

Primary goals from the IAI Gender & EDI Policy (adopted by the Parties 2022)

1. Promote EDI in Science
2. Mainstream EDI in IAI Activities
3. Reduce imbalances and biases in project selection & the development of science & capacity-building programs.
4. Establish an inclusive environment in scientific research
5. Increase regional capacities and training to improve EDI in the sciences.

Operational Goals

1. Support processes and policies to increase equity, diversity, and inclusion within and across the SAC, SPAC, grantees, trainees, and Directorate employees (Primary goals 1-4)
2. Develop & implement EDI procedures for Research Funding Opportunities Issued by the IAI (Primary goals 1-5)
3. Increase the ability of IAI activities to promote healthy work and research environments (Primary goals 2 and 4).
4. Develop, improve, implement, and monitor fair, accessible, and inclusive hiring practices (Primary goals 2,3,4)
5. Improve and monitor fair, equitable, and inclusive selection practices for awards & grants (Primary goals 2,3,4)
6. Increase the visibility of equity-seeking groups in the global environmental change (GEC) space (Primary goal 1)
7. Build the capacity of the IAI community to develop and implement EDI policies and practices in research and related science-policy work (Primary goals 1,5)
8. Increasing knowledge production and scientific research about the nexus of EDI and GEC from IAI Parties (Primary goals 1-5)

Actions

**Multilingual dissemination/training/materials/interpretation in the working languages of the IAI when appropriate*

**Identify funding sources (new and existing funds) for IAI Parties to support the following actions at collective and individual levels*

1. Support processes and policies to increase equity, diversity & inclusion within and across the SAC, SPAC, grantees, trainees, and Directorate employees

Actions	Examples
Catalog (+ seek out) funding sources to support historically excluded/underrepresented groups in the Americas	<i>[add examples of resources/tools]</i>

Seek nominees/candidates who have knowledge and experience with EDI research practice and design (defined in Glossary)	<i>[add examples of resources/tools]</i>
Seek and support nominees/candidates from equity-seeking groups (defined in Glossary)	<i>[add examples of resources/tools]</i>
Collect demographic data of all applicants (optional questions, always at the end of the application process)	<i>[add examples of resources/tools]</i>
Assure broad dissemination of opportunities and partner with identity-based organizations	<i>[add examples of resources/tools]</i>
When relevant, identify EDI requirements that candidate pools (e.g., gender parity) must meet before the pools can advance to the interview stage	<i>[add examples of resources/tools]</i>
Demonstrate transparency in HR and nomination policies and procedures for all positions at IAI	<i>[add examples of resources/tools]</i>

2. Develop & Implement EDI procedures for Research Funding Opportunities Issued by the IAI

Actions	Examples
Develop rubrics for assessment (ideally in collaboration with a more extensive research community)	<i>[add examples of resources/tools]</i>
Identify and partner with networks of researchers both in and out of academia, government, and NGOs, to disseminate funding opportunities	<i>[add examples of resources/tools]</i>
Hold virtual “office hours” to assist those in putting together successful proposals	<i>[add examples of resources/tools]</i>

Review committees should strive to be representative of the Americas	<i>[add examples of resources/tools]</i>
Review (and expand) considerations when coproducing call text for funding opportunities	<p>Clear requirements, including assessment metrics</p> <p>Accept proposals and applications in the working languages of the IAI, and, when possible, French and Portuguese. Other languages of the region, such as indigenous languages, will be considered when appropriate and when resources are available.</p> <p><i>[add examples of other resources/tools]</i></p>
To increase equitable access to funding and the capacity of people to apply for funding, the IAI should collect (and develop, if necessary) resources/tools for research teams.	<p>Disseminate templates for the plan (website)</p> <p>Provide (recorded, multilingual, live, and asynchronous) training to researchers on how to: (1) Conduct TD research (2) Write a proposal (3) Construct, monitor & evaluate EDI plans (4) Construct & implement safety plans (5) Construct & implement mentoring plans</p> <p><i>[add examples of other resources/tools]</i></p>

3. Increase the ability of IAI activities to promote healthy work and research environments.

Actions	Examples
Review and update the IAI staff handbook and whistleblower policy.	Review accommodations for parental leave, other family medical leave issues, nursing, travel with family, flexible work policies, etc.

	<i>[add examples of other resources/tools]</i>
Establish core work hours to allow for flexible work schedules and modalities, when appropriate.	Professional development activities will occur during core work hours when possible (financial support for such development should be included) <i>[add examples of other resources/tools]</i>
Celebrate the successes of staff, fellows, funded researchers, SAC/SPAC, and others in the IAI community (internally and externally).	<i>[add examples of resources/tools]</i>
When appropriate, hold meetings in a hybrid fashion.	<i>[add examples of resources/tools]</i>
Provide language interpretation and translation of documents, when appropriate & possible.	Provide interpretation and translate documents into the working languages of the IAI, and, when possible, French and Portuguese. Other languages of the region, such as indigenous languages, will be considered when appropriate and when resources are available. <i>[add examples of other resources/tools]</i>
Extend no-cost extensions to grantees for a period of 1-3 years to accommodate life events, when deemed possible by donors/funders.	<i>[add examples of resources/tools]</i>

Create a position/designation within IAI that serves as a confidential contact. Someone for employees, trainees & grantees to go to in confidence and seek council when issues arise (e.g. ombudsperson). <i>Also note the whistleblower policy.</i>	<i>[add examples of resources/tools]</i>
Develop/adapt/host a workshop for staff, fellows, funded researchers, Science Advisory Committee members, Science Policy Advisory Committee members, associates and other partners to promote cross-cultural interpersonal skills to promote a healthy and respectful working environment	<i>[add examples of resources/tools]</i>
<p>For Events:</p> <ul style="list-style-type: none"> • Develop “norms for respectful conversations” at start of all events • Discuss reporting policies and information about the confidential contact person (mentioned above) • Ask about reasonable accommodations during registration (and list accommodations given: closed captioning, recordings available later, slides available before and after, translation services, etc.) 	<p>AGU's Meeting Code of Conduct</p> <p><i>[add more examples of resources/tools]</i></p>

4. *Develop, improve, implement, and monitor fair, accessible, and inclusive hiring practices*

Actions	Examples
Develop accessibility and accommodations processes for hiring.	<p>Standard language in job postings about accommodating people with disabilities in the interview process and, if successful, how they will be accommodated by the employer (IAI) in accordance with relevant legislation.</p> <p><i>[add more examples of resources/tools]</i></p>

Develop rubrics for assessing candidates and provide bias training for selection committees.	<i>[add examples of resources/tools]</i>
Ensure that the selection committee is diverse.	<i>[add examples of resources/tools]</i>
Review and update the IAI staff handbook to include reasonable accommodation processes for staff and employers to jointly identify and mitigate barriers that hinder an employee's or candidate's full participation in the workplace.	<i>[add examples of resources/tools]</i>
Identify how existing staff benefits can enhance and/or detract from an employee's ability to fully participate in the workplace.	<i>[add examples of resources/tools]</i>
Clearly list job requirements and ensure that job requirements are accomplishable within a reasonable work week.	<i>[add examples of resources/tools]</i>
Develop a culture recognizing the importance of work-life balance, where management is expected to lead by example.	<i>[add examples of resources/tools]</i>

5. Improve and monitor fair, equitable, and inclusive selection practices for awards & grants

Actions	Examples
Clarify grant requirements within call text, assessment metrics	<i>[add examples of resources/tools]</i>
Use inclusive language, when possible, in call text	<i>[add examples of resources/tools]</i>
Identify and partner with identity-based organizations to disseminate opportunities, when appropriate	<i>[add examples of resources/tools]</i>

Hold virtual “office hours” to assist those in putting together successful proposals	<i>[add examples of resources/tools]</i>
Develop rubrics for assessment (ideally in collaboration with larger research community)	<i>[add examples of resources/tools]</i>
Accept proposals and job applications in multiple languages.	Applications accepted in the working languages of the IAI and, when appropriate and possible, French and Portuguese. <i>[add more examples of resources/tools]</i>
All review committees should strive to be representative of the Americas, considering multiple axes of identity (e.g. gender, ethnicity, career stage).	<i>[add examples of resources/tools]</i>

6. Increase the visibility of people and their expertise from equity-seeking groups in the global environmental change space

Actions	Examples
Communication efforts to highlight members of the IAI community such as fellows, SAC/SPAC members, Focal Points, funded researchers, and their findings.	<i>[add examples of resources/tools]</i>
Actively invite and support (\$) to participate as speakers/trainers in virtual and in-person events	<i>[add examples of resources/tools]</i>
Nominate for awards, invited speaker roles, working groups, international committees, or other opportunities.	Explore creation of IAI awards <i>[add more examples of resources/tools]</i>

7. Build the capacity of the IAI community to develop and implement EDI policies and practices in research, science funding, and related science-policy work

Actions	Examples
Develop Mentoring Programs for trainees, staff, ECR involved in funded research projects	IAI library of resources on how, as a researcher/funded PI to engage meaningfully & respectfully with communities (best practices such as provision by the PI of capacity funding; co-development of research questions; knowledge mobilization activities with the community; etc.) <i>[add more examples of resources/tools]</i>
Develop Training Programs	Leadership in STeP EDI procedures (e.g., bias training) for grant reviewers, selection committees Training for researchers on EDI research methods/analysis Training for IAI focal points on best practices in <i>[add more examples of resources/tools]</i>
Facilitate the exchange of knowledge and best practices among IAI Parties	Virtual or in-person meetings Convene panel sessions in regional and global forum (e.g., SSUNGA, SRI, GRC, UNFCCC CoP, etc.) <i>[add more examples of resources/tools]</i>
Identify funding sources (new and existing funds) for IAI Parties to meet and share knowledge/tools	<i>[add examples of resources/tools]</i>

8. Increasing knowledge / scientific production about the nexus of EDI and global environmental change (GEC) from IAI Parties

Actions	Examples
The Directorate should seek funding for research relevant to the nexus of EDI and GEC, Issue specific fundings calls relevant to EDI and GEC	<i>[add examples of resources/tools]</i>

Whenever possible encourage research that promotes the visibility/representation and increases the wellbeing of equity-seeking groups	<i>[add examples of resources/tools]</i>
In research proposals, request that research questions relevant to EDI are included, when appropriate. If no EDI questions are included, the proposal should provide justification for why it is not needed/relevant.	<i>[add examples of resources/tools]</i>
Create an Indigenous Peoples & Local Communities Advisory Committee to guide the IAI	<ul style="list-style-type: none"> • An IPLC committee could be established via a decision at the Conference of the Parties and could meet jointly with the SAC/SPAC. <ul style="list-style-type: none"> ◦ Committee should include Indigenous youth • Invite youth delegates to the COPs, SAC/SPAC meetings <i>[add more examples of resources/tools]</i>

Glossary of Terms (definitions from Canada Council for the Arts)

Equity-seeking groups: communities that face significant collective challenges in participating in society. This marginalization could be created by attitudinal, historical, social, and environmental barriers based on age, ethnicity, disability, economic status, gender diversity, nationality, race, sexual orientation, etc. Equity-seeking groups identify barriers to equal access, opportunities, and resources due to disadvantage and discrimination and actively seek social justice and reparation.

EDI in research practice (EDI-RP) involves promoting diversity in team composition and trainee recruitment; fostering an equitable, inclusive, and accessible research work environment for team members and trainees; and highlighting diversity and equity in mentoring, training, and access to development opportunities.

EDI in research design (EDI-RD) involves designing research so that it takes EDI into account through approaches such as [intersectionality](#), [gender-based analysis plus](#) (GBA+) anti-racist methods, and disaggregated data collection and analysis that includes consideration of diversity

and identity factors such as but not limited to, age, culture, disability, education, ethnicity, gender expression and gender identity, immigration and newcomer status, Indigenous identity, language, neurodiversity, parental status/responsibility, place of origin, religion, race, sexual orientation, and socio-economic status.