

EGU24-9557, updated on 20 May 2024

<https://doi.org/10.5194/egusphere-egu24-9557>

EGU General Assembly 2024

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## Diversity at a Small Geoscience Conference

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Conferences are places where intellectual and communication standards are shown. Ultimately, they can contribute to create a sense of belonging or inadequateness. However, several analyses of specific diversity measures have demonstrated that large conferences often lack diversity in terms of gender, geographic location or race. The present contribution presents an analysis of the gender, country of affiliation and student status of the participants and presenters during four instances of a small European geoscience conference, as well as the length of presentation and number and tone of questions of the latest instance of this conference. We found that women make up about one-third of participants, session chairs, invited keynote speakers, and presenters (oral and poster) on average, but percentages vary greatly from one year to the next. Students represent around 30% of participants, but over 40% of poster presenters and 28% of long presentations. In total, only half of the participants asked a question, and most of the questions were asked by senior men. Around 25% of the questions were asked with a friendly tone; the remainder were neutrally asked. Friendly questions were asked more frequently after keynote lectures and long presentations than following short talks. We suggest concrete actions that can be taken to promote the development of an inclusive and supportive environment at small conferences.