

PROPOSAL FOR EQUITY, DIVERSITY AND INCLUSIVITY (EDI) POLICY IN IAEG

IAEG Policy: Equity, Diversity and Inclusivity in Engineering Geology and the Environment

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Opening statement:

This policy document sets out the IAEG's commitment to promoting equity, diversity and inclusivity (EDI) in engineering geology and the environment. EDI is about promoting and accepting the things that distinguish us from those around us and making others feel safe, welcome and valued. It is about ensuring that you are receptive to the needs of all people, and that you are supportive and inclusive of them.

As a professional organisation, the IAEG plays a crucial role in setting standards and promoting excellence within engineering geology. As such it is important the IAEG reflects the diversity of all the regions it serves. More equitable and inclusive work places serve society better by attracting and retaining the widest possible talent and fostering a greater diversity of ideas, research and technology.

The IAEG is an international organisation and is therefore aware that the approach to managing diversity needs to take account of the ways that individual working styles and personal preferences are influenced by national cultures.

EDI Definitions:

- Diversity includes all the ways in which people differ, including different social and ethnic backgrounds, individual attributes, skills and perspectives. These include gender identity, disabilities and visible minorities, at a basic level. Additional considerations include age, family status and care giving responsibilities, cultural and ethnic backgrounds, sexual preference and religion.
- Equity is the fair treatment, access, opportunity and advancement for all people, by identifying and removing barriers that prevent the full participation of individuals from marginalized groups, and correcting conditions of disadvantage in education, opportunities and employment.
- Inclusivity requires the creation of environments in which individuals and groups feel welcomed, respected, supported and valued in the course of their full participation as members, partners and leaders. Inclusive learned societies and workplaces create a culture that values and respects differences, and benefits from diverse perspectives, understanding and contributions.

Purpose of the Policy:

This policy is intended to guide all stakeholders in how IAEG will develop and enact its commitment to equity, diversity and inclusion.

Objectives:

The IAEG EDI Policy is focused on:

- 1) Increasing the participation of diverse people in the engineering geology profession, by accepting and including their ideas and perspectives.
- 2) Ensuring that the effectiveness of the EDI Policy is reported, monitored, analysed and updated on a regular basis.
- 3) Facilitating access to and developing EDI documentation, guidance and training opportunities for IAEG National Groups and their members.