



Report on the Initiatives and Activities of the FIG Diversity and Inclusion Task Force

Introduction

The FIG Diversity and Inclusion (D&I) Task Force is committed to promoting equity, inclusivity, and representation across the global surveying and geospatial profession. This document outlines recent initiatives, including a groundbreaking webinar on AI and gender equality, and the proposed activities for the 2025 FIG Working Week in Brisbane. Together, these efforts reflect the task force's mission to address barriers, foster inclusivity, and create opportunities for underrepresented groups.

1. Recent Activities

1.1 Webinar: Bridging the Gap in AI

Event Title: Bridging the Gap in AI: Promoting Gender Equality and Inclusivity in Surveying

Date: 13th September 2024

Duration: 11:00 AM - 1:00 PM UTC

Format: Online Panel Discussion

Key Participants:

- **Lidija Spiranec**, Product Manager, Leica Geosystems AG
- **Mrs. Aminat Akinyemi-Ayoola**, Academic Director, Robotics and Artificial Intelligence Nigeria (RAIN)
- **Special Guest:** Sr. Winnie Sui, Vice President of FIG

Key Objectives:

1. Explore AI's impact on gender dynamics within surveying.
2. Develop strategies to promote gender equality in AI-driven workplaces.
3. Share actionable recommendations for addressing gender biases in AI tools.
4. Foster mentorship and knowledge-sharing opportunities.

Highlights:

- Sr. Winnie Sui delivered a keynote emphasizing collaboration, education, and policy reforms to support gender equality.
- Panel discussions focused on AI's potential to democratize access to resources, address barriers for women, and mitigate gender biases.



Outcomes:

- Identification of barriers faced by women in AI-driven fields.
- Actionable recommendations for supporting gender equality through mentorship and inclusive policies.
- Enhanced awareness of the role of policy reforms in fostering workplace inclusivity.

2. Plans for the 2025 FIG Working Week in Brisbane

2.1 The Young Surveyors Voice

Objective: Establish a platform for students and educators to share insights, address challenges, and co-develop strategies for improved teaching and learning in surveying.

Key Components:

- **Empowering Students:** Providing an opportunity for students to express their perspectives on current teaching methods and suggest improvements.
- **Supporting Educators:** Helping lecturers and professors understand student needs and refine their approaches.
- **Encouraging Collaboration:** Fostering dialogue between educators and students to co-create solutions.
- **Promoting Inclusion:** Ensuring diverse voices are heard and valued in shaping the future of surveying education.

Session Format:

- Opening remarks by FIG representatives.
- Panel discussions featuring students and educators.
- Interactive breakout sessions to brainstorm solutions.
- Feedback presentations and commitments for actionable next steps.

Expected Outcomes:

- Alignment of teaching practices with student needs.
- Strengthened collaboration between educators and students.
- Recommendations to guide future D&I initiatives.



2.2 Young Explorer Pre-Event

Objective: Inspire high school students to explore careers in surveying and geospatial sciences with an emphasis on diversity and inclusion.

Key Highlights:

1. **Keynote Presentations:** Inspiring talks by young geospatial professionals.
2. **Interactive Demonstrations:** Hands-on activities such as map-building and surveying techniques.
3. **Panel Discussion:** Discussions on the role of diversity in strengthening the profession.
4. **Group Challenges:** Students work together on geospatial problem-solving tasks.
5. **Networking Opportunities:** Students connect with professionals and mentors in the field.

Target Audience: High school students aged 13-18, with a focus on underrepresented groups.

Expected Outcomes:

- Increased awareness of career opportunities in geospatial sciences.
- Stronger interest among students from diverse backgrounds in pursuing STEM careers.
- Enhanced understanding of diversity and inclusion in professional settings.

2.3 Working Groups

Objective: To establish five working groups, each focused on critical aspects of diversity and inclusion in the surveying profession. The groups, led by experienced leaders in the Taskforce, are dedicated to fostering positive change within the industry.

Key Highlights:

- To identify key elements of workforce challenges across the surveying industry's career pipeline.
- To empower a diverse workforce where individuals of all ages and backgrounds can contribute meaningfully to the surveying profession
- To improve career pathway visibility in schools and tertiary institutions.
- To create a global surveying industry free from systemic barriers and discrimination by promoting diversity, inclusivity, and cultural change through education and proactive initiatives.



- To create an inclusive FIG community that values diverse perspectives and talents across generations, promoting the sustainable advancement of surveying professionals worldwide.
- To ensure the long-term relevance of the surveying profession by fostering innovation, embracing emerging technologies, and promoting continuous learning to keep pace with global advancements.

Target Audience: Diverse groups in the survey profession.

Expected Outcomes:

- **Enhanced Industry Branding:** A refreshed and appealing image of the surveying profession tailored to attract the younger generations.
- **Actionable Guidelines for Member Organizations:** Practical recommendations to help organizations modernize practices, adopt new technologies, and stay relevant.
- **Talent Attraction and Retention Strategies:** Innovative approaches to engage, attract, and retain young talent in the surveying profession.
- **Future-Ready Workforce:** A culture of continuous learning and innovation that equips surveying professionals to meet evolving industry demands.
- **Stronger Industry Positioning:** Increased visibility and relevance of the surveying profession within the global landscape, positioning it as a leader in technological and industrial advancements.
- **Improved Intergenerational Engagement:** Programs fostering collaboration and knowledge exchange between experienced professionals and younger generations.

3. Strategic Recommendations

3.1 Policy Development

Develop and implement workplace policies that prioritize diversity and inclusion, such as transparent recruitment processes and gender-neutral pay practices.

3.2 Educational Partnerships

Collaborate with academic institutions to integrate gender awareness and inclusivity modules into surveying and AI-related curricula.



3.3 Mentorship Programs

Establish structured mentorship initiatives to support and empower women in surveying and geospatial sciences.

3.4 Addressing Bias in AI

Promote regular audits and reviews of AI tools to identify and mitigate gender biases, ensuring equitable benefits for all users.

3.5 Work-Life Balance Support

Advocate for organizational policies that facilitate work-life balance, including flexible working arrangements and parental leave programs.

Conclusion

The FIG Diversity and Inclusion Task Force remains steadfast in its mission to address systemic barriers and champion inclusivity within the surveying profession. Its initiatives and planned activities for the 2025 FIG Working Week in Brisbane showcase its dedication to fostering a diverse, equitable, and representative professional community. By prioritizing education, mentorship, and collaboration, the task force is paving the way for a more inclusive future in geospatial and surveying industries.

◆ Chair: Surv. Stephen Djaba

Secretary: Angela Anyakora

◆ For: International Federation of Surveyors (FIG) Diversity and Inclusion Task Force