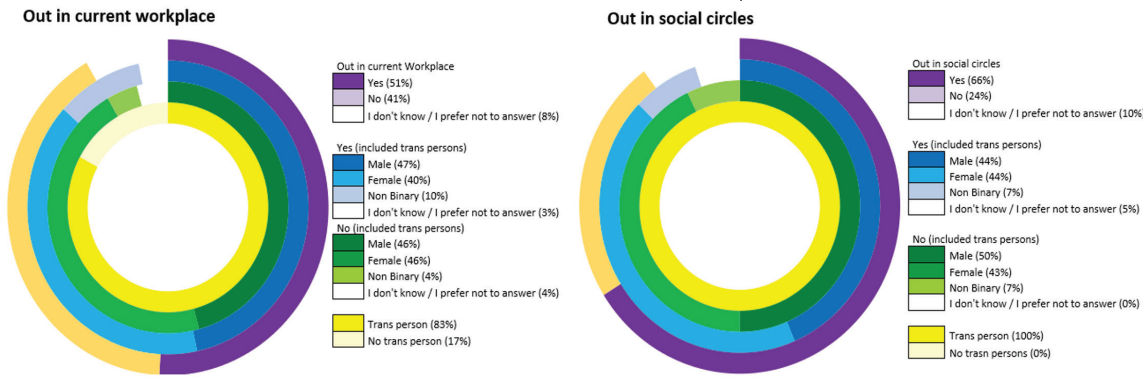


FIGURE 3 Visibility situation at work and in personal life.

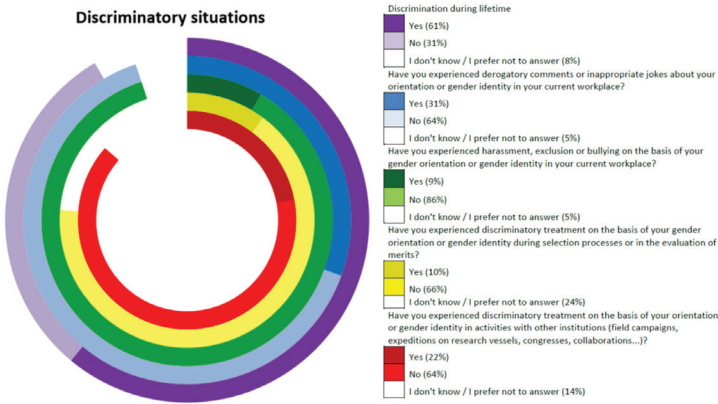


FIGURE 4 Discriminatory situations in everyday life and in the workplace. Harassment or exclusion in the workplace, as well as situations of discrimination in selection processes or in field campaigns, etc.

in the professional category of research staff (36%), of which 17% are in permanent positions and 19% temporary. They are followed by people working on their doctoral thesis, with 22%.

It has been observed that the visibility of people with gender and affective-sexual diversity is different if we consider their personal or working life (66% versus 51%, FIG. 3), which clearly indicates that there are problems in terms of visibility and acceptance in the workplace. Moreover, women are more invisible than men. The 100% visibility of transgender people in their personal lives stands out in relation to work (83%) due to the appearance or physical changes they undergo in many cases. Visibility is fundamental, as what is not talked about does not exist. Therefore, it is the first step in discrimination because if a person is not visible, they are less likely to be able to apply for marriage leave or assistance to a partner, etc.

Regarding situations of discrimination (FIG. 4), six out of ten respondents have been discriminated against at some point in their lives, which is unacceptable in today's modern societies. Discrimination between men and women shows a similar proportion: 44% of respondents say they have been discriminated against, compared to 42%. It is worth noting that 100% of transgender people have experienced discrimination at some point in their lives.

Three out of ten people have experienced discrimination in the workplace, half of them women, and more than 66% of trans people have felt discriminated against at work. Although the most serious instances of harassment, exclusion, or bullying have been reported by 9% of the people who participated in the survey (without differences between

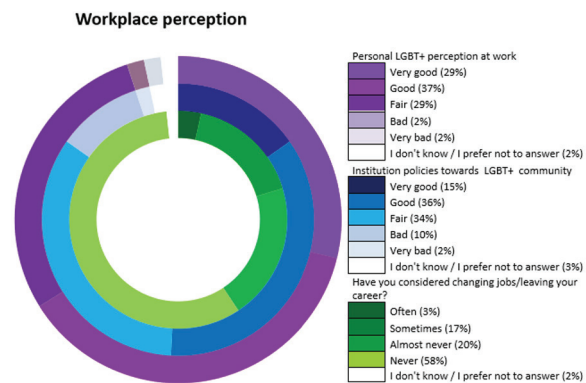


FIGURE 5 Perception of the situation in workplaces.

genders), it is worth noting that 31% have experienced derogatory, inappropriate comments, jokes, etc., about their orientation or gender identity at work. If we now consider the data by gender, it stands out that women (55%) have experienced far more derogatory comments than men (33%). As for transgender people, the percentages increase: 33% have experienced harassment, exclusion, or bullying and 66% say that they have received inappropriate comments. Finally, two out of ten people said that they had experienced discriminatory treatment in field campaigns, on oceanographic vessels, etc. Of these, more than half were women. Half of the transgender people felt discriminated against in these same situations.

With regard to situations of discrimination when participating in merit-based competitions, although it is difficult to assess—24% did not know or preferred not to answer—there is a perception that it affects men more (half of the people who answered yes) and half of the transgender people believe that it may have been detrimental to them.

For the situation of people with gender and affective-sexual diversity in the centers (FIG. 5), it is generally considered good (37%), very good (29%); as well as institutional policies towards the LGBTI+ community are perceived as good (36%) or acceptable (34%). Hardly anyone had chosen to abandon their career because of their status. However, the fact that there are still situations of harassment and discrimination shows the need to continue working on the development of protocols to reduce or minimize these situations and to guarantee institutional support.

In relation to the position of the participants, the enormous participation of researchers in their different phases (pre-doctoral and permanent or temporary research staff) stands out, which corresponds to 58% of the people surveyed. As a result, other jobs, such as technical or administrative staff, are significantly under-represented.

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International Association of GeoChemistry

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THE 3rd IAGC INTERNATIONAL CONFERENCE



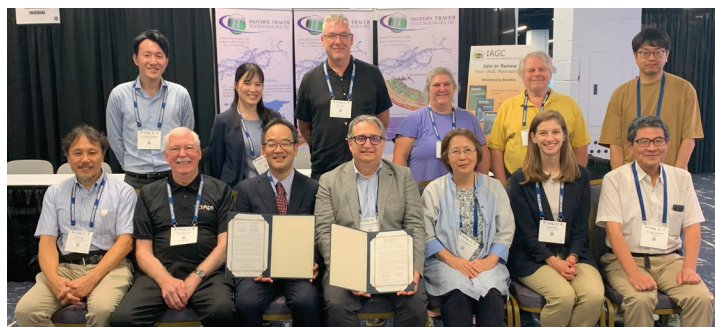
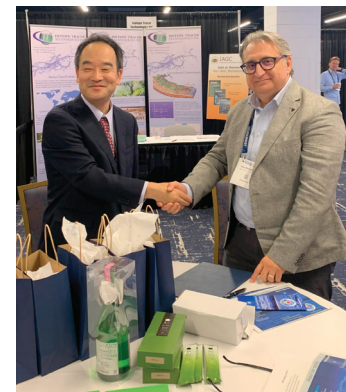
Save the Date!

The 3rd IAGC International Conference will be held in Cagliari, Italy from 16–21 June 2025. This meeting will include the 18th Water-Rock Interaction Working Group Meeting (WRI-18), the 15th Applied Isotope Geochemistry Working Group Meeting (AIG-15), 13th Geochemistry of the Earth’s Surface (GES-13), Urban Geochemistry sessions, and celebration of the 20th Anniversary of *Elements Magazine*. Abstract submissions and registration are open! Visit <https://sites.unica.it/wri-18/> to learn more.

INTERNATIONAL ASSOCIATION OF GEOCHEMISTRY AND GEOCHEMICAL SOCIETY OF JAPAN INITIATE A PARTNERSHIP

The Geochemical Society of Japan (GSJ) and the International Association of Geochemistry (IAGC) inaugurated a new partnership at the 2024 Goldschmidt Conference in Chicago, IL, USA. This partnership

President of the Geochemical Society of Japan, Dr. Yoshio Takahashi, and Secretary of the International Association of Geochemistry, Dr. Orfan Shouakar-Stash, shake hands after signing the agreement.



Society members celebrate the signing of the IAGC and GSJ agreement.

is founded on the promotion of scientific research, international engagement, and collaboration across societies. The IAGC is excited to support GSJ in scientific activities, and the two societies celebrated the official signing of the agreement at the conference!

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Finally, with regard to the participating countries (FIG. 6), Spain stands out, followed by France (due to its proximity), as dissemination has been easier and more successful than in other countries. The survey is still active with the intention of improving the sample size and providing a more accurate picture of the situation of gender-diverse people in Geosciences worldwide. We invite you to participate here: <https://framaforms.org/rainbow-geosciences-survey-1698053296>.

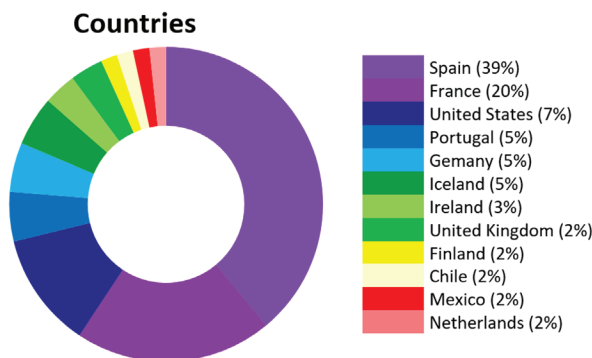


FIGURE 6 Origin of the people who participated in the survey

Other activities have also been promoted within the framework of the #RainbowGeosciences initiative, for example:

- Two editions of an online “Diverse Coffee meeting” for the International Day of LGBTI+ people in STEM areas with LGBTI+ professionals in geosciences to share their personal and professional experiences. The format included coffee and pastries for attendees and participation in an open question session. It was very meaningful to share such personal experiences with the students to show that, through these initiatives, academia can create safe spaces for LGBTI+ people.
- Attendance to representative geoscience meetings: At EGU in Vienna (April 15, 2024), there was a meeting attended by representatives of this campaign along with members of the EGU Pride group, APECS, and GayGU to share strategies and ideas for promoting inclusion of the LGBTI+ community in the geosciences, for example, through a new mentorship program called GLITTER, which is under construction at the moment. At the XI Geological Congress of Spain (Ávila, July 1 to 6, 2024), a poster was presented with data from the Spanish campaign.

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