



## The EDI and ECS logos and female ratios of awards in geoscience academic societies of Japan

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The EDI (Equality, Diversity and Inclusion) and ECS (Early Career Scientist) logos has been introduced since the EGU General Assembly 2021 held in 19<sup>th</sup>-39<sup>th</sup> April 2021. Following to this initiative, JpGU decided to introduce EDI logos on a trial basis starting with the Japan Geoscience UNion Meeting 2021 (JpGU 2021) held in 30<sup>th</sup> May to 6<sup>th</sup> June 2021 to promote diversity in the session organization and to recognize the degree of diversity. The Geological Society of Japan (JGS), which is one of the oldest geoscience academic societies in Japan established in 1893, also tried to introduce both EDI and ECS logos at the 128th Annual Meeting of the society (128th JGS) held in 4<sup>th</sup> - 6<sup>th</sup> September 2021. Although there was some negative reaction from male JGS members about this pilot introduction, we got about 10% sessions awarded the EDI logos in the both meetings. The JpGU 2021 also awarded the EDI logo to about 10% sessions. The JpGU have already decided to introduce EDI logo officially in the next 2022 meeting, and 20 per 230 sessions got EDI logos at present for the next annual meeting.

There are problems on female ratios of award or prize among Japanese geoscience societies, such as, 1) the ratio of female awardees or prize holders to whole awardees is predominantly lower in average than female ratios (ex. JpGU:15-27%, JGS:10%) to whole members, 2) female ratio of JpGU fellows is 0-15%, 3) there are no female honorary members in the long history of the JGS until 2020.

Awareness and diversified readership are essential and effective to improve the status of EDI among geoscience academic societies in Japan. For example, after the first female vice-president of JpGU elected at 2020, JpGU fellows increased from 0-15% to 25% and the Nishida Prize, which honor internationally recognized Mid-career researchers under the age of 45, named after Prof. Atsuhiro Nishida (JpGU fellow), winners increased to 40% in 2021. This change in diversity is just beginning and ongoing.

The improvements in EDI issues among geoscience societies in Japan are also the result of strong networking or collaboration between EGU, AGU, GSA, JpGU and other societies related to geoscience. It is essential for further progress to share good practice and to keep pointing out and improve problems through global collaboration.

**Kazuyo Sakanoi (Chair):** The Committee for Diversity Management and Talent Pool of JpGU