

## **EC WG on Equity and Inclusion Annual Report 2019**

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In 2019 our Working Group was elevated to an EC Working Group from Division C and the total number of group members increased over 200. Among them, the WG has a number of associate members which are key to the WG because of its interdisciplinary nature. Experts in fields like accessibility for people with disabilities, social sciences, psychology and others are needed to complement the purely astronomical expertise of the IAU members.

As the WG is so large we are now in the process of creating subgroups in order to be efficient when tackling some more specific topics of inclusion and accessibility. We will have the subgroups up and working during 2020.

During 2019 the WG continued to support the Inspiring Stars Exhibition which travelled to different cities around the world. We can highlight the event that was held in the United Nations headquarters at Vienna, the one in collaboration with NASA in Thailand or the event in a jail in Rome (Italy).

During the IAU100 flagship event in April we had the opportunity to give a talk about the benefits of Inclusion in research institutions that helped raise awareness about this topic among the IAU community.

The project “The Stars in Your Hands” was continued with the proposal of a second list of sign language terms for another 40 astronomical terms. Our goal is to have this list ready to be presented during 2020.

The highlight of our activities was the organisation of the IAU Symposium 358 on “Astronomy for Equity, Diversity and Inclusion” held at Mitaka (Japan), the very first of its kind ever organised by the IAU. The meeting was a success in terms of accessibility and diversity of the attendees. It helped to show where we are in the topics of diversity and inclusion, build bridges among different communities of experts, learn from other people’s experiences and

establish collaborations. We are currently working in the publication of the Proceedings. Right after the end of the conference we started to work on a Springboard to Action document to be submitted to the IAU by 2020.

We have renewed our WG's website: <http://sion.frm.utn.edu.ar/iau-inclusion/> . We still have to work on the best way to keep it updated, though.

The elevation of the WG to an EC one in 2019 has been critical to the enlargement of the group that has opened many different paths to actions that will help the IAU to reach its goals about Inclusion and Equity as stated in its Strategic Plan 2020-2030.