

European Federation of Corrosion - Equality, Diversity and Inclusion Charter

Charter Statement

The European Federation of Corrosion (EFC) is committed to creating and sustaining a safe, welcoming, diverse and inclusive environment as it builds and supports a world-class corrosion science, engineering and technology community embracing academia, industries, research institutes and other stakeholders. Through interdisciplinary collaboration, network building, knowledge sharing and by celebrating a diversity of ideas, opinions, knowledge and people, reliable and sustainable corrosion management of products and assets of an advancing global society and economy will flourish.

Aims

We seek to further develop a dynamic and diverse pool of representatives and talent for the full scope of EFC activities. Equality, diversity and inclusion (EDI) are central to the core values of EFC and its community. We interpret 'community' broadly to include:

- Representatives of EFC Member Societies, Affiliate Members, Honorary Members and Branches
- Organizers and participants in all events under the auspices of EFC (including conferences, courses, summer schools, task forces etc)
- Representatives of the General and Scientific Secretariats
- Members of the Science and Technology Advisory Committee (STAC)
- Members of the Board of Administrators (BoA)
- Members of the General Assembly (GA)
- Members of the President's Advisory Committee (PAC)
- Members of Young EFC (YEFC)

Diversity within this community takes many forms including research discipline, career stage, age, race, ethnicity, gender, sexual orientation, gender identity, disability, national origin and religion. In recognition of this, EFC aspires to cultivate an inclusive environment in which all individuals can thrive, feel they belong and have a voice.

Responsibilities

EFC seeks to promote diversity within its research community, wide participation in its activities, equality and inclusion and to minimise bias. As a Federation we aim to adopt best practice behaviours and encourage all members of the EFC community to actively apply the principles of this charter. In recognition of these aims and reflecting the importance EFC places on EDI, this charter sets out the following responsibilities.

As a facilitator of international networking, collaborative and knowledge sharing activities, EFC will commit to:

- Integrate EDI practices in daily and strategic operations of all EFC governing bodies
- Actively seek the views of the EFC community
- Highlight and communicate best practices to the EFC community
- Incorporate policies within our grant and award rules and operations that will foster success and monitor progress in achieving EDI objectives
- Ensure diverse speaker representation at events organised under the auspices of EFC
- Enable all individuals to have a voice in such events, committees and the wider EFC community
- Where possible consider that EFC activities are held at times and locations that enable full participation for all (e.g. preferably not in school holidays or outside of regular working times)
- Tackling discriminative practices and behaviours following EFC policies and processes
- Capture EDI data and publicise progress

We recommend that all members of the EFC community commit to value and respect the contributions of all other members by:

- Actively promoting inclusion, for example by:
 - Considering the use of inclusive and gender-neutral language
 - Being understanding of cultural and linguistic differences between member countries
 - Being a good listener and giving others the opportunity to contribute
 - Taking care with choice of words to avoid hurt or misunderstanding
 - Only mentioning protected characteristics when relevant to the discussion
- Advocating for others:
 - Standing up for other people
 - Elevating and celebrating the accomplishments of individuals no matter what their position within the organisation
 - Noticing and drawing in those who are consistently being left out
 - Amplifying the voices of people who are under-represented and/or from minority groups
- Adopting practices that support fairness and equal opportunities for all:
 - Treating others as individuals; avoiding stereotyping
 - Understanding, appreciating and valuing the different skill sets and abilities of others
 - Promoting equality of opportunity
- Embracing and championing diversity in all its forms:
 - Welcoming and appreciating the uniqueness people bring
 - Taking every opportunity to ensure diversity is actively planned for, encouraged and celebrated (to include diversity of thought, skills, ethnicity, age, gender and career stage)
- Challenging unprofessional and inappropriate behaviour:
 - Respectfully calling out inappropriate language, behaviour or micro-aggression
 - Following your home institutional policies to determine when reporting may be required and following appropriate internal processes

Recruitment

For all positions and opportunities advertised by EFC, it is expected that the following practices will be followed.

EFC staff responsible for decisions on recruitment will commit to ensuring that equality and diversity are considered and that wider aspects of unconscious bias are addressed in the recruitment process by adopting measures to include:

- Broadly advertising positions or opportunities
- Using gender-neutral language in job descriptions and adverts and including a statement that applications are encouraged from specific under-represented groups (e.g. women and minority ethnic groups)
- Having diverse appointment panels with respect to gender, ethnicity and with consideration for career stage
- Monitoring recruitment data and the delivery of commitments related to adverts, applicants and panel composition
- Considering diversity when selecting images for adverts
- Conducting exit interviews when people leave the community to take up new roles to ascertain reasons for leaving
- Capturing new destinations (such as other academic role, industry, policy making or other)

Measures of success

- Widening participation in EFC events and committees
- Diverse committees to include event organizers, committees and grant and award juries
- Best practice guidance on recruitment process implemented
- Diverse representation of speakers at events organized under EFC auspices
- Increasing levels of satisfaction of our community through surveys
- Positive action initiatives engaged with and receiving positive reviews

Specific EFC targets (3-5 years)

- Increase gender diversity (to at least 30% female) among Members of the Board of Administrators (BoA)
- Increase gender diversity (to at least 30% female) among Members of the Science and Technology Advisory Committee (STAC)
- Increase gender diversity (to ~50% female) among Working Party (WP) Chairs and Vice-Chairs
- Increase gender diversity (to at least 30% female) for Awards Selection Panels
- Explicit encouragement of nomination of female candidates in award nomination calls
- Favour the selection of female award winners in case of equal qualifications of nominees
- Awards/Grants for early career professionals: extension of age limitation due to parental responsibility (1 year extension per child)
- Increase visibility of Eurocorr Travel Grant for Young Corrosionists and increase of female mobility (to at least 1 Eurocorr Travel Grant per year for a female applicant/host)
- Systematic analysis of attendance by country during Eurocorr

- Considering diversity when selecting plenary speakers for Eurocorr including the selection of at least 1 female plenary speaker per Eurocorr
- Publication of an annual EFC-EDI report

The momentum built from these efforts will carry the community forward and will make us collectively stronger.

May 2022