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The first workshop on gender dimension, equality and ethics took place in fall 2021, organised from within the CCUS* community for the CCUS community.

This initiative was part of the C⁴U project, a holistic interdisciplinary approach to the integration of CO₂ capture in the iron and steel industry as part of the CCUS chain.

→ numerous talks, various breakout rooms, opportunities for intense discussions and exchange, quite diverse participation (age, career phase, professional field, country of origin/affiliation, etc.)

* carbon capture utilisation and storage

motivation

Raise awareness of gender imbalance and ethical concerns,
Identify reasons behind the still existing inequality,

Search for counter measures, contribute ideas,
Laugh over quick witted repartee, meet congenial individuals,
Inspire female scientists, and inclusively be inspired by others.

abstract

A majority of disciplines based on engineering, science, or technology, show a profound underrepresentation of women and minority groups. Unsurprisingly, this is true also for the field of Carbon Capture, Utilisation, and Storage (CCUS). Like many entities, the European Union acts against discrimination in various ways, apparent also in their scientific funding policies. The C⁴U project, part of their H2020 programme, advances integration of CCUS in the iron and steel industry, again a traditionally male dominated environment. In order to mitigate inequality, C⁴U is committed to improve gender balance and diversity on all levels of its research groups, decision-making teams, and advisory panels.

A first internal analysis showed that the C⁴U consortium is already quite diverse under several aspects, such as social background, age, and nationality of individuals or affiliations. It consists of 21 organisations from Europe, North America, and Asia, including experts from academic, government, and industry. Diversity is also given by the involved professionals with backgrounds in business, chemistry, engineering, physics, policy, or social sciences. However, data also indicated an imbalance regarding gender distribution. As a means to further promote equity, immediate steps were taken, including adjusting participation of women in committees and boosting promotion of female applications for new positions.

Besides these direct actions, and with attention to achieve a broad and long-term impact, two dedicated workshops will be organized. One focusing on gender dimension, the other with the perspective on equity, equality, ethics, and diversity within the CCUS community in more general terms. The first event will raise awareness, aiming to encourage and support especially females in their early carrier phase. This virtual workshop serves to facilitate open discussions on gender relevant topics, provides a safe platform to share individual experiences, formulate a joint response, uniting efforts of female and male colleagues to close the gender gap and exploit chances. Stimulating a direct, mutual exchange, starting or strengthening existing networks is key, not the least during these challenging times blighted by social distancing. Our overall aim is to advance diversity, to inspire and to be inspired.

Promoting Gender Dimension, Equality, and Ethics in the CCUS Community – Activities, Opinions, and Perspectives from the C⁴U Project

word of mouth

LinkedIn, e.g. #WiCCUS

C⁴U partner organisation

C⁴U

UKCCSRC



sources how individuals who registered heard about the workshop Women in CCUS – Inspire and be inspired

5
5
7



5 of the 17 UN sustainable development goals are relevant in this context, no. 5 is of special interest

19
74
37



74 registrations, listing associations with 37 countries, i.e. 19% of all countries

64 females
7 males
2 non disclosed



are we there yet?