

Geoscientists Canada commitment to Equity, Diversity, and Inclusion

Equity, diversity, and inclusion are core values for Geoscientists Canada. An equitable and diverse workforce and board contributes in a meaningful way to creativity of thought and effective and inclusive problem solving. Geoscientists Canada unequivocally condemns racism, inequity, and discrimination in all forms.

It is important to take action against racism and discrimination within the profession of geoscience. Geoscientists Canada is therefore committed to:

- Fostering an environment where everyone is treated with decency and respect at all Geoscientists Canada meetings and events. Acts of discrimination or hatred will never be tolerated;
- Working with staff, committees, and board members to address any unconscious bias;
- Developing resources that assist and encourage our members to implement equity, diversity, and inclusion policies and practices. Geoscientists Canada's Equity, Diversity, and Inclusion Policy will continually be utilised and updated;
- Welcoming, encouraging, and promoting diversity within our board of directors, staff, committees, and in all Geoscientists Canada activities;
- Utilising and continually reviewing established procedures for monitoring, encouraging, and assessing diversity within Geoscientists Canada; and,
- Regular reporting to our board and members.

We are committed to listening and learning in order to make way for positive change.

Together, we will make the profession of geoscience one of fairness and opportunity, and free of discrimination; where everyone is respected, valued, and empowered to excel.