



## **Gender representation in award nominations and grant applications at the Geological Society of London**

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Women have been heavily under-represented in the most prestigious scientific awards, most notably the Nobel Prize. At the society-level, women are also thought to be under-represented in award recipients, or concentrated in women-only, teaching, and service awards. Learned and professional societies have recognized the importance of ensuring diversity and equality across all their activities. In the UK, the Science Council and Royal Academy of Engineering have jointly launched the Diversity Progression Framework, which the Geological Society of London signed up to in 2016, having been one of the organisations to voluntarily trial the framework before its official launch to the wider scientific and engineering community. The framework, developed to support professional body commitment to long-term action on diversity and inclusion, asks each signatory to assess their performance of diversity, equality and inclusion in 8 areas of professional activity, including awards and grants. As part of our ongoing self-assessments, we have analysed the gender make-up of nominees and winners of the Society's medals and awards for the past ten years. Nominations of these awards require a proposer who is a fellow of the Society, and recommend that the seconder is a member as well. Nominees do not have to be fellows. We compare these results with the gender make-up of our research grant applicants and recipients. Research grants receive direct applications from early career researchers, who do not have to be fellows or student members of the Society to be eligible. Finally, we will invite discussion on ways to ensure that the award and nominations process, in time, better reflects the diversity of the pool of potential nominees.