Goldschmidt 2026 Abstract
https://doi.org/10.46427/gold2026.36435

Global Barriers to Inclusion in Geoscience: Insights from a Survey of 708 Geoscientists Across 58 Countries

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Understanding and addressing barriers to participation in the geosciences requires robust, community-informed evidence. As part of the Equity, Diversity, and Inclusion in Geoscience (EDIG) initiative - an international, volunteer-led effort to make geoscience more inclusive and equitable - we conducted a global survey to explore experiences (or lack of) with prejudice, inequity, exclusion, bias, sexism, and discrimination within the geoscience community. The survey, launched in 2020, gathered 708 responses from 58 countries, representing a broad range of sectors and career stages across geoscience. This dataset constitutes one of the most comprehensive collections of lived experiences related to EDI issues in the discipline to date.

Preliminary analyses highlight several recurring themes. Respondents reported widespread unconscious bias affecting evaluation, hiring, fieldwork participation, and career progression. The data also reveal complex intersectional dynamics, where experiences of exclusion vary significantly according to gender, ethnicity, nationality, disability, and employment status, amongst others. Furthermore, many participants indicated a lack of awareness or inefficacy of existing EDI initiatives, suggesting a gap between institutional policies and on-the-ground experiences within departments, industry, and research environments. These are just a snapshot of the results but they corroborate broader findings from EDIG's activities, which emphasize that structural and systemic inequities persist across the global geoscience community.

In this contribution, we will present a synthesis of key quantitative and qualitative outcomes from the survey, combined with wider findings from discussions and events, focusing on commonly encountered barriers and their impacts on those who have reported them. Based on the evidence collected, we outline several actionable recommendations, including improving the visibility and effectiveness of EDI programs, integrating meaningful unconscious-bias training, centering lived experiences as valid evidence for change, and making sure that the right people are in the room. These insights provide a data-driven foundation for developing targeted strategies to reduce barriers and foster a more inclusive and equitable geoscientific community globally.