



## Promoting and Supporting Equity, Diversity, Inclusion, and Accessibility: A Collaborative Approach in the Hydrogeological Community and Beyond

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The International Association of Hydrogeologists (IAH) is a scientific and educational charitable organisation for scientists, engineers, water managers and other professionals working in the fields of groundwater resources planning, management and protection. Comprising various commissions and networks, IAH engages in activities such as contributing to groundwater science, outreach, education, and training. While IAH takes meaningful steps towards equity, diversity, inclusion, and accessibility, recognising the importance of putting these principles into practice, it is essential to acknowledge that there are still numerous challenges and barriers that need to be addressed. It is worth noting that IAH shares similar challenges with many other organisations and associations in navigating the path towards greater equity, diversity, and inclusion. Therefore, the establishment of a dedicated working group became imperative to address and overcome these challenges effectively.

The Socio-Hydrogeology Network (IAH-SHG), an official IAH network, aims to integrate social sciences into hydrogeological research, and has two active working groups: the Working Group on Groundwater and Gender, and the newly established Equity, Diversity, Inclusion, and Accessibility (EDIA) Working Group. This group is designed to further enhance the EDIA landscape within the IAH and beyond. It is the result of collaborative endeavours, extensive discussions, and productive meetings within the IAH and IAH-SHG, and it builds on the work and experience of the Working Group on Groundwater and Gender and the IAH-SHG in general. We will showcase the key insights gained from our IAH-SHG experiences and demonstrate how we applied these lessons to facilitate the establishment of the EDIA Working Group.

By harnessing the power of collective effort, the EDIA Working Group aims to foster a positive impact that resonates throughout the IAH and wider hydrogeological community. We will present our experience regarding the pivotal role of networks, such as IAH-SHG, in advancing equity, diversity, inclusion, and addressing barriers within the geosciences. We will also share our plans

for collaboration with other IAH commissions, networks, IAH members, and other individuals (i.e. membership in the IAH is not a prerequisite for individuals interested in joining the IAH-SHG or any of its working groups), as well as ideas and recommendations for new and innovative strategies to identify and overcome barriers. Furthermore, we will share the EDIA Working Group's experience so far, providing insights that may be valuable for other associations, organisations, and groups facing similar challenges.