Diversity / Inclusiveness
EPEC Working Group
Goals

• Promote diversity and inclusiveness among the EPEC (EuroPlanet Early-career Community).

  • Passively: avoid and react/address to any kind of discrimination issue.
  • Actively: implement policies and actions to increase diversity/inclusiveness and the number of participants from underrepresented countries URC*).

• * Underrepresented countries in European planetary sciences: Albania, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Greece, Hungary, Kosovo, Latvia, Lithuania, Macedonia, Malta, Montenegro, Moldavia, Poland, Portugal, Romania, Slovakia, Slovenia and Ukraine.
Aspirations

• Be aware of the needs, background and social-economic conditions of all the minorities (including URC) and attend them with the goal to build an equity (not equality) community.

• Build a diverse (nationality, genre, religion...) EPEC community
Equality vs Equity
Work task

• Implement its policies among other WG, namely those with direct contact to early-career scientists and candidates (EPEC week, EPEC activities, Early Career support, EPEC website)

• Raise and integrate diversity/inclusiveness awareness
• Concrete actions
Actions

1. Travel grants

• Should be adequate to distance travelled and be primarily reserved for URC. Candidates should be enquiry about the essential necessity of the grant (if they will still come without grant) in order to redirect grants money to those who need it most.
Actions

2. Ethic/Health/Security/Safety department (name to be defined)

• Have a clearly identified person/department as the one to contact in case of any issue related to discrimination, sexual harassment, health or safety, both within the community or during a specific event (e.g. EPEC week).
• This person should have the skills and a defined procedure to support, resolve and follow-up any eventual situation and also propose penalties for the responsible(s) of any unwanted behaviour.

Examples: discrimination/bully, sexual harassment, injuries/health insurance administration, theft.
Actions

3. Integrate diversity/inclusiveness general policies and concrete actions among other EPEC WG:

a) EPEC support WG:
be aware of our diversity/inclusiveness policies, while implementing support/website network.

Examples: provide bureaucratic help to non-EU citizens; provide immigration support, link locals to immigrants (special attention to minorities and URC); additional financial help for travel/conference fees to early career scientists from URC.
Actions

3. Integrate diversity/inclusiveness general policies and concrete actions among other EPEC WG:

b) EPEC week and activities WG:
Be aware and attend special needs required by participants – give the opportunity for candidates/members to inform us (through website/application forms) about specific routines or needs to be attended during any activity (connection to Website WG)

Examples: food restrictions, religious routines (praying room/schedule), physical handicaps, language barriers, parental obligation (kindergarten, breastfeeding needs).
Actions

3. Integrate diversity/inclusiveness general policies and concrete actions among other EPEC WG:

c) EPEC week and activities WG:
Organize events at URC and promote the participation of URC members

Examples: promoting the events directly through national institutes and Universities at URC and/or by inviting URC speakers.
Actions

3. Integrate diversity/inclusiveness general policies and concrete actions among other EPEC WG:

   d) EPSC WG / EPEC support WG:
   Promote a mentorship programme (link first-timers with more experienced early careers) with special attention to minorities and URC participants.
Diversity / Inclusiveness WG

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