



Building Equitable and Inclusive Antarctic Research: The Role of the Scientific Committee on Antarctic Research on Expanding Opportunities

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Land Acknowledgement

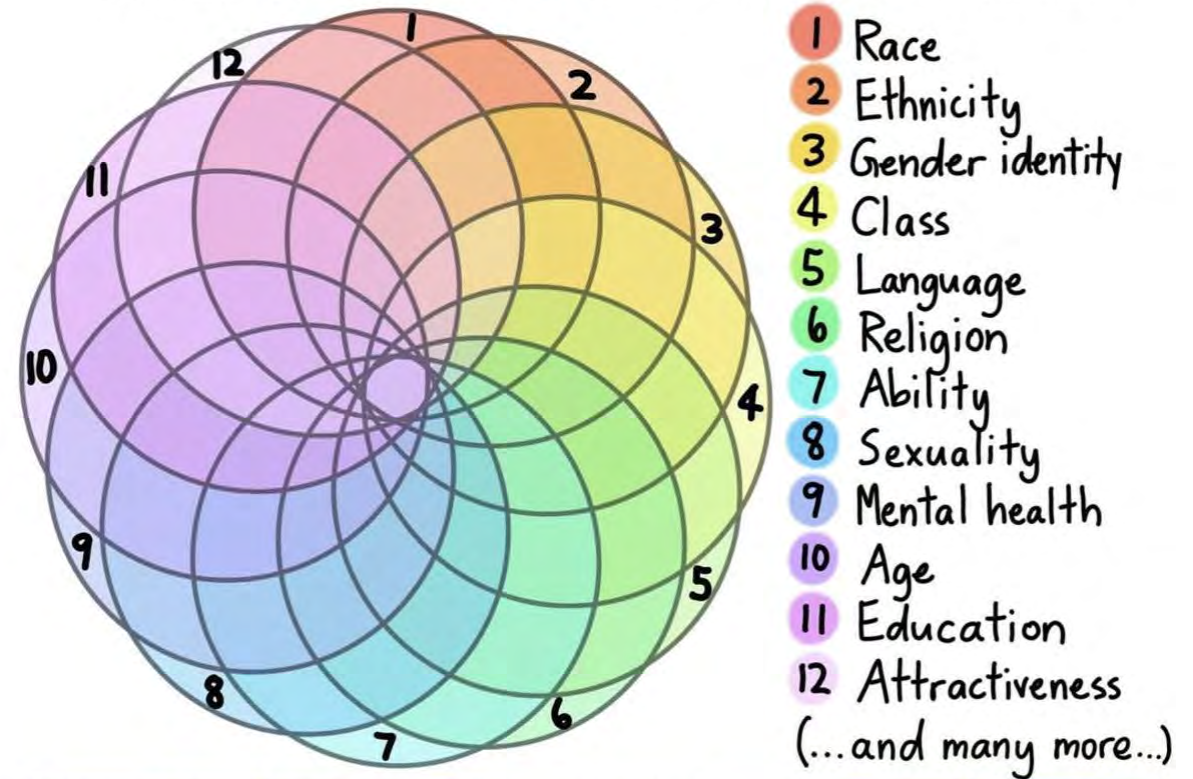
- We acknowledge that the Walter E. Washington Convention Center is situated on the ancestral lands of the Nacotchtank (Anacostan) and Piscataway peoples, who have been the traditional stewards of this region for generations. We pay our respects to their elders, past and present, and recognize the ongoing legacy of their presence on this land.



Intersectionality in EDI

“EDI” is all about us and is a shared responsibility.

INTERSECTIONALITY



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

@sylviaadur

Duckworth, 2020



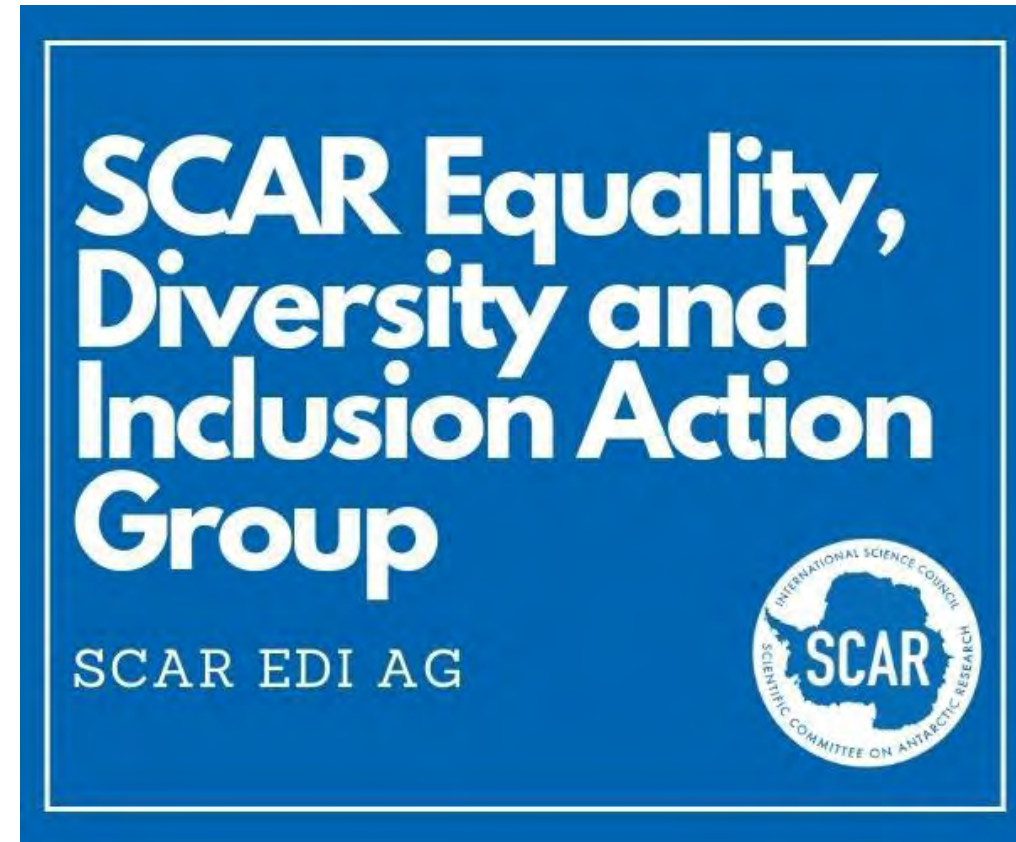
The Scientific Committee on Antarctic Research

- Created in 1958, works towards initiating, developing and coordinating high quality international scientific research in the Antarctic region.
- SCAR works as the main scientific advisory group for the Antarctic Treaty Consultative Meetings.
- In 2021, the SCAR EDI action group was formed and is tasked with broadly looking at how EDI issues can be effectively dealt with within SCAR and what practical actions are relevant for the organization.
- Volunteer based with over 150 members and 11 leadership individuals spanning across the globe.

Founding Goals:

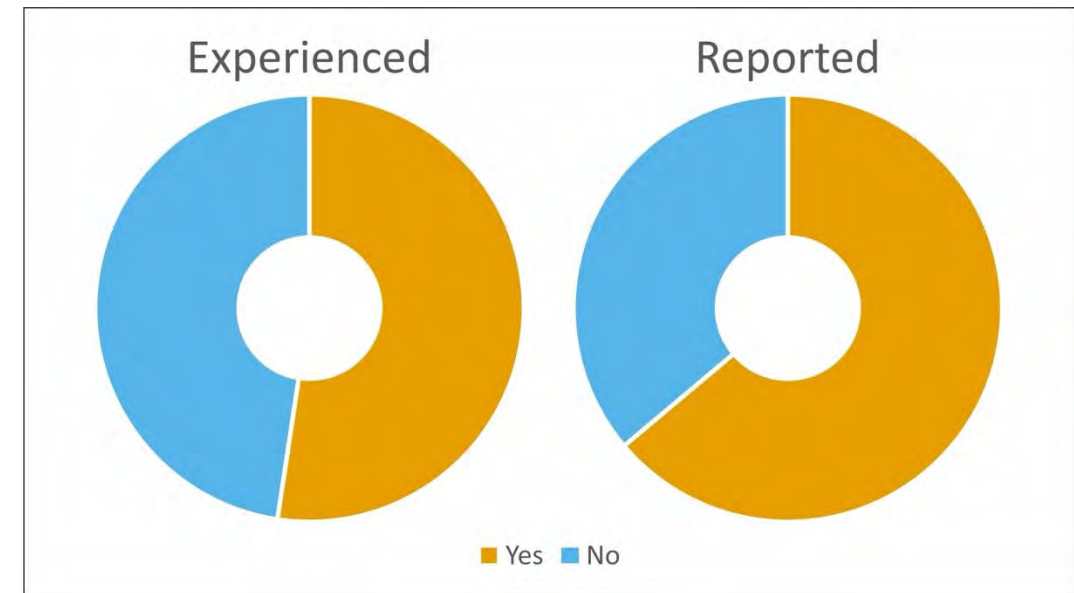
- Improve opportunities for underrepresented researchers
- Raise awareness of the importance of EDI
- Collaborate with other EDI groups

With open minds, we aim to listen, engage in dialogue, and create meaningful change that will enrich our community with a wide range of voices, backgrounds, languages, experiences, and perspectives.



Highlights from EDI Action Group activities

- **Code of conduct (CoC)**
 - Guide appropriate behavior within SCAR
 - Implement reporting system for violations
- **Demographic surveys**
 - Analyzing representation in the SCAR community
 - Assessing the success of EDI efforts
 - Report of 2020/2022 results published on the SCAR website



Experienced:	Reported:
Yes – 48% (129 people)	Yes – 36% (47 people)
No – 52% (142 people)	No – 64% (83 people)

Highlights from EDI Action Group activities

- **Webinars**

- Collaboration with International Science Council (ISC)'s Standing Committee for Gender Equality in Science (SCGES) and more.

- **Translations**

- In collaboration with the Association of Polar Early Career Scientists (APECS), translating SCAR fellowship information and other important SCAR documents into Antarctic Treaty languages



Key EDI activities at the Open Science Conference

- Parallel session

- “Is Antarctic science ready to help tackle urgent global issues? Perspectives on strengthening equitable science communities” (48)



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- Plenary

- Dr. Meredith Nash “The reckoning: how #MeTooAntarctica is changing fieldwork” – *already over 700 views on [YouTube](#)*

- Workshop

- “Synergistic approach to addressing DEI issues; learning from different contextual initiatives” (W20)

Highlights from planned activities 2024-26

- Engagement

- The SCAR EDI AG plans to further expand its activities at the next OSC (2026 in Oslo)
- Member of the International Polar Year planning committee

- Review of SCAR practices

- Improving diversity in SCAR medal nominations
- Standardizing reporting statistics on SCAR group demographics
- Integrating EDI training/guidance into SCAR group member/leader welcome packages

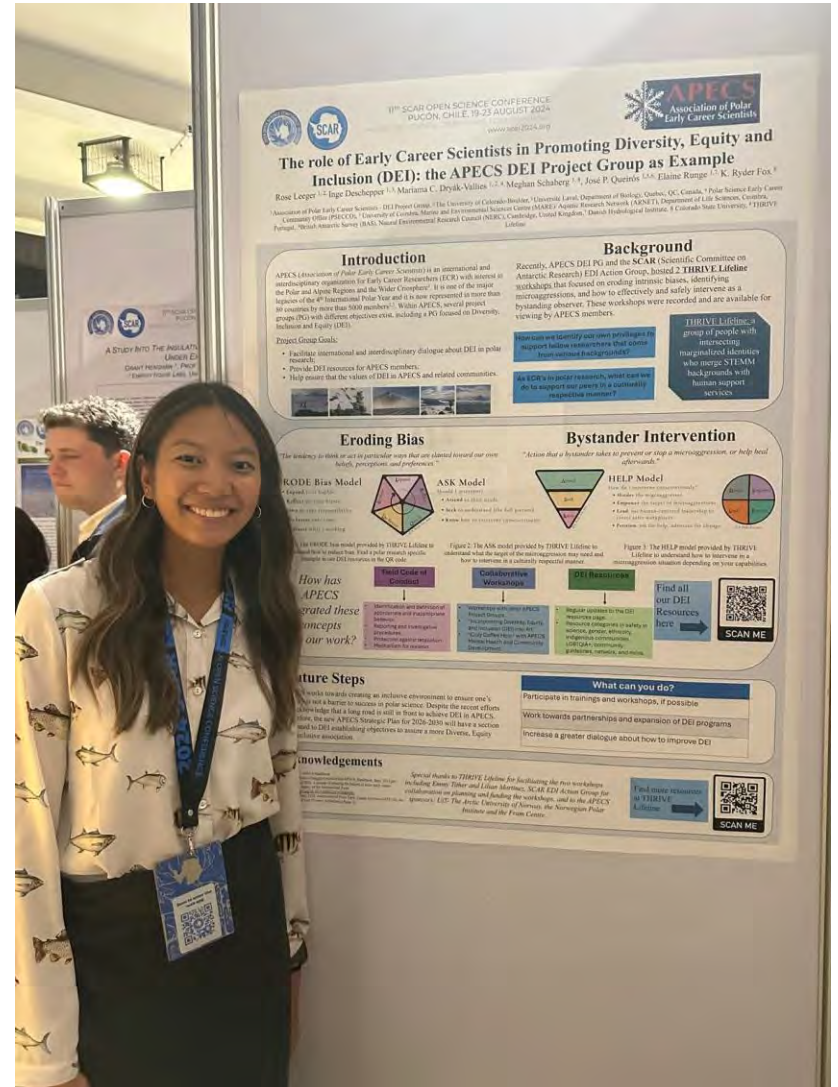
- Collaboration

- Southern Ocean Observing System (SOOS), Association of Polar Early Career Research (APECS), Accessibility in Polar Research, Women in Polar Science (WiPS), and Polar Impact



My experience at the Open Science Conference

*The poster room echos, voices bouncing off walls,
questions flying in every direction.
Everyone in a hurry, but not for mine.
I scan the crowd, but am flooded with an overwhelming
sense of estrangement.
We all have the same features, a nose, a mouth, eyes,
ears, yet I look nothing like them.
I begin to sweat, to fear. How can I present my work to
them? Will they even understand?
Suddenly a woman comes up, then two, three more.
I give them my poster presentation.
“I didn’t know there were people who looked like me who
cared about this. Thank you for speaking for those who
cannot.”
I hold onto this memory forever.*



Thank you



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APECS DEI Project Group
Leader and SCAR EDI
Representative



Questions?

SCAR EDI Page



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Dr. Meredith Nash Keynote



We welcome questions from early career researchers first.
Thank you.