



Statement on Equity, Diversity and Inclusion

Properly addressing issues of diversity, inclusion and equity are important for the long-term health and sustainability of the geosciences. IAH is committed to creating an inclusive environment within the Association and through its relationship with other organisations, and to widening participation in all its activities. To this end, the Association commits to promoting equality, equity, diversity and inclusion throughout the IAH communities and groups and to challenging prejudice and discrimination.

IAH commits to promoting inclusion, providing fairness to all our members and equal treatment to all, regardless of age, civil status, class, colour, disability, gender identity, nationality, parental status, race or ethnic origin, religion or belief and sexual orientation. We aim to use gender-neutral and discrimination-free wording and are opposed to all forms of unlawful and unfair discrimination.

IAH recognises that terminology used may be perceived in different ways and commits to reviewing terms where these are shown to be inappropriate for the intended purpose.

Background to this statement

The IAH has more than 4000 members in 130 countries: diversity is inherent in our membership. IAH seeks to act for all its members, reflecting accepted international norms, while respecting the cultural traditions that exist across its membership. IAH is dedicated to encouraging a supportive and inclusive culture amongst its Council, National Chapters, Commissions and Networks, any other groups that are convened, and in its wider membership. The principles in this statement shall also apply to the IAH workforce.

The English terminology presented in this document is used and perceived differently in different parts of the world. Equity is used in preference to equality in some parts.

Equity in this document refers to fairness and equality in outcomes, and does not refer just to support and opportunity.

Equality means ensuring individuals and groups are treated fairly and equally. In some parts this involves taking into account the different experiences and needs of all. Some interpret as treating each as without difference and without counting their differing attributes.

Diversity is recognised by understanding that each individual is different; supporting diversity produces fairer and better outcomes.

Inclusion means including or being included within a group or structure. Promoting an inclusive culture is about recognising the value of diversity and providing support that might help all to realise their potential.

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IAH groups, similarly, support and comply with relevant Equity/Equality, Diversity and Inclusivity (EDI) legislation in the countries in which they are based. In this way IAH promotes diversity across different countries and cultures and complies with the respective

local legislation. Whilst legal and cultural frameworks may vary, our commitment to promoting a diversity-orientated culture remains. We value country-based identity, celebrating and respecting the variety of lifestyles, cultures and religions in a fair and sensitive way.

Accordingly, each member will be respected and valued. We aim to ensure that the governance and general conduct of IAH activities recognises the diversity of our membership and that in consequence all members are given equal opportunity to participate.

In the UK, as a UK registered charity and company, IAH complies with the Equality Act (2010) which legally protects people from discrimination in the workplace and in the wider society in Great Britain (see Appendix 1). The principles advocated under the Equality Act may also be relevant in other countries, or similar or alternative principles may prevail.

The United Nations considers that, "*The principles of equality and non-discrimination are part of the foundations of the rule of law. The international human rights legal framework contains international instruments to combat specific forms of discrimination, including discrimination against indigenous peoples, migrants, minorities, people with disabilities, discrimination against women, racial and religious discrimination, or discrimination based on sexual orientation and gender identity.*"¹

Furthermore, the UN considers equality and non-discrimination to be at the heart of sustainable development and that "*the 2030 Agenda for Sustainable Development is, in large measure, an agenda for equality.*"²

We will carry out informal annual reviews of our compliance with this statement. To do this the Executive Committee will take into account information about general membership, council and other IAH representation, participation in groups such as commissions and networks, national chapters, participation in for a such as social media, the make-up of committees and speakers for congresses, conferences. We will also carry out periodically more formal reviews as part of surveys of members' views.

¹ <https://www.un.org/ruleoflaw/thematic-areas/human-rights/equality-and-non-discrimination/>

² <https://www.unsystem.org/content/equality-and-non-discrimination-heart-sustainable-development-shared-un-framework-action>

Appendix 1: The Equality Act, 2010

This appendix is included where it has relevance to IAH's activities in the UK and in regard to any obligations it may impose on the IAH in conducting its activities elsewhere.

The Equality Act came into force on 1 October 2010³ in Great Britain. It brings together over 116 separate pieces of legislation into one single Act. The Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. It provides Britain with a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The nine main pieces of legislation that have merged are:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007

Under this, companies and other organisations should aim to safeguard those who may face inequality or harassment due to one or more of the nine 'protected characteristics':

1. Age
2. Disability
3. Sex
4. Sexual orientation
5. Race
6. Religion or belief
7. Gender reassignment
8. Marriage or civil partnership
9. Pregnancy and maternity

³ <https://www.legislation.gov.uk/ukpga/2010/15/contents>