

EGU22-9149, updated on 06 Jul 2022

<https://doi.org/10.5194/egusphere-egu22-9149>

EGU General Assembly 2022

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Insights from the LGBTQIA+ working group at EGU 2022

Katinka Bellomo², **Anita Di Chiara**¹, William A. J. Rutter³, Hannah Sophia Davies⁴, Michael Prior-Jones⁵, Elisa Johanna Piispa⁶, Marek Muchow⁷, and Dylan Bodhi Beard⁸

¹Istituto Nazionale di Geofisica e Vulcanologia, Roma, Italy (anita.dichiara@ingv.it)

²Department of Earth, Land and Infrastructure Engineering, Polytechnic of Turin, Turin, Italy (katinka.bellomo@polito.it)

³University of Manchester, Interdisciplinary Centre for Ancient Life, Manchester, United Kingdom

(william.rutter@postgrad.manchester.ac.uk)

⁴Helmholtz Center Potsdam, GFZ German Research Center for Geosciences, Potsdam, Germany (hannah.davies@gfz-potsdam.de)

⁵School of Earth & Environmental Sciences, Cardiff University, Cardiff, United Kingdom (prior-jonesm@cardiff.ac.uk)

⁶Institute of Earth Sciences, University of Iceland, Reykjavik, Iceland (piispa@hi.is)

⁷Department of Mechanical Engineering, School of Engineering, Aalto University, Espoo, Finland (marek.muchow@aalto.fi)

⁸School of Geography, Earth and Environmental Sciences, University of Plymouth, Plymouth, United Kingdom

(dylan.beard@plymouth.ac.uk)

Geoscientists identifying as LGBTQIA+ (Lesbian, Gay, Bisexual, Trans, Queer, Intersexual, Asexual, plus) are currently likely to face several more obstacles throughout their career compared to their cisgender/heterosexual colleagues. Additionally, they could experience the cumulative effect of an intersection of sexism, racism, and colonialism, if coming from one or more under-represented communities. With the aim to gather an EGU-based LGBTQIA+ group to coordinate and encourage a positive change within EGU and the broader geoscience community, a first social event was organized during the General Assembly (GA) in 2019, followed by a similar event during the GA in 2020 and 2021. Last year, the working group (WG) created a Discord forum to meet more frequently online and have a place for mutual support. The series of bottom-up initiatives - all community-driven - aimed at raising awareness or promoting initiatives for changes. These have included thus far: gathering feedback, promoting initiatives toward the inclusion of LGBTQIA+ scientists in the EGU community, and doing research in general (i.e., conducting fieldwork as LGBTQIA+ individuals in locations where it can be considered more dangerous, due to the illegality of belonging to the LGBTQIA+ community). An additional task the WG has undertaken is to engage with the wider community via webinars and represent the WG in meetings with other stakeholders. The WG also works closely with the Equality, Diversity, and Inclusion (EDI) Committee of EGU for improving the representation and inclusion of their members at EGU and across the scientific organizations. In this presentation, we summarise our work since the last General Assembly and highlight areas where we hope to attract further support for institutional and cultural changes that will foster an inclusive culture for LGBTQIA+ geoscientists.