

**Report to the 47th General Assembly
FIG Working Week 2023, Accra, Ghana**

FIG DIVERSITY AND INCLUSION TASK FORCE

Report of Activities 2023-2024

1. General

The FIG Diversity and Inclusion Task Force, formerly known as the Evolutionary Diversity and Inclusion Task Force, has made significant strides since its inception in 2023. Recognizing the imperative for a comprehensive framework to address the multifaceted challenges within the surveying industry, the task force has achieved notable milestones. This report outlines our progress and initiatives undertaken during the period of 2023-2024. The diversity and inclusion team comprises of Steve Djaba (Chair), Nigel Sellars, Roshni Sharma, Angela Anyakora, Letwin Pondo, Priscillia Djaba, Tomasz Malinowski and **Benedicta**

2. Achievements

2.1 Webinar on AI-Powered Solutions for Fostering Inclusivity in Geospatial Professions One of our key achievements was the successful webinar titled "AI-Powered Solutions for Fostering Inclusivity in Geospatial Professions." The objective was to explore how AI technologies can be leveraged to create a more inclusive environment in geospatial professions. Notable presentations included:

- AI in Recruitment and Talent Acquisition by Andrew Knight.
- Inclusive Data Representation with AI by Lingli Zhu.

The first renowned speaker, Andrew Knight, a global lead AI, Data and Tech in RICS, enlighten participants on AI technologies in recruitment and talent acquisition, biased mitigation algorithms acquisition and showcasing AI applications for identifying diverse talents. He also urged participants to develop the habit of continuous learning to be abreast with the changing seasons in the surveying and geospatial environment

Lingli Zhu, a seasoned expert in remote sensing and photogrammetry and the Lead for the AI Group under the National Land Survey of Finland was the next speaker. Her address threw light on inclusive and diverse data representation in GEOAI with focus on the diversity of geospatial data, rules to produce unbiased geodata collections, the evolution of geospatial data culture and demonstrated the

use of diverse geospatial data and how to utilize the AI method to improve building accuracy in the National Land Survey of Finland topographic database.

The webinar was also honoured to have the President of the International Federation of Surveyors, Diane Dumashie give a keynote address. She gave an introduction on the activities of the International Federation of Surveyors (FIG) and how the FIG Diversity and Inclusion Task Force is one of the key pillars in FIG. She also iterated the importance of geospatial technology and how AI technology is gradually changing the geospatial environment.

Roshini Sharma, the moderator for the session, gave participants the opportunity to ask the speakers questions on what was discussed. Afterwards, Tomasz, one of the organizers of the webinar gave the closing remark by showing his appreciation to the speakers and organizers for the exciting and educative webinar. He also spoke on the importance of what was discussed in the surveying industry. The chairman for the FIG Diversity Task Force also gave his closing statements by thanking participants for their time and attention. He concluded by extending an invitation to participants to join the task force through its social media platforms and urged them to make plans to attend the upcoming FIG Working Week 2024, scheduled to happen in May in Accra, Ghana.

The AI- Powered Solution for Fostering Inclusivity in Geospatial Profession webinar ended on a successful note at 12.03pm UTC. We had about 80-90 participants on the webinar and it was a huge success. Participants were inspired and enriched through the expert keynotes to unleash innovation in AI-powered solutions within the surveying profession globally.

2.2 Working Groups

To effectively pursue our objectives, the task force established five working groups, each focused on critical aspects of diversity and inclusion in the surveying profession. These groups, led by experienced leaders in the Taskforce , are dedicated to fostering positive change within the industry.

2. Working Groups

2.1 WG 1.0- Workforce

Chair: Tomasz

This group envisions a workforce where every individual, regardless of age or background, is empowered to contribute meaningfully to our profession. Their mission is to enhance the visibility of our profession within society and deepen understanding of its significance. Through collaboration

and inclusivity, they aspire to create a workforce that is not only seen but celebrated for its diverse talents and perspectives. Key goals and objectives include:

- Identify key elements of workforce challenges across the surveying industry's career pipeline.
- Improve career pathway visibility in schools and tertiary institutions.
- Address workforce retention issues, especially around early career and parenting stages
- Ensure equitable opportunities for career progression in middle and late career.
- Understand and map global barriers and challenges, considering variations across countries and cultures.

2.2 WG 2.0- Systemic Bias in the Workforce

Chair: Roshni Sharma

This group aims to cultivate a global surveying industry free from systemic barriers and discrimination, fostering diversity, inclusivity, and cultural change through education and proactive initiatives. Key goals and objectives include:

- Understanding and addressing systemic barriers and discrimination related to gender, religion, race, and cultural differences.
- Recommending processes and initiatives to eliminate bias within the global surveying industry.
- Fostering an inclusive environment valuing diversity at all workforce levels.
- Promoting awareness and education on systemic bias to encourage cultural change within the profession.

2.3 WG 3.0- Generational Sustainability

Chair: Angela Anyakora

This group aims to cultivate an inclusive environment within the FIG community that celebrates and harnesses diverse perspectives, experiences, and talents across generations, ensuring sustainable advancement of surveying professionals worldwide. Key goals and objectives include:

- Assessing strengths and contributions of each generation in the workplace.
- Utilizing intergenerational knowledge through mentoring and coaching.

- Initiating programs to bridge generation gaps and foster collaboration.
- Promoting a workplace culture valuing diversity of thought and experience.

2.4 WG 4.0- Future Relevance of the Profession

The aim of this working group is to ensure the enduring relevance and vitality of our profession in the rapidly evolving landscape of Industry and beyond. By fostering innovation, embracing emerging technologies, and cultivating a culture of continuous learning, and also to position the surveying profession at the forefront of global advancements

Chair: Letwin

1. Assess branding and framing of the surveying profession for appeal to Gen Z and Gen Alpha.
2. Make tangible recommendations for Member Organizations to enhance the profession's relevance.
3. Identify innovative strategies to attract and retain talent from younger generations.
4. Ensure the surveying profession evolves to meet the needs of current and future generations.

2.5 WG 5.0-Advancement of the Profession

Chair: Benedicta

This group aims to elevate standards, expand opportunities, and foster a culture of excellence.

- Define professional advancement guidelines for various areas of expertise within the surveying profession.
- Incorporate diversity and inclusion components into professional advancement criteria.
- Foster an inclusive environment that supports the advancement of individuals from diverse backgrounds.
- Provide recommendations for continuous improvement in professional development and career progression.

3. Cooperation

The task force has actively engaged with relevant stakeholders within the FIG such as the FIG mentoring program for Africa (FIG ARN) and surveying industry, fostering collaboration and partnerships to drive collective action towards diversity and inclusion.

4. Events

In the spirit of promoting diversity and inclusion, the Diversity and Inclusion Task Force will host a series of webinars in the remaining half of the calendar year. These events aim to provide valuable insights, foster discussions, and showcase best practices in creating inclusive environments within the surveying profession. Stay tuned for updates on our LinkedIn page. <https://www.linkedin.com/showcase/evolutionary-diversity-fig-task-force/>

5. Communication and publications

Effective communication and dissemination of information play a crucial role in our efforts to promote diversity and inclusion. We encourage members from diverse backgrounds to join the task force and contribute to our initiatives.

6. Conclusion

The FIG Diversity and Inclusion Task Force remains steadfast in its commitment to driving positive change within the surveying industry. Through collaborative efforts, proactive initiatives, and meaningful engagement, we aim to create a more inclusive and equitable environment for all professionals. As we reflect on our achievements in the past year, we look forward to continued progress and collaboration in the years to come.