

EuroSea

Gender and Diversity Board Activities

EMB Panel, April 28, 2023

Raffaella Casotti, Dina Eparkhina, *René Garello*, Sheila Heymans, Nicole Köstner, Kieran Reilly, Abed El Rahman Hassoun

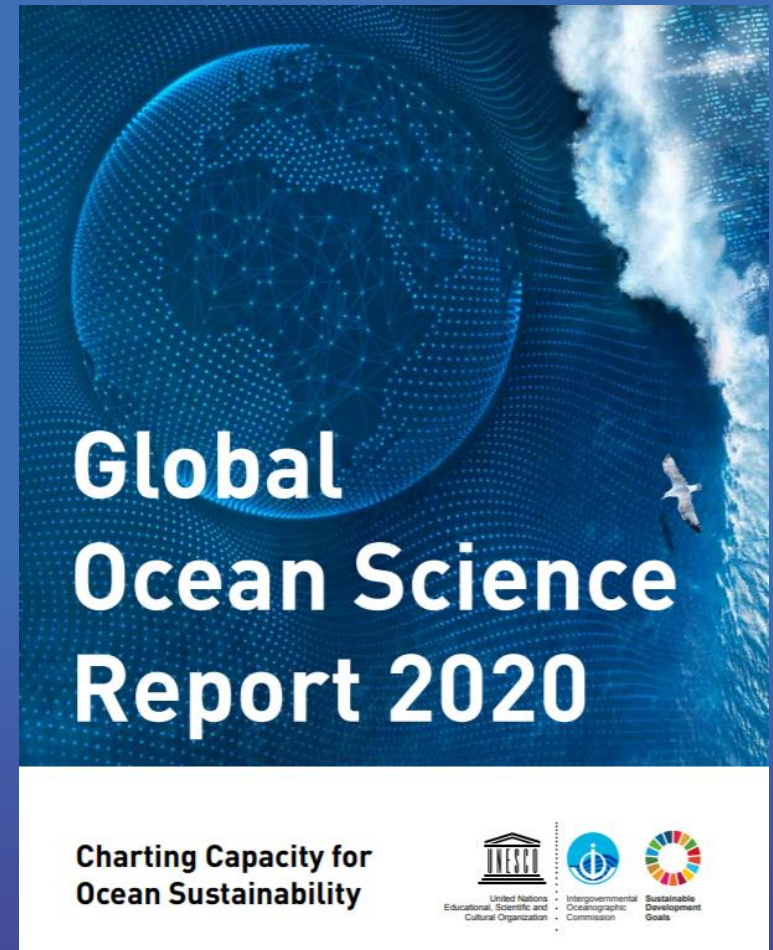
Thanks to Michèle Barbier



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Highlights:

- Women in ocean science continue to be **under-represented**, particularly in the highly technical categories.
- Gender equality in ocean science is far from having been achieved but the challenge to reach it is realistic



IOC-UNESCO. 2020. "Global Ocean Science Report 2020—Charting Capacity for Ocean Sustainability.", Isensee (ed.), 249pp. Paris. <https://gosr.ioc-unesco.org>

Other diversity?



BIMS Bites

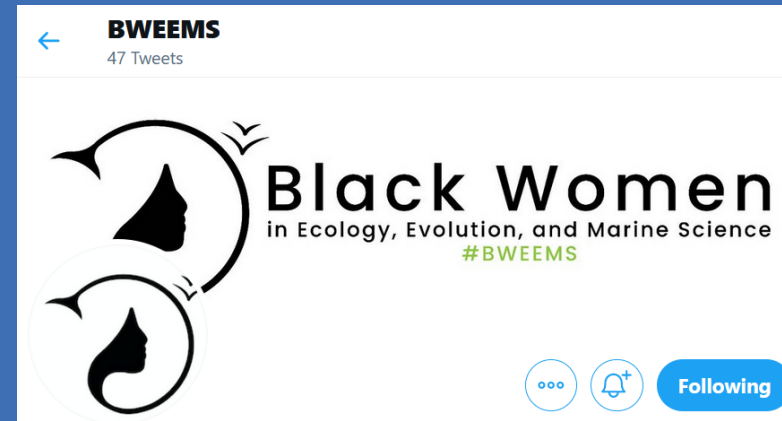
Friday 10am PST/1pm EST
[YouTube.com/BlackInMarineScience](https://www.youtube.com/BlackInMarineScience)

Black in Marine Science
@BlackinMarSci

We are an organization aiming to change the cultural experience of Black people in marine science. #BlackinMarineScienceWeek #BlackinMarineScience

IG: [blackinmarinescience](https://www.instagram.com/blackinmarinescience) | blackinmarsci.github.io | Joined August 2020

146 Following 6,881 Followers



Black Women

in Ecology, Evolution, and Marine Science
#BWEEMS

BWEEMS
@Official_BWEEMS

The official Black Women In Ecology, Evolution, and Marine Science Twitter account!
#BWEEMS #BlackAFinStem

LGBT: #PrideInTheOcean

Huw Griffiths @griffiths_huw · Jun 2, 2019

Celebrating #PrideMonth, #PrideInTheOcean, @PrideinSTEM & #Antarctica with a rainbow flag made up of Antarctic seafloor animals! #LGBTscience #LGBTSTEM @PridePolar



Pride In STEM and 6 others

1 30 95



Black In Physics

595 Tweets

BLACK IN PHYSICS PRESENTS
Black History Month WikiThon
Our voices, our accomplishments, our history
February 2021

BlackInPhysics
@BlackinPhysics

We are dedicated to uplifting our voice & celebrating our scientific contributions. | Co-Founders: @CDBrownII @EGonzales788 @DrEsquivelPhD

Wakanda | blackinphysics.org | Joined August 2020

195 Following 3,718 Followers

- European Gender* and Diversity**
 - * Gender is independent on the biological sex
 - ** Diversity includes non-white, non-heterosexual, other under-represented minorities, etc.
- 5 sections: demographics, background and career, barriers, facilitators and final (interview?)
- Results of this survey will be used by the EuroSea project to promote diversity in ocean science activities

- Questionnaire distributed to all EuroSea members (September 2022)
 - Drivers:
 - have a more “human”-oriented return (vs HR/Administration)
 - Address differently the diversity aspects
- Results collected(End 2022)
- Results under analysis
- Next steps:
 - Prepare video “feelings”-oriented (by June 2023)
 - Prepare Panel for GA 2023. Theme: to be discussed

- Beware of insidious assertion
 - *'Equity is a challenge to excellence'*
 - *'Quotas are unfair (favoritism)'*
 - *'Correcting the past from present beliefs' (=Wokeness)*
- French philosopher René Descartes, said that “Common sense is the most fairly distributed thing in the world, for each one thinks he is so well-endowed with it that even those who are hardest to satisfy in all other matters are not in the habit of desiring more of it than they already have.”
- Common sense is what makes us human.

Thank you

For more information

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 @Euro_Sea

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