

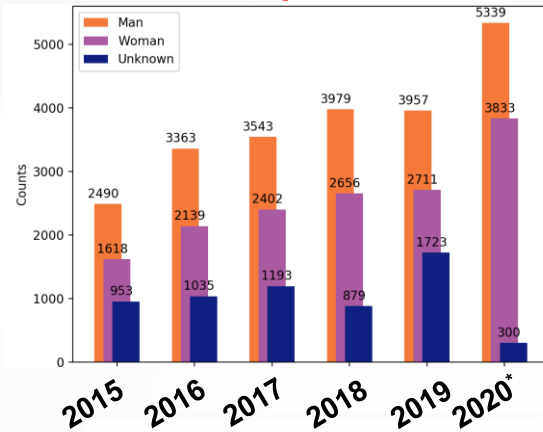
Diversity amongst Early Career Scientist attendees and their participation at the annual EGU General Assembly: from in person to online meetings

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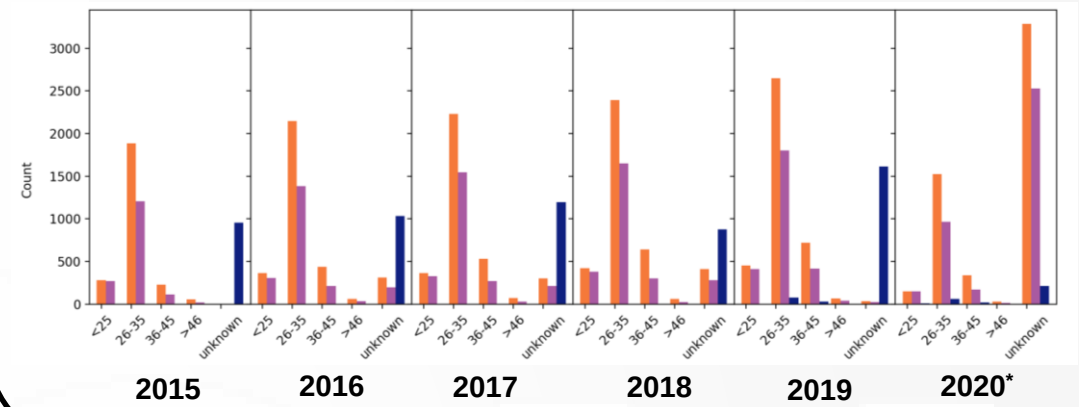
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Click on the boxes for more details!

...about 35% identify as **woman**, 50% as **man**, 10% prefers not to say

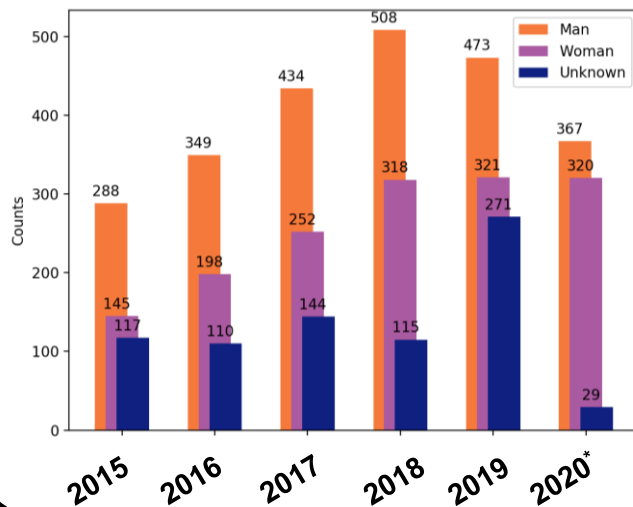


...about 55% is between **26-35 years** old, 10% is younger than **25 years** and 10-14% is older than **35 years**.

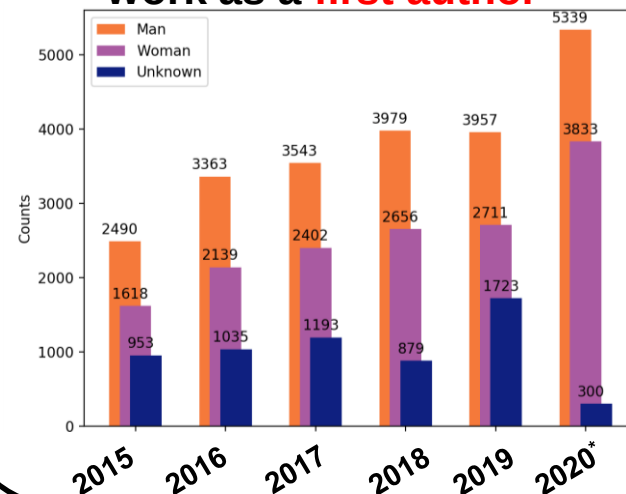


From all the ECS attending the General Assembly....

...10-13% are active as **conveners**



...100% present their scientific work as a **first author**



Database

What is an ECS?

Physical
vs
Digital

Things to
consider...

*2020 was a virtual conference

What is an ECS?

ECS stands for ‘Early Career Scientist’,

and is defined by the [EGU](#), someone who is:

‘...a student, a PhD candidate, or a practicing scientist who received their highest certificate (e.g. BSc, MSc or PhD) within the past seven years. The seven-year period can be extended to allow for periods when the scientist was not working in science because of, but not limited to, caring and/or parental responsibilities, disability, personal illness, community obligations or national service.’

ECS member distribution

Gender	2015	2016	2017	2018	2019	2020	Average
Men	2490 (49.2%)	3363 (51.4%)	3543 (49.6%)	3979 (52.8%)	3957 (47.2%)	5339 (56.4%)	51.4%
Women	1618 (32.0%)	2139 (32.7%)	2402 (33.7%)	2656 (35.2%)	2711 (32.3%)	3833 (40.5%)	34.8%
Prefer not to say	953 (18.8%)	1035 (15.9%)	1193 (16.7%)	879 (11.7%)	1723 (20.5%)	300 (3.2%)	13.8%
Total	5061	6537	7138	7541	8391	9472	44.113

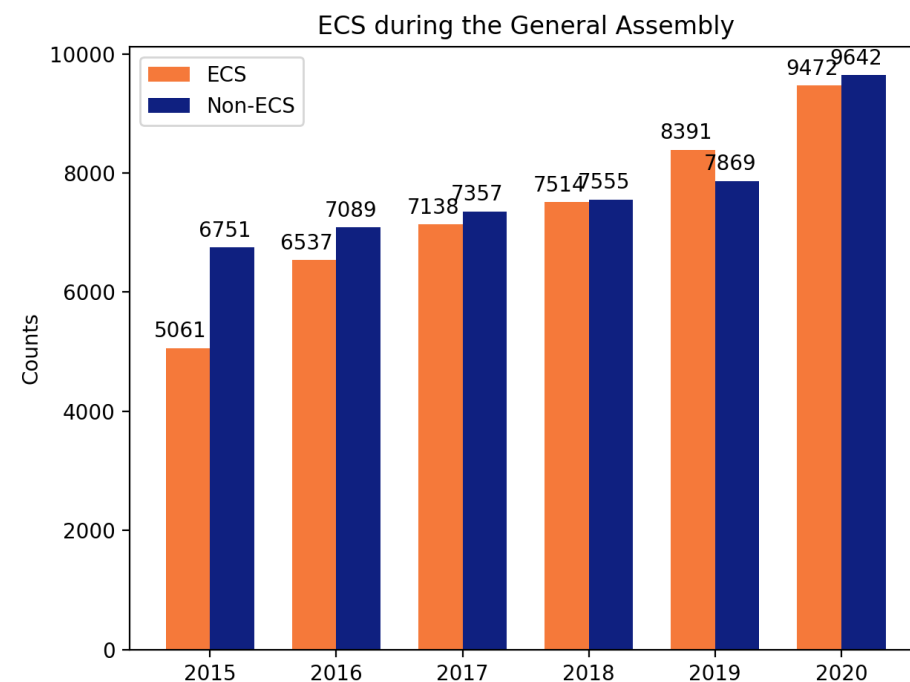
**% from total ECS members per year*

Non-ECS member distribution

Gender	2015	2016	2017	2018	2019	2020	Average
Men	3287 (48.7%)	3713 (52.4%)	3958 (53.8%)	4266 (56.5%)	3393 (43.1%)	6337 (65.7%)	53.4%
Women	1172 (17.4%)	1340 (18.9%)	1357 (18.4%)	1550 (20.5%)	1337 (17.0%)	2670 (27.7%)	20.0%
Prefer not to say	2292 (34.0%)	2036 (28.7%)	2042 (27.8%)	1739 (23.0%)	3139 (39.9%)	635 (6.6%)	25.0%
Total	6751	7089	7357	7555	7869	9642	46.263

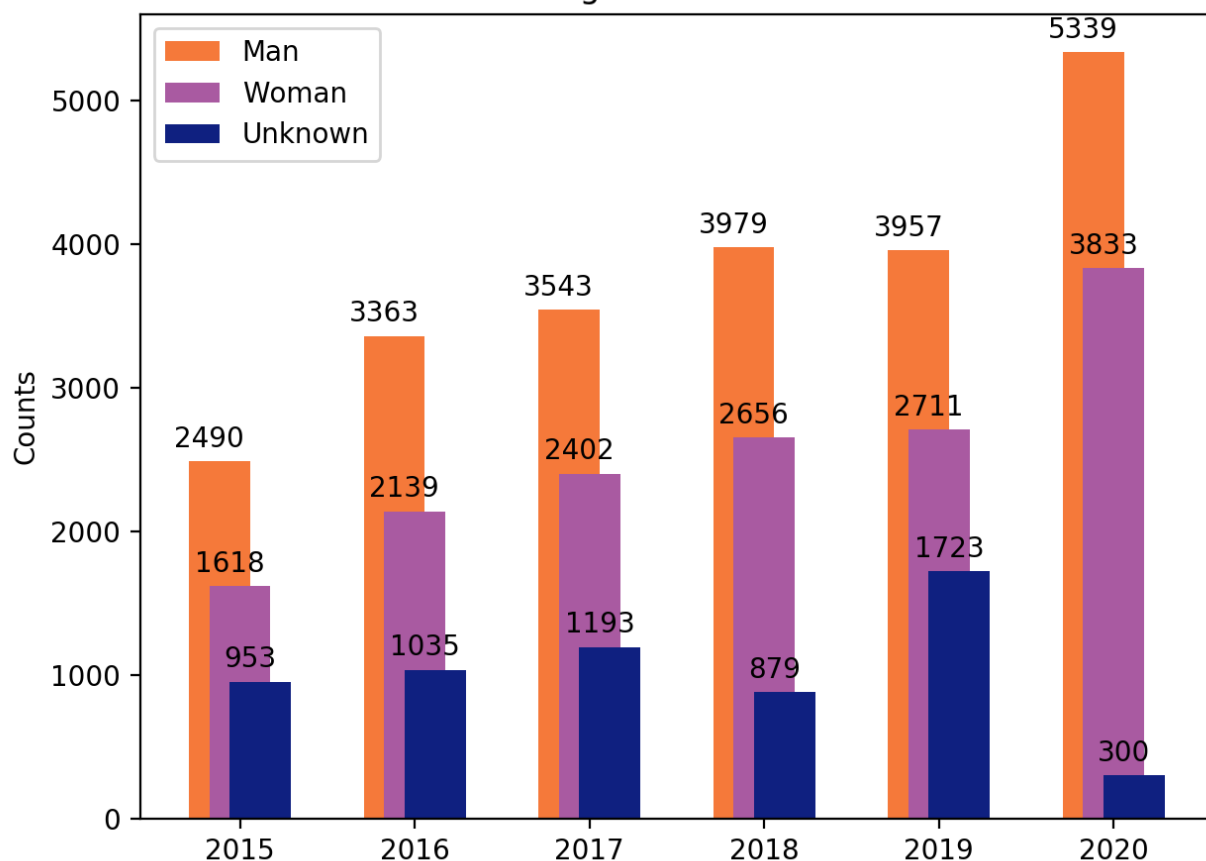
The data base:

- 6 General Assemblies (2015-2020)
- 5 physical GA's, 1 virtual GA
- 90.376 datapoints
- Metrics on:
 - gender; age-group; division; career stage; country of residence; convener activity; presenter activity



About 35% of ECS identify as woman, 50% as man and 15% prefers not to share this.

ECS and gender identification



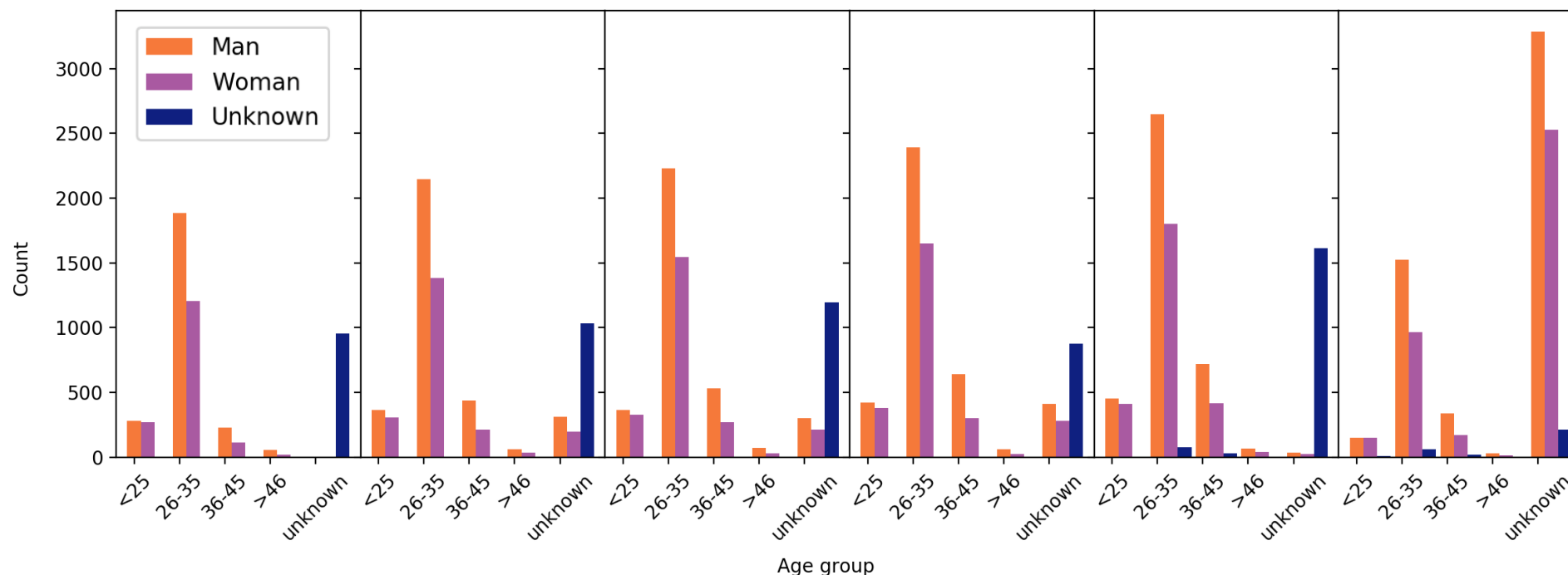
Gender	2015	2016	2017	2018	2019	2020
Men	2490 (49.2%)	3363 (51.4%)	3543 (49.6%)	3979 (52.8%)	3957 (47.2%)	5339 (56.4%)
Women	1618 (32.0%)	2139 (32.7%)	2402 (33.7%)	2656 (35.2%)	2711 (32.3%)	3833 (40.5%)
Prefer not to say	953 (18.8%)	1035 (15.9%)	1193 (16.7%)	879 (11.7%)	1723 (20.5%)	300 (3.2%)
Total	5061	6537	7138	7541	8391	9472

**% from total ECS members per year*

This is a trend that has not changed much, apart from the virtual conference in 2020, during which more people specified the gender with which they identify.

About 55% of the ECS participants are between 26-35 years old, 10% are younger than 25 years and 10-14% are older than 35 years.

ECS and age

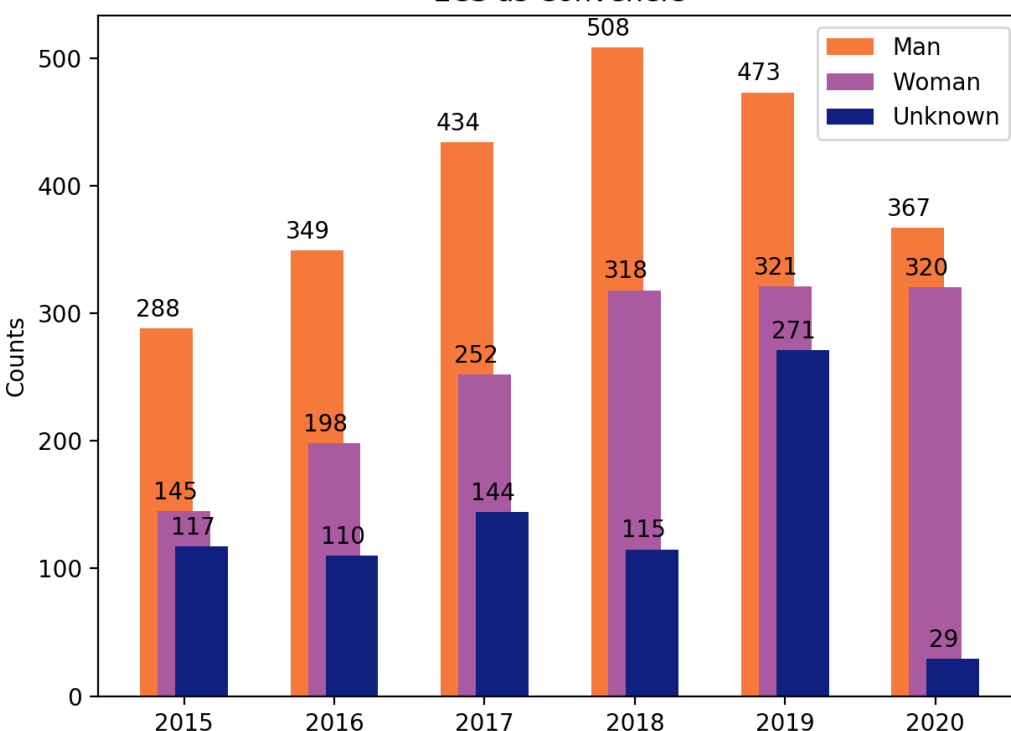


These percentages have been very constant through the years, apart from the age-group '36-45 years, which has seen a slight increase from 10 to 14% over the past years.

During the online GA, about 60% of the ECS members refrained from sharing their age group.

10-13% of the ECS are active as a convener during the General Assembly (GA).

ECS as Conveners

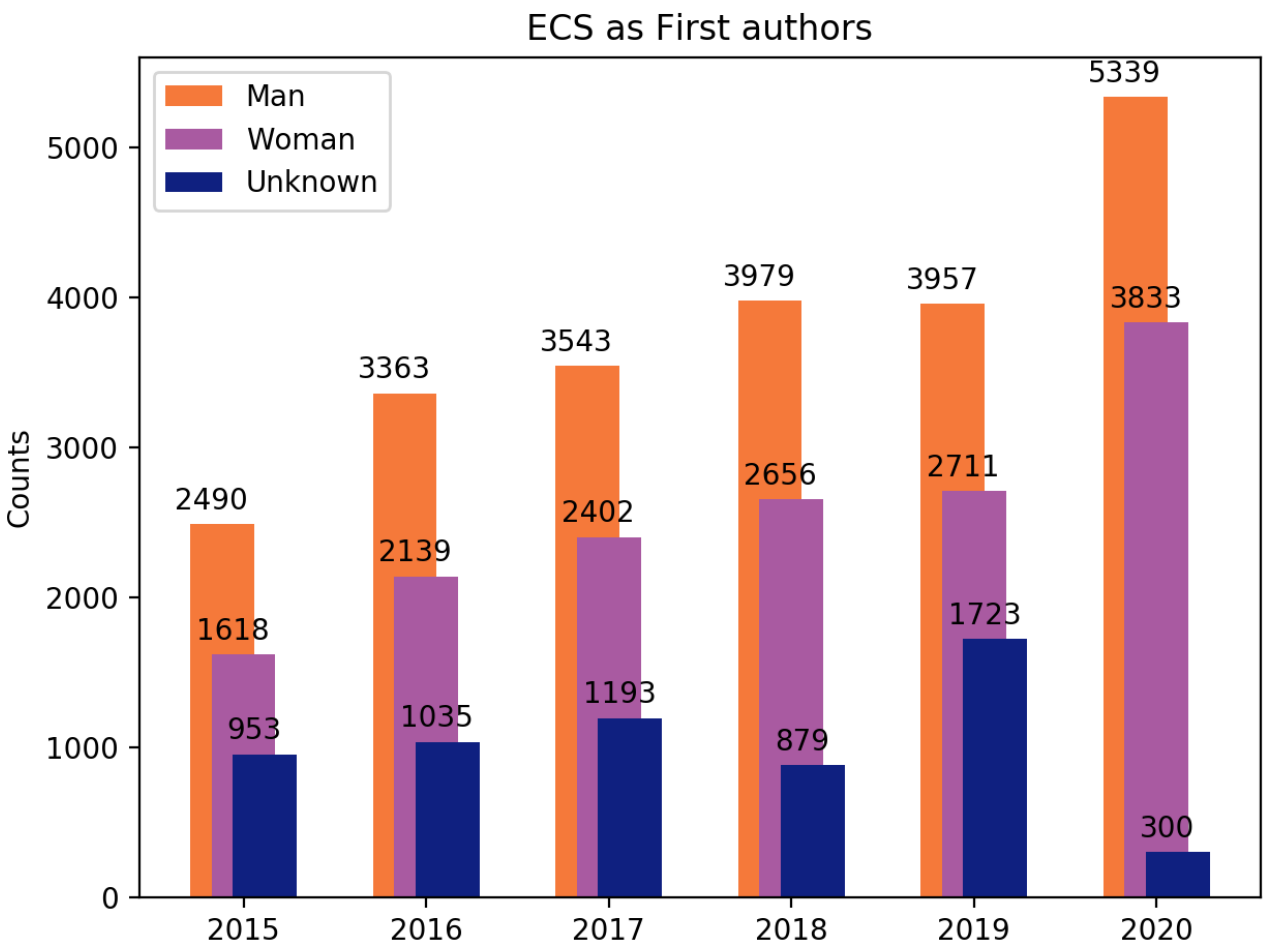


Gender	2015	2016	2017	2018	2019	2020
Men	288/2490 (5.5%)	349/3363 (5.3%)	434/3543 (6.6%)	508/3979 (6.7%)	473/3957 (5.6%)	367/5339 (3.9%)
Women	145/1618 (2.8%)	198/2139 (3.0%)	252/2402 (3.5%)	318/2656 (4.2%)	321/2711 (3.7%)	320/3833 (3.4%)
Prefer not to say	117/953 (2.3%)	110/1035 (1.7%)	144/1193 (2.0%)	115/879 (1.5%)	271/1723 (3.2%)	29/300 (0.3%)
Total	550/5061 (10.8%)	657/6537 (10.1%)	830/7138 (11.6)	941/7541 (12.5%)	1065/8391 (12.7%)	9472 (7.5%)
*% from total ECS members per year						
Total senior scientists	1261/6751 (18.7%)	2118/7089 (29.9%)	1447/7357 (19.7%)	2334/7555 (30.9%)	1398/7869 (17.8%)	1579/9642 (16.4%)

Since 2015 the number of ECS that were active as conveners gradually increased during the physical GA's.

Compared to senior scientists ECS members are 2 to 3 times less likely to be active as a convener during the GA.

All people identifying as ECS are first authors during the GA



Gender	2015	2016	2017	2018	2019	2020
Men	2490/2490 490 (100%)	3363/3363 63 (100%)	3543/3543 543 (100%)	3979/3979 79 (100%)	3957/3957 957 (100%)	5339/5339 39 (100%)
Women	1618/1618 618 (100%)	2139/2139 39 (100%)	2402/2402 02 (100%)	2656/2656 56 (100%)	2711/2711 711 (100%)	3833/3833 33 (100%)
Prefer not to say	953/953 3 (100%)	1035/1035 35 (100%)	1193/1193 193 (100%)	879/879 (100%)	1723/1723 723 (100%)	300/300 (100%)
Total	5061	6537	7138	7541	8391	9472

Initiatives such as the [Roland Schlich Travel Award](#), the [Outstanding Student and PhD candidate Presentation Award](#), visibility of the active [Early Career Scientist members](#), may contribute to awareness of the ECS label amongst ECS presenters.

Physical versus virtual General Assemblies

- The free #Share Geosciences Online (SGO) in 2020 attracted about 17.5% more people than the year before. The growth of the physical GA's is roughly 5% per year and so online and free conferences appear much more accessible. The growth of ECS was slightly higher in 2021 (13%) compared to annual growth of the physical GA's (5-10%).
- The number of ECS conveners during 2020 dropped significantly, because only the scientific program was held and other events, such as Short Courses, which are predominantly run by ECS, were cancelled.
- During the online event, people shared their age data less frequently compared to the physical events. Perhaps the 'open' and more 'accessible' feeling of the platform results in people feeling less comfortable with sharing their personal information.

Things to consider...

- In these statistics, a person is considered an ECS through a self-identified label. People actively have to tick this box during subscription to the conference. This may lead to:
 - a. People who qualify as ECS may miss this box
 - b. People who qualify as ECS may not wish to be seen as an ECS and do not tick the box
 - c. People who do not qualify might tick the box
- The General Assembly of 2020 was the only virtual conference in our statistic analysis. Registration fee was free, lowering the boundary for people to attend. ECS were willing to share their gender identification, but were less open about the age group they belong to.
- Studies like this one allow organizations like EGU to track the success and developments of initiatives that support ECS career and conference experiences.