

# EDI Subgroup Report

PB-25: 7-8 Feb 2023  
Geneva, Switzerland

EDI Subgroup  
Virginia Burkett, Stuart Marsh, Bente Lilja Bye

# Equality, Diversity and Inclusion Subgroup

## current participants

**Amber Kremer (Peru/US)**

**Angelica Gutierrez (United States)**

**Bente Bye (Norway)**

**Crista Straub (United States)**

**Jesarela Lopez (Mexico)**

**Justyna Nicinska (United States)**

**Kenneth Mubea (Kenya)**

**Phoebe Oduor (Kenya)**

**Nancy Searby (United States)**

**Stuart Marsh (United Kingdom)\***

**Virginia Burkett (United States)\***

\*co-leads

**GEO Secretariat: Erika Alex, Wenbo Chu**

# Refresher: Genesis of the EDI Subgroup

- Formed by the Programme Board in 2020
- Initially consisted of 9 members from 5 continents
- Strategic aims:
  - *Develop GEO as an institution that provides a fair, supportive and encouraging networking environment with which a diverse set of participants engage responsibly*
  - *Ensure that equality, diversity, and inclusivity are considered, addressed, and embedded within GEO activities and decisions*

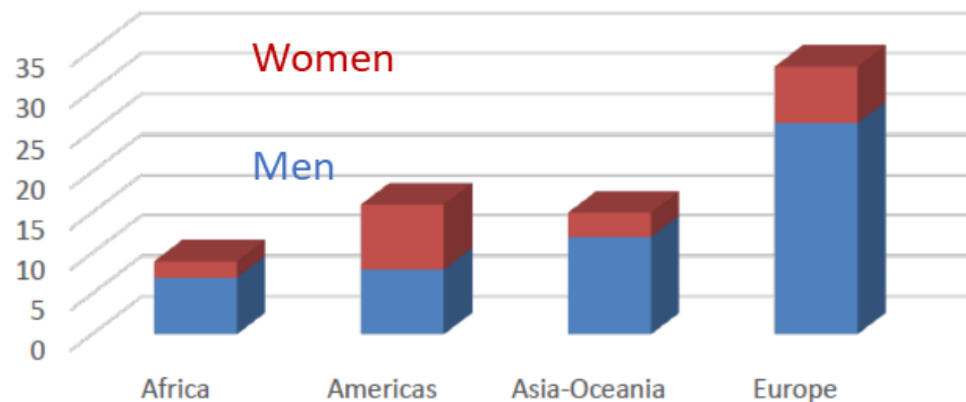
# Refresher: PB Charge to the EDI Subgroup

1. Assess EDI in GEO activities and governance
2. Identify knowledge and data gaps
3. Develop strategies to address gaps
4. Monitor progress
5. Raise EDI awareness
6. Plan events and activities

# Initial EDI analyses focused on gender, and geography (2020)

- Secretariat: 15 staff employed (7 women and 8 men); senior positions primarily occupied by men
- PB: 53 men (73%) and 20 women (27%) serving as principal or alternate representatives; composition skewed towards Europe

GEO Programme Board 2020 Membership  
(by region)



Programme Board Member Representatives 2020  
Countries of Residence

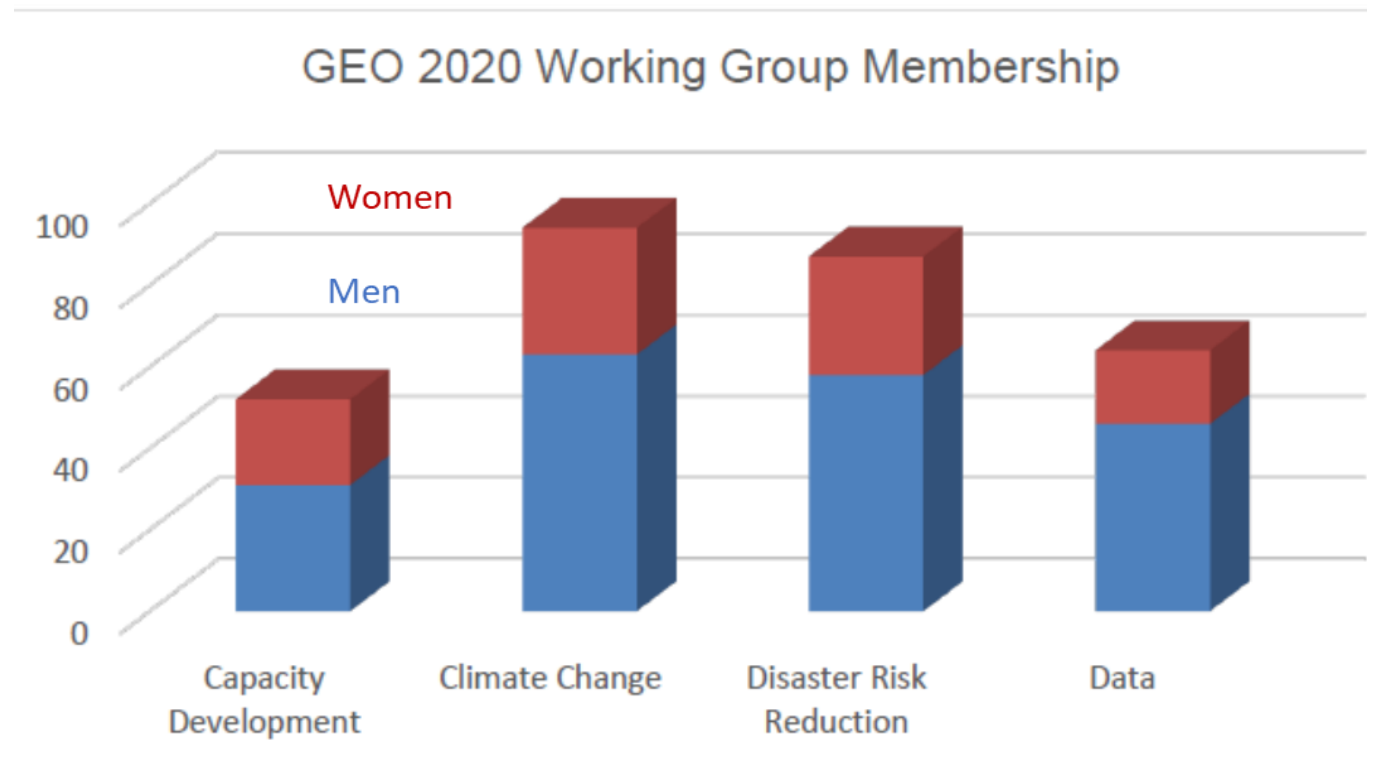


# EDI Data Analysis – GEO Working group composition (2020)

- Capacity Development WG: 53 members (31 men, 21 women)
- Climate Change WG: 94 members (63 men, 31 women)
- Disaster Risk Reduction WG: 91 members (58 men, 29 women)
- Data WG: 64 members (46 men, 18 women)

2020 WG members primarily based in:

1. The Americas (N=114)
2. Europe (N=92)
3. Africa (N=55)
4. Asia-Oceania (N=38)
5. Commonwealth of Independent States (N=3)



# EDI Data Analysis – Speakers in GEO Events

- **2019 GEO week**

66% of the plenary speakers and 70% of the speakers at the Industry Track were men

80% of the speakers at the Industry Track event from Australia, Europe, or North America

Interaction between gender and geographical distribution – lack of women particularly noticeable in some regions

- **2020 GEO week**

86% (sessions) and 70% (Industry track) of the speakers were men

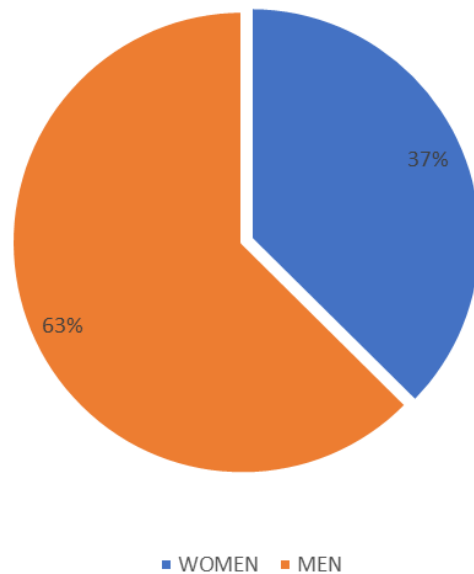
Better geographical diversity, 47% (sessions) and 37% (Industry track) from NA, Europe or Oceania)

All co-chairs were men; the last time GEO had a woman as a Co-Chair at such event was in 2016

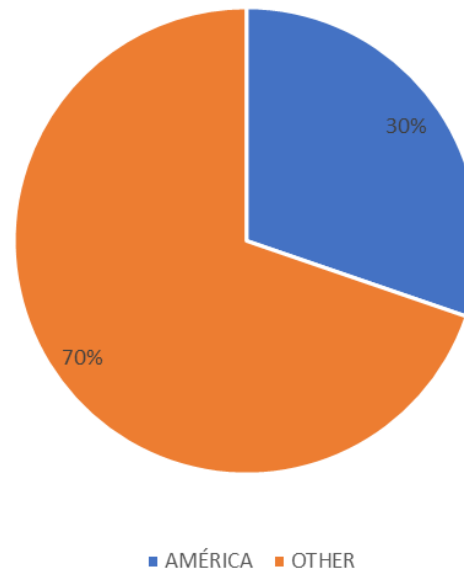
# 2021 GEO Week

238 speakers total – 63% men, 37% women

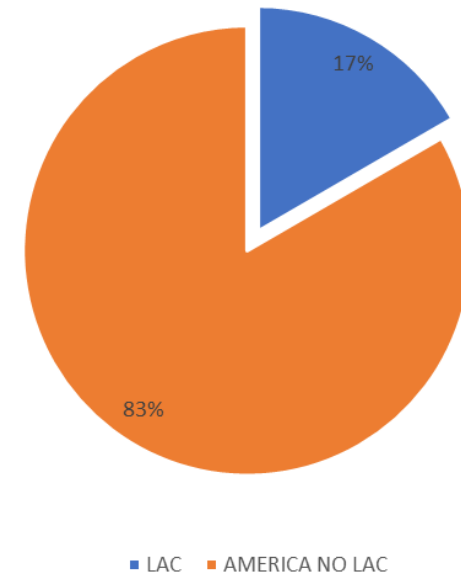
Percentage women and men speakers



Region they represent



Amer America / LAC



(INEGE, 2021)



# Equality, Diversity, and Inclusion Data Analysis

## Results – Awardees

### 2019

12 eligible nominations, 75% men, all from NA/Europe/Japan/Australia  
 3 awardees, 66% women, all from NA



### 2020

10 eligible nominations, 80% men, all from NA/Europe/Japan/Australia except one from Ukraine  
 3 awardees, 66% men, from NA and Japan

Table 2: Geographic distribution of nominees for 2019-2020

Region	Number of nominees	Number of awardees
Africa	0	0
America	9	4
Asia & Oceania	6	2
CIS	1	0
Europe	6	0
Total	22	0

## The EDI Subgroup presented its initial report and recommendations to GEO ExCom in March of 2021

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:

Pillar 1: Oversight and accountability

Pillar 2: Community leadership and advocacy

Pillar 3: Creating a welcoming and supportive environment

Pillar 4: Outreach and engagement

Pillar 5: Empowerment through accessibility



# Highlights of last EDI Subgroup report to PB, Sept. 2021

- Presented EDI statement to the Executive Committee
- Organized EDI survey across working group members
- Proposed a Buddy scheme for new Programme Board members
- Coordination with GEO region representatives
- Analysis of data collected during GEO symposium
- GEO EDI logo

# Other EDI-Related Efforts in GEO

- Gender barriers with forest carbon monitoring (GFOI and SilvaCarbon)
  - Intersectionality Theory
  - 3 fact sheets, 1 government report
- Identity-based Professional Organizations (e.g., Remote Sensing Applied to Tropical Environments (RSATE); Women+ in Geospatial; Oxford Earth Sciences LGBTQIA+ Affinity Group; Sisters of SAR; etc.)
- Nihimá Nahasdzaán (Art of Mother Earth) Landsat Gallery Event & Workshop
- GEO Indigenous Alliance

# GEOSEC Actions to Advance EDI

- Targeted engagement approaches in underrepresented regions
  - New Member from Africa – D.R. Congo
  - Meeting with pacific island community (Dec 2022)
- Deliberation with GEO Principals on diverse representation of nominations
  - Post-2025 Working Group
  - Ministerial Working Group
- EDI applied as guiding principles for major GEO events
  - EDI in session moderators and speakers
  - Youth track at the GEO Symposium 2022
  - Youth track and Industry track during the GEO Week 2022
  - Youth representatives on the panel with ministers at the GEO Plenary session

# Recent EDI Activities in GEO

- Regional assessment
- Youth Track during 2022 GEO Week in Ghana
- EDI guidance to Session organizers
- Side meeting during GEO Week 2022
- EDI Subgroup meetings in 2022-23
- International Womens' Day - EDI presentation (2021)
- Women and youth engagement with Tanzania youth Mappers (2022) - webinar, how to engage with GEO and DE Africa
- YouthMappers Technical Challenge 2022 (DE Africa)
- African Women in GIS (AWIGIS) mentorship (May 2022 – Oct 2022) DE Africa
- EDI Agora at the Living Planet Symposium 2022: Cultivating an Inclusive Future in Remote Sensing & Earth Observation

# EDI Subgroup - Regional Assessment

- Consultation with the four Regional GEOS
  - Xingfa Gu, one of the four AOGEO Co-Chairs
  - Phoebe Oduor, PoC for the AfriGEO Secretariat
  - Albert DeGarmo of the AmeriGEO Secretariat
  - Marjan van Meerloo, EC DG Research & Innovation, for EuroGEO
- Discussions on three initial topics: gender, geography and generation
- Additional topics: languages (across regions), inclusion of disabled, and organizational types (government, industry)

# Regional EDI Assessment

Similarities and differences among regions

- Gender
- Geography
- Generation
- Language
- Next stage: share lessons learned and best practices among GEO regions





# EDI Subgroup Recommendations to PB:

- EDI-Focused event at 2023 GEO plenary
- Support EDI Subgroup with data needed to track diversity
- Develop Social media strategy
- Brief 2023 Ministerial Working Group on EDI Statement, EDI recommendations
- Update EDI workplan
- Seek feedback from GEO Working Groups
- New call for members
- Work with GEO Week and Ministerial planning committee to use the EDI criteria and "badge"
- Find solutions for EDI integration in GEO activities
  - Underrepresented regions and groups
  - Engage and support GEO's Indigenous Alliance

Feedback and guidance from the PB ?

# Thank you

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(Contact Information)