

Inclusive, Equality and Transformation Policy

At Genus, we recognise that research has the power to drive positive social change and address pressing global challenges. We are committed to fostering a diverse, equitable, and inclusive environment that empowers our grantees and Palaeocommunity to excel, collaborate, and contribute to advancing knowledge.

Purpose – This policy outlines our commitment as Genus to promoting equality, inclusivity, and transformation within our palaeoscience community.

Scope – This policy applies to all Genus grantees, i.e., those who are currently receiving funding from Genus.

Glossary of Terms

Intentional transformation - refers to a purposeful and deliberate process of making significant changes or improvements within a particular context or domain. It involves setting clear goals, planning strategies, and taking specific actions to create positive and impactful changes. The term emphasises the active and conscious effort to bring about desired transformations with a well-defined purpose and direction.

Transformational research - refers to a type of scientific inquiry that goes beyond incremental advancements and aims to bring about profound and significant changes in our understanding, knowledge, or practices within a particular field. It involves innovative approaches, novel concepts, and groundbreaking ideas that challenge existing paradigms and lead to shifts in the way we perceive, approach and address complex issues.

At GENUS, we are guided by:

1. **Accessibility:** We are dedicated to ensuring that Genus resources and events are obtainable to all our grantees, including those with disabilities. Reasonable accommodations will be provided to support the participation of individuals with varying needs.
2. **Capacity Building and Training:** We are dedicated to building the capacity of Genus grantees to engage in intentional transformation. Through the provision of training programs, workshops, and mentorship opportunities, we will equip our grantees with the skills and knowledge needed for impactful research. This includes regular training and workshops tailored to crucial topics. By melding these initiatives, we aim to foster a more inclusive and respectful research community that thrives on continuous learning and growth.
3. **Data Collection, Transparency and Accessibility:** We will collect and analyse demographic data of the Genus community to identify disparities and measure progress. Grantee-generated data will be made openly accessible to the public whenever possible. Transparency in data sharing promotes accountability, collaboration, and further research advancements.

4. **Diversity and Inclusion:** We recognise that diversity encompasses a range of identities, including but not limited to race, ethnicity, gender, sexual orientation, socio-economic background, disability, and religion. We are dedicated to promoting diversity in all forms and ensuring all Genus's grantees feel valued and respected.
5. **Ethical Considerations:** Ethical principles will guide all transformational research initiatives. Grantees will thoroughly assess their work's potential social, environmental, and cultural impacts and take measures to mitigate any negative consequences.
6. **Equal Opportunities:** All grantees, regardless of their backgrounds, shall have equal access to opportunities, resources, and professional development. Discrimination, harassment, or bias based on any characteristic will not be tolerated, and appropriate measures will be taken to address such incidents.
7. **Measuring Impact:** Clear metrics for assessing the impact of transformational research will be developed. The grantees will be guided in tracking and evaluating the long-term effects of their work on society, the environment, and other relevant domains.
8. **Recruitment & Retention:** We are committed to recruiting and retaining a diverse pool of talented grantees. Genus will implement inclusive recruitment practices, actively seeking candidates from underrepresented groups and creating a welcoming environment that encourages long-term engagement.
9. **Recognition and Reward:** Efforts by grantees to promote inclusivity and equality will be acknowledged and celebrated. Grantees who actively contribute to creating an inclusive environment will be recognised through awards and other forms of public appreciation.
10. **Scalability and Replicability:** Transformational research should be scalable and replicable to extend its impact beyond immediate contexts. Grantees are encouraged to develop solutions that can be adapted and implemented in different settings and regions.
11. **Science Engagement:** We are committed to engaging with underrepresented communities and promoting palaeoscience education among marginalised groups. Science engagement programs, mentorship, and partnerships will be established to increase diversity and representation in research.
12. **Continuous Improvement:** This policy will be regularly reviewed and updated to align with the evolving needs and understanding of inclusivity, equality, and transformation in the palaeoscience landscape.

As a GENUS Grantee, we encourage you towards:

13. **Bias-Free Research and Innovation:** We encourage our grantees to critically examine potential biases in their research design, data collection, analysis, and interpretation. Embracing diverse

perspectives and challenging assumptions will produce more robust and unbiased research outcomes.

14. **Community Engagement:** Collaboration with local, national, and global communities is essential for transformation. Genus and their grantees are encouraged to involve stakeholders, including affected communities, policymakers, and practitioners, in the research process to ensure relevance and real-world impact.
15. **Interdisciplinary Collaboration:** To foster transformation, we encourage Genus grantees to collaborate across disciplines, breaking down traditional silos. Transdisciplinary teams are encouraged to tackle complex challenges from various angles, leading to holistic and innovative solutions.
16. **Research Collaboration:** We encourage interdisciplinary and cross-cultural collaborations among our grantees. Our initiatives will facilitate networking and cooperation among grantees from diverse backgrounds, fostering a rich exchange of ideas and perspectives.

Through our transformation policy, we aim to create a research culture that is purpose-driven, collaborative, and committed to positive change. At Genus, our commitment to inclusivity, equality and transformation is embedded in the core of our mission. We recognise that the pursuit of scientific excellence is intertwined with our dedication to fostering a diverse, equitable and accessible environment. This policy encapsulates our pledge to create a community that values all voices, promotes innovation through interdisciplinary collaboration, prioritises ethical considerations, and actively engages with the global community.

By empowering our grantees, stakeholders and the palaeocommunity, we seek to redefine how research is conducted and shared. By actively engaging in intentional transformation, our grantees are empowered to make a lasting and significant impact from diverse perspectives.

Our vision is a future where palaeosciences is not only for the select few but is enriched by the multitude of perspectives it embraces. Together, a transformed palaeocommunity can work towards advancing knowledge and positively impacting society. It is a future we are actively building, and we invite you to join us in this endeavour.