

What we did?

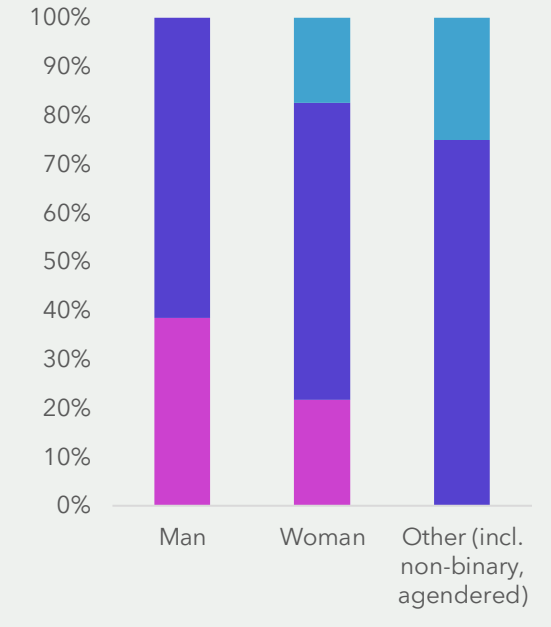
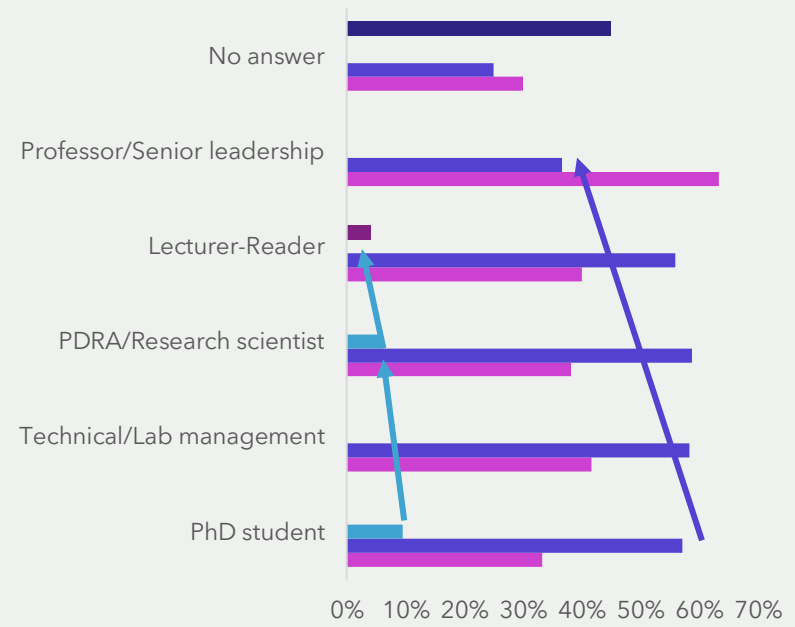
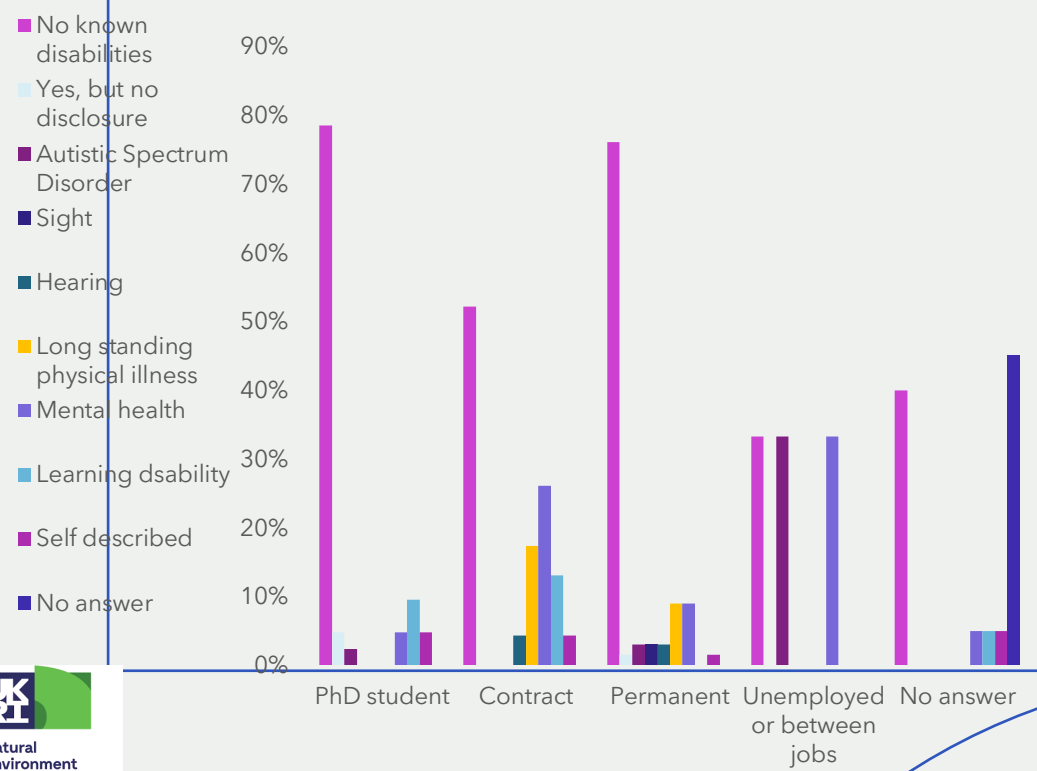
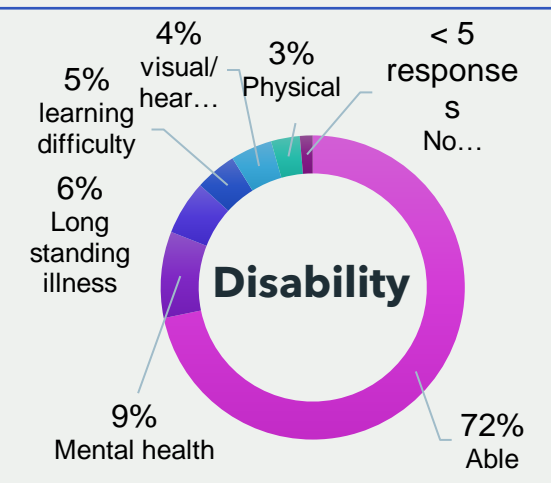
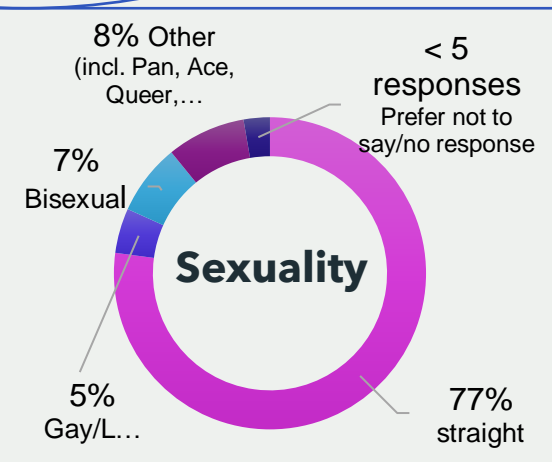
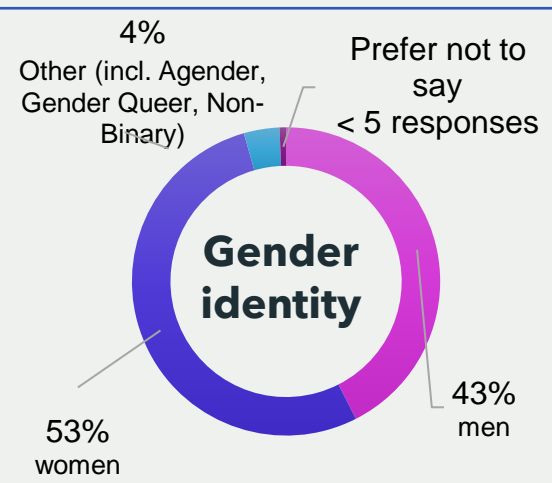
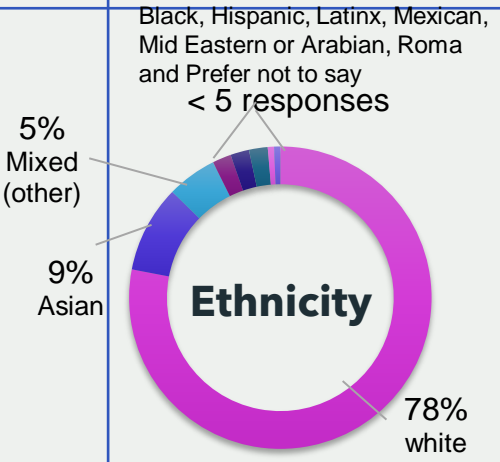


The screenshot shows the E-DIAL website interface. At the top, there is a navigation bar with 'Team', 'Research', 'Outputs and resources', and 'Blog'. A search bar is on the right. The main content area features a background image of a forest floor with fallen leaves. Text on the page includes 'geochemdei.ac.uk' and 'e-dial@open.ac.uk'. The E-DIAL logo is prominently displayed, followed by the tagline 'Evaluating Diversity and Inclusion within the (geochemistry) Academic Ladder'. A 'Meet The Team' button and a 'Take Our Survey' button are visible. Analytics are shown as '622 users' and '1290 visits' for the period '16 Dec '21-24 Oct '22'. A line graph shows user activity over time from January 2022 to October 2022. Below the analytics, there is a graphic with two groups of people reaching for fruit. The first group, labeled 'EQUALITY', has people of different heights standing on a flat ground. The second group, labeled 'EQUITY', has the tallest people standing on a raised platform so everyone can reach the fruit. Text below the graphic reads: 'Environment, Earth and Planetary Science research. Geochemistry is applied across diverse research areas of Environment, Earth and Planetary Sciences. We aim to collect evidence for community diversity, inclusion and research experience and culture to evaluate the diversity within the geochemistry academic career ladder. Please help and support us in this journey and look out for E-DIAL project findings.'

- Project logo, website and email set-up
- Community survey and ('pilot') interview questionnaire development
- Ethics approval
- Data analyses and dissemination
- European Geoscience Union General Assembly (Vienna) (*Maters et al., 2022; *Anand et al., 2022a)
- Perspective blogposts (*Chi Fru, 2022; *EAG DEI Committee and E-DIAL team, 2022; *Riches, 2022; Anand et al., 2022b)

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What have we learned?

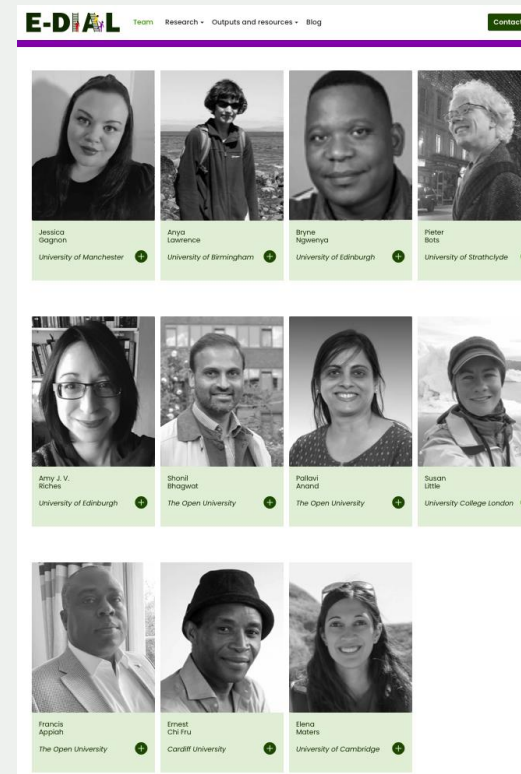


Good practices to share



Evaluating Diversity and Inclusion within the (geochemistry) Academic Ladder

- Multidisciplinary team (Environmental Sc., EDI and social science experts)
- Ethical considerations
- Diversity of the research team (ethnic, gender, ableness, sexuality, career path, sub-discipline etc.) focussed on the main research aim. For example, our diverse team represented various positions on the academic ladder to inform data collection and engagement with the community
- EDI issues needs to be fully embedded within science education/talks/discussions/activities/initiatives/networks/spaces/infrastructure to energise the community to promote and increase diversity. For example, one of the members used a science platform to showcase E-DIAL data before presenting science.



Ethics

