**Preprint of Contribution for
Elements**

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Plus 3 images.**

Strengthening Geochemistry through Community Action and Wider Influence

Authored by the European of 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 minoritised or marginalised groups both historically and in recent times (e.g., [Cooperdock et al., 2020](#); Fig. 1) prompted the founding of Diversity, Equity, and Inclusion (DEI) Committees for the European Association of Geochemistry (EAG) and the Geochemical Society (GS). 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](#).

Image after Paul Gordon Brown.

Figure 1: After Paul Gordon Brown. The EAG and GS recognise that this image is a simplistic depiction of identities; scientists are human-beings and intersectionality is important.

How we work

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

- 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 anonymised demographics, community condition, workplace and laboratory experiences among our members. Findings resulting from these efforts shall be shared widely and utilised to inform priorities for change. This approach enhances our discipline and wider science by accelerating the progress of kind 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, ensuring geochemistry and other areas are increasingly attractive, welcoming, actively anti-discriminatory (Fig. 2 and 3), team-oriented ([Elkins-Tanton, 2021](#)), and 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 the actionable approach suggested by [Ali et al., 2021](#).

Completed activities

The accomplishments of the energetic DEI Committees to date include:

- 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., 2021a](#));
- 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 broadening of the definition of a "contribution", thereby furthering an inclusive approach (akin to [Davies et al., 2021](#)) - society leaderships will soon announce agreed changes;
- Expansion of the EAG Geochemical Fellow's Awards Nominations Committee to address nominations to all EAG awards;
- New EAG blogs ([Fernandes, 2021](#); [Perez, 2021](#); [Riches et al., 2021b](#)), along with working definitions for diversity, equity, inclusion, and marginalisation ([EAG DEI Committee, 2021](#)) 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 other opportunities for friendly discussion are welcome.

At Goldschmidt Virtual 2021, the EAG DEI Committee spear-headed a range of initiatives such as;

- Contributions to the conference's early career program and delivery of talks / sessions on Open Access Publishing and broader matters of DEI in Geochemistry - sparking further communications and a proposal for a thematic volume;
- Guidance advocating for [an inclusive & accessible conference](#) and 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](#).

Figure 3: The EAG and GS advocate for and take action to advance an equitable and inclusive research culture for all of our people and in all conceivable ways.

Pending events, award nominations, and uniting in action

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

- An online Town hall exploring COVID-19 impacts;
- Development of community virtual [networking](#) via a new GS-led e-mentoring project;
- A statement from the EAG President explaining geochemistry award nomination procedures, opportunities for sponsors of new initiatives, and updates to society websites regarding agreed reforms to awards. For reasons we do not fully understand, 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 future for new and existing committees to support change 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 and minoritised people.
- The first ever survey of the community specifically for geochemists will circulate in autumn 2021. Efficient uptake of the survey by members will provide important new evidence to be examined and reported by the writing team, experts in social science / psychology / anthropology and interested

members of the global community. **We can only achieve this goal with the entire community; please engage with the forthcoming survey.**

The stronger a collective response from the international community is at this time, the more progressive strides and increases in opportunities that shall be viable soon. Let's all unite to make more possible!

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