



Rainbow Geosciences

Dear colleague,

It is a pleasure to invite you to participate in Rainbow Geosciences, an activity **to raise awareness of affective, sexual and gender diversity for all people working in Geosciences**, including professionals, research staff, technicians, administrative and service staff, etc.

Rainbow Geosciences aims to make diversity visible and promote inclusion in the world of Geosciences, foster a safe working environment and provide a platform that staff from our centres can use to share their experiences and knowledge. In addition, this initiative will, for the very first time, allow us to collect information about the situation of LGBTQIA+ people in Geosciences.

We believe that this will be a great opportunity to increase visibility and give a voice to this group and thus promote a more inclusive environment in the workplace. In addition, we believe that the visible presence of **role models** in the world of science in general, and **in Geosciences** in particular, is of great importance for those people who are currently in education and would like to pursue further study in the fields of science, technology, engineering and mathematics (STEM).

It is vital to start with initiatives such as this one in order to normalise and make affective, sexual and gender diversity more visible in society. It can also be viewed as a starting point that will allow us to detect **problems of integration or discrimination of the group in the workplace** and that should be reported to the Equality and Diversity Commissions of the centres.

Rainbow Geosciences is conceived in two different ways; on the one hand, it involves a survey* **aimed at people belonging to the LGBTQIA+ collective** to collect data on their experience in the field of Geosciences and its relationship with affective, sexual and gender diversity. And on the other hand, it also includes an awareness campaign where those who wish to participate will present their thoughts about the current situation of this collective in society in general and in Geosciences in particular.

All this information will be published in June 2024 as part of an LGBTQIA+ awareness campaign during Sexual Diversity Month and it will be publicised using their social networks and the websites of participating organisations.

We understand that this is a very delicate and sensitive topic, so we want to assure you that your privacy and confidentiality will be respected. If for some reason you do not wish to identify yourself publicly, you can choose to answer the questions anonymously (but it is important that you participate).

You can access the form by clicking on this link:

<https://framaforms.org/rainbow-geosciences-survey-1698053296>

We thank you for your time and consideration, and look forward to your participation in this important initiative.

This initiative is organised by research centres of the Spanish Research Council (www.csic.es): Instituto de Geociencias (IGEO), Instituto Geológico y Minero de España (IGME), Instituto de Geociencias de Barcelona (GEO3BCN), Instituto Andaluz de Ciencias de la Tierra (IACT) and Instituto Pirenaico de Ecología (IPE); Universities: Faculty of Geological Sciences, Faculty of Physical Sciences of the Complutense University of Madrid and the Faculty of Earth Sciences of the University of Barcelona; the Official College of Geologists (ICOG) and the Geological Society of Spain, in collaboration with Social Media in Research.

*By participating in this survey you agree that your data will be used to study the situation of LGBTQIA+ people in the field of Geosciences. The information you provide will not be given to third parties and it will be held at all times by the organising entities: IGEO, IGME, IACT, GEO3BCN, IPE, Faculty of Geological Sciences, Faculty of Physical Sciences of the Complutense University of Madrid, Faculty of Earth Sciences of the University of Barcelona, ICOG, SGE and Social Media in Research.