

Draft GEO Statement on Equality, Diversity, and Inclusion

This document is submitted by the Equality, Diversity, and Inclusion Subgroup to the Programme Board for decision.

1 INTRODUCTION

Early in 2020, the Programme Board recommended the creation of an Equality, Diversity, and Inclusion Subgroup. This Subgroup supports the strategic aim of developing GEO as an institution that provides a fair, supportive and encouraging networking environment with which a diverse set of participants engage responsibly. It also aims to ensure that equality, diversity, and inclusivity are fully considered, addressed, and embedded within GEO activities and decisions.

Discussions within the Subgroup have highlighted the need for GEO to establish and widely promote its vision and commitment to equality, diversity, and inclusion, through the production of a GEO-wide statement. Equality, Diversity, and Inclusion position statements are public-facing documents articulating an institution's vision and commitments to Equality, Diversity, and Inclusion. They are commonly published by institutions which aim to place Equality, Diversity, and Inclusion at the heart of their functioning.

2 RECOMMENDATION

The EDI subgroup recommends that the Programme Board endorse the draft statement in Annex A to this document for presentation to the GEO Executive Committee.

ANNEX A

DRAFT GEO STATEMENT ON EQUALITY, DIVERSITY, AND INCLUSION

Creating an Inclusive and Supportive GEO Community

The Group on Earth Observations (GEO) values diversity, recognising that successful utilization of Earth observations resources to solve humankind’s most pressing problems occurs when a sense of belonging exists for all individuals, enabling them to share ideas and experience, as well as foster innovative solutions. Acknowledging the value in diversity of thoughts and life experiences, GEO is therefore committed to supporting the development of a dynamic, diverse, and inclusive Earth observation community, where everyone is given the opportunity to participate and to benefit, regardless of their country of origin, race, gender, age, sexual orientation, socioeconomic background, or ability. This commitment seeks to ensure that all GEO community members are valued and appreciated for their unique viewpoints and collaborative contributions to the vision and mission of GEO.

Our five-pillar framework outlines a vision that equality, diversity, and inclusion are considered in every aspect of GEO, answering the mandate of the GEO Mission to **“unlock the power of Earth observations by facilitating their accessibility and application to global decision-making within and across many different domains.”** We seek to achieve this vision through:



Oversight and Accountability

- **We have created** an Equality, Diversity, and Inclusion Subgroup to support the strategic aim of developing GEO as an institution that provides a fair, supportive and encouraging networking environment with which a diverse set of participants engage responsibly. The Subgroup will conduct regular audits and provide recommendations to GEO governance and administration.

Community Leadership and Advocacy

- **We are committed** to increase the awareness within the Earth observations community of the benefits of inclusive participation by people from all sectors, including government institutions, civil society organisations, non-governmental organisations, academic and research institutions, businesses, and other areas of expertise to create innovative solutions to local and global challenges.

Creating a Welcoming Environment

- **We strive** to maximise diversity in all GEO governance structures, including meetings and events, at all times.

Outreach and Engagement

- **We proactively engage** a diverse set of stakeholder communities to understand their needs through the GEO Work Programme, Regional GEOs, GEO communication channels, as well as national and participating organization coordination mechanisms.

Empowerment through Accessibility

- **We advocate for and deliver** on transparent and standardised accessibility to open Earth observation data, information, and knowledge through the Global Earth Observation System of Systems (GEOSS).

We invite you to join us in creating a fair, responsible, and inclusive GEO community.