

# Toward a more inclusive and diverse PAGES community

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Roundtable at the PAGES 6th Open Science Meeting, online, 16 May 2022



PAGES AGADIR 2022

6th Open Science Meeting

Learning from the past for a sustainable future

PAGES recognizes the need to consider concerns about inclusivity and diversity in all aspects of its activities. In advance of the PAGES Open Science Meeting (OSM), and reflecting desires expressed by the PAGES community, an Inclusivity Committee was formed ([pages-osm.org/index.php/general-information/diversity-and-inclusion](https://pages-osm.org/index.php/general-information/diversity-and-inclusion)). The inclusivity and diversity roundtable was integrated into the virtual meeting plan of the OSM. Held on 16 May 2022, it was attended by over 90 people from 26 countries.

## The roundtable and its outcomes

Discussion of the following questions at the roundtable produced a number of ideas for consideration:

- How can PAGES obtain more information about diversity and equity concerns? The recommendation was to create a PAGES email address, monitored by a standing committee, to which the community could report problems.
- Have you ever felt excluded from a PAGES sponsored event, and if so, how? No one present for the roundtable volunteered an example, but we imagine there might be reports if an anonymous survey were to be taken of the entire PAGES community.
- What are some examples of ways in which PAGES has improved the inclusion of members of underrepresented geographical areas, sociodemographic groups, or in any other ways in its activities and leadership? The discussion noted that PAGES hosts

open webinars and requires consideration of career stage and geographic representation at workshops, but could do more.

- How could PAGES be more inclusive? PAGES could expand its definition of representation and diversity into sociodemographic considerations; encourage hybrid activities that consider time zones, internet connectivity, and systemic barriers to participation by underrepresented groups; create virtual platforms and networking to train a more diverse community in data analysis, a core activity; and give agency to researchers working in underrepresented regions. The PAGES Early-Career Network ([pastglobalchanges.org/ecn](https://pastglobalchanges.org/ecn)) provides excellent examples of all these initiatives.
- What activities and initiatives might a standing PAGES Inclusivity and Diversity Committee pursue? Participants suggested that such a committee would need clear goals and planned outcomes, and to provide regular updates to the community for discussion. New initiatives could include a mentoring program to build capacity in students and early-career researchers, increasing diversity in PAGES' management, SSC, and working group leadership, and publishing a code of conduct or community charter spanning all PAGES activities.

## The path forward

The PAGES International Project Office (IPO) and Scientific Steering Committee (SSC)

are actively discussing how diversity and inclusivity might be improved by governance and operational changes. PAGES does not tolerate discrimination or harassment at workshops or meetings and is committed to an open and welcoming environment. But to achieve these goals, we must make education, training, and dialog accessible across the PAGES community. Because PAGES is globally dispersed, we might be best served by self-paced programs. Excellent resources, including the URGEoscience (2020) anti-racism ([urgeoscience.org/curriculum](https://urgeoscience.org/curriculum)) and Safe Zone (2022) LGBTQ+ ([thesafezoneproject.com/curriculum](https://thesafezoneproject.com/curriculum)) curricula, are available. Finally, we need to set specific goals and regularly assess outcomes. A standing committee or an annual SSC agenda item might meet this need. Everyone gains from progress toward a more just, diverse, and inclusive intellectual community (Willenbring 2020), itself the root of a more creative and dynamic marketplace of ideas (McGee 2021).

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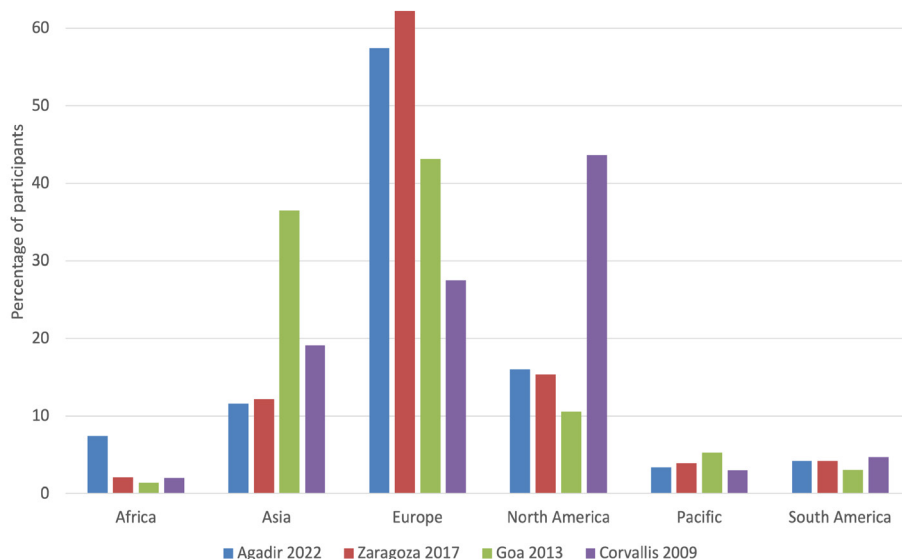
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**Figure 1:** PAGES OSM attendance over time and by location since 2009. Meeting participation roughly reflects PAGES membership distribution and, notwithstanding the COVID-19 pandemic, the growing popularity of the OSMs. Participation data is somewhat skewed by location toward participants from nearby, but otherwise tends to include relatively large proportions of affiliations from Europe and North America.