

Equality, Diversity and Inclusion

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Europianet is committed to:

- building a diverse, inclusive planetary science community in Europe
- ensuring that individuals within that community experience equal opportunity

Regardless of gender, disability, ethnic origin, religion or belief, sexual orientation, marital status, age, nationality or socioeconomic background.

Shared and individual commitment:

- all elements of the Europianet “family”
- all individual and institutional participants in Europianet activities

Specific EPN-2024-RI commitments

- To meet the Europlanet commitment to diversity.
- To foster a research environment that is fair, free from prejudice and non-discriminatory.
- Ensure that activities are accessible and inclusive to a diversity of participants, and representative of the whole research community.
- To use communications and dissemination channels that are accessible to all.
- To comply with EU (and where appropriate) national diversity legislation.

EPN-2024-RI aim:

to foster the next generation of RI leaders and users through **equitable access** to facilities, training, early career support and education

Europianet Diversity Committee

- Society's Diversity Committee constituted 2018
- Members from each regional hub, EPEC, EPSC LOC
- Activities have focused on EPSC as a 'hub' for community
 - Code of conduct, guidelines for convenors, chairs etc.
 - Developing incident reporting structure
 - Sunday 'keynote' speaker
 - Session around community activities
 - (2020) workshops and 'training' (accessibility, bystander)
 - Close working with EPEC

EPN-2024-RI

The Diversity Committee will:

- Act as a consultative body
- Review policies, roadmaps, access models and business plans
- Make recommendations based on experiences of the community
- Share and absorb good practice with other organisations nationally, across Europe and beyond.
- *Where possible*, monitor data on EDI aspects for all activities

Short-term actions

- EDI Officer reporting directly to Project Management Committee
- Accessibility of online systems – EU directive compliant – website, VA interfaces
- Peer review/evaluation processes – TA call, funding schemes
- Monitoring applications data
- Information about, and code of conduct specific to, TAs – setting expectations
- Consideration of diversity in any organised activity - meetings, workshops, NA1

Longer term activity

- Review of community composition – data indicator for evaluation
- Monitoring community activities (data on participation etc.)
- Training/development events embedded into activities/workshops

A stylized illustration of a solar system on a dark blue background. At the top center is a large yellow sun. Several planets of various colors (orange, blue, red, white, yellow, cyan) are shown on elliptical orbits of different colors (white, yellow, orange, blue, grey). A satellite is depicted in the middle. The overall style is clean and modern.

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