



# IUSS Strategic Plan

2021 to 2030

The IUSS towards its Centennial and beyond

*IUSS Strategic Plan for Soil Science*

Endorsed by the IUSS Executive Committee on October 1<sup>st</sup>, 2021

Approved by the IUSS Council in Glasgow, Scotland, on August 4<sup>th</sup>, 2022

## **About this Document**

The President's Committee has drafted this Strategic Plan for the period 2021 to 2030 as required by the IUSS Statutes (D4. a: The continuing management of IUSS, following policy guidelines established by Council). Comments from the IUSS Executive Committee and Council were requested for their endorsement and the final version, was formally approved by the IUSS Council during its WCSS-2022.

To advance the accomplishment of this Strategic Plan, through a set of actions that allow our organization to fulfill its scientific aspirations, the IUSS also needs to develop an Implementation Plan, supported by some of relevant policies guaranteeing IUSS governance.

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## **GLOSSARY**

**E.C.:** Executive Committee

**ESAFS:** East and Southeast Asia Federation of Soil Science

**EU:** European Community

**GSBI:** Global Soil Biodiversity Initiative

**GSP:** Global Soil Partnership

**ICT:** Information and communication technology

**IDS:** International Decade of Soils

**ITPS:** Intergovernmental Panel on Soils

**ISC:** International Scientific Council

**IUBS:** International Union of Biological Sciences

**SLCS:** Latin-American Soil Science Society

**UN:** United Nations

**UNEP:** United Nations Environment Program

**UNESCO:** United Nations Educational, Scientific and Cultural Organization

**WASWAC:** World Association of Soil and Water Conservation

**WCSS:** World Congresses of Soil Science

**WSD:** World Soil Day

**4PT:** 4 per Thousand



# IUSS Strategic Plan

## 2021 to 2030

### **General Framework**

Soil, and the health of our soils, are essential parts of our life support system, along with the health and quality of our biodiversity, air, and water. Soil is a source of many ecosystem services, including mitigation of climate change, but also an engine of the economy, not only through the generation of food to process and move across the world market for human and animal consumption. The degradation and loss of our soils confronts us with economic decline and societal disruption - poverty, displacement, inequality, violence, and injustice as a result of food and water insecurity, increasing threat of soil and ground and drinking-water pollution as well as the altered quantity and distribution of the biological constituents.

In the coming years, the strengthening of the IUSS as a scientific organization and the growth of its influence with stakeholders as a global organization will be critical to driving decisions and recommendations which improve and maintain the soil system for humanity and all forms of life in the Earth.

The Presidents Committee has the responsibility of ensuring “*the continuous management of IUSS topics, following policy guidelines established by the Council*”.

An important part of this is the regular review of progress against the IUSS Strategic Plan and the updating of this Plan before the end of the previous plan period. The Strategic Plan 2021 - 2030 sets out how IUSS will deliver on its Vision and Mission Statement.



# IUSS Strategic Plan

2021 to 2030

## The IUSS towards its Centennial and beyond

The IUSS was established on May 19, 1924, as the International Society of Soil Sciences (ISSS), it is the global organization of soil science and has about 50,000 members.

### **IUSS Objectives:**

The objectives of the IUSS are to foster all branches of the soil sciences and their applications and to give support to soil scientists, and those who use or rely on soils, in the pursuit of their activities to enhance knowledge and understanding of soils and the promotion and adoption of best practices and policies based on the current scientific understanding of soils. The IUSS promotes knowledge of the soil resource in its relationship with the ecosystems that sustain it.

### **IUSS Mission:**

The mission of IUSS is to: (i) serve and reinforce the soil science community, (ii) promote the global understanding of and engagement with soils, and their protection (iii) engage with global stakeholders and organizations, (iv) stimulate soil science initiatives, (v) advise governing bodies on soil policies, (vi) communicate with other scientific disciplines and those who use and rely on soils, and (vii) support soil and soil science education and literacy at all levels.

### **IUSS Vision:**

IUSS aims to be recognized as the leading global organization for the facilitation, collection and dissemination of soil science. We aim to bring together soil scientists and promote synergistic links with other disciplines, scientific organizations and global agencies to drive evidence-based solutions to the global problems of soil degradation,

vulnerability and loss and place soil on the global agenda as vital resource for humankind and the protection of earth ecosystems.

### **Main strength, weakness, threat, and opportunity of the IUSS:**

A major strength of the IUSS is its organization into Divisions, Commissions, Working Groups, as well as the Council. This enables the study of all aspects of soil science to have a voice and also gives all members a sense of belonging. The global reach of IUSS allows members to share the science of soils and insights across boundaries and fosters a sense of global community tackling global issues.

The current operational capacity of the IUSS does not reflect its high membership and global representativity and needs to be strengthened. In particular, there is the need to increase the secretariat's capability. There is also a need to strengthen and encourage the engagement of individuals as well as national and regional members in IUSS activities.

The careers of soil scientists increasingly depend almost exclusively on publication achievements and scientific visibility. Involvement in scientific organizations is hardly appreciated. That discourages the participation of scientists in our scientific societies and poses a threat to their strengthening.

Soil is currently the focus of interest also for politics and society, and this must be exploited for the benefit of the IUSS as an opportunity.

## **Our strategic goals**

### **1.- Improvement of soil consciousness and literacy**

The value of soil to humanity and the functioning of Earth systems needs to be better understood by as wide an audience as possible. Soil is a well-recognized concept in all cultures. However, the breadth of its functions, its importance to society and the challenges about its long-term sustainability are less well perceived. There is a need to improve our global collective consciousness of soil and its importance to humanity.

To achieve this, the IUSS will continue to engage with global agencies, other soil science sister organizations, and initiatives related to soil protection as well as human and nature well-being to work together to protect soils and to raise awareness about the necessity to preserve them as the essential natural resource for the existence of life on Earth by:

- \* Promoting the knowledge about the value of the soil as a natural resource essential to the existence of life.
- \* Creating public awareness about the reasons, actions and needs to preserve the soil systems.
- \* Bosting a citizen culture of soil preservation as a common good of humanity.
- \* Engaging the public in dialogues about the critical importance of soil science in sustaining life and serving as an engine for economic development and global sustainability.
- \* Promoting the development of competencies required to make sound decisions that foster soil health.

## **2.- Increasing participation of the IUSS members**

The International Union of Soil Sciences has a long history. The Union is the only global organization of soil scientists and is a full and active member of the International Scientific Council family.

The IUSS is also well known in the soil science community through its events, such as the World Congresses of Soil Science, regional conferences (like ESAFS and SLCS), and numerous meetings and seminars. As one of its goals, IUSS will set clear actions to increase the participation of individual members in IUSS activities in particular those from emergent economy countries.

To achieve this IUSS will:

- \* Provide an increased service to our members with enhanced interaction and possibilities for information exchange.



- \* Increase the participation in the World Congresses of Soil Science (which are held every 4 years) in person and through online platforms, striving to make these events fully inclusive. Considering the increasingly rapid development of soil sciences and the availability of countries to host the WCSS, it is proposed to be held every two years, possibly in connection with regional conferences.
- \* Facilitate the involvement of all Regional and National Soil Science Societies in the activities of IUSS.
- \* Proactively support the establishment of National Soil Science Societies in every country.
- \* Create a forum for national members, comprised of a representative number of members appointed by the national societies. This forum would facilitate the flow of information and updates from countries to the IUSS committees, and vice - versa, and support the preparation of the biannual meetings of the council.
- \* Promote thematic and divisional conferences and better recognition of larger regional conferences (e.g., East and Southeast Asia Federation of Soil Science, Latin American Soil Sciences Society, EuroSoil, etc.)
- \* Increase the IUSS support for meetings in all countries.
- \* Make the IUSS website the prime focal point for information exchange with our members and the general public.
- \* Develop global minimum competencies statements for soil scientists and practitioners to enable soil scientists to more easily find new opportunities outside their home geography and to support those seeking skilled soil scientists.
- \* Increase the IUSS presence and activity on social media.
- \* Encourage national societies to share materials, especially soil educational publications, and support translating them into local and other languages.

- \* Develop a committee of soil scientists recognized by their Academies of Sciences or national societies, as a link between international and National Soil Science Societies.

### **3.- Raising stakeholder engagement and strengthening linkages with international scientific organizations**

Soil science and soil scientists serve humanity as a whole. Our principal stakeholders are 1) our members 2) the scientific community, 3) government and non-government organizations interested in soil security, soil health, and soil policy, 4) landowners and users, and 5) the general public.

IUSS will promote and facilitate the sharing of knowledge with other sister societies, organizations with common aims and the general public. Through these activities IUSS will support the development of a stronger, connected, and informed community of people and organizations working towards a common goal of raising awareness in society and in offering evidence-based approaches and solutions to leaders and stakeholders.

IUSS will:

- \* Promote Memoranda of Understanding with other sister societies, national academies of science and agencies to:
  - Organize joint scientific actions on soil topics of mutual interest.
  - Produce joint statements and policy briefs on soil topics of mutual interest offering scientific reports based on scientific evidence.
  - Produce joint booklets on relevant soil topics for dissemination to stakeholders, and the public.
  - Support international and global soil policy instruments that promote soil security.
  - Produce educational didactic tools on soil issues.

- \* Develop joint actions with other sister societies and organizations sharing responsibilities and financing.
- \* Motivate and encourage young scientists to participate in IUSS activities and support new ideas to be included in the objectives of the Union.

#### **4.- Fostering Scientific publications with a higher impact**

Scientific research in the field of soil science has existed for 175 years. Nevertheless, it has not been achieved to disseminate the research results to the extent that they are used on a larger scale for the solution of global problems.

Therefore, the IUSS will continue to arrange for the publication and distribution of material relevant to the interests of the Union and its members. The IUSS will foster the impact of IUSS publications by ensuring that they are distributed effectively amongst all individual members as well as interested organizations and the public privileging open-source publications.

The IUSS supports the adoption of UNESCO and ISC resolutions to:

- a) Generate open science policies and practices, assuming science as a global public good.
- b) Promote knowledge as one of the most powerful public goods with a great impact on inspiration and stimulation that acts as the agent on which most human, material, social and personal progress is built.
- c) Promote access to knowledge as a human right.

IUSS will:

- \* Encourage open science to make scientific knowledge and data openly available, accessible, and reusable for everyone.
- \* Through its Publication Policy, the IUSS strives to give equality of opportunities to all scientists regardless of location, nationality, race, age, gender, income, socio-economic circumstances, career stage, discipline, language, religion, disability, ethnicity, or migratory status.

Within the framework of the “International Decade of Soils (IDS) 2015-2024”, an IUSS Soil Book Series was launched<sup>1</sup> to publish an IUSS book every year during the IUSS IDS period to be released on WSD<sup>2</sup>. IUSS will complete the proposed book series and develop a new IUSS Soil Series focused on current issues in soil science centered on soils in space and time, soil properties and processes, soil use and management, and the role of soils in sustaining humankind and the environment.

Democratically, those interested in publishing an IUSS book within the new IUSS Soil Series should submit a complete proposal to the E. C. for discussion, suggestions, and approval, as detailed in the annex on Publication Policy.

#### **5.- Boosting communication of scientific results, promoting public understanding, recognition, esteem, and engagement in soil science**

Soil scientists not only publish among peers, but it is essential to communicate the value and importance of soils to policymakers, influencers, entrepreneurs, stakeholders, and citizens with understandable scientific and technical language understandable to all these actors. To achieve that, scientists should engage themselves in communicating the science beyond their own academic and research community.

The IUSS will promote the interrelationships and support the efforts of members to communicate science to the public and to engage with citizens. Closer cooperation between scientists and scientific journals will be encouraged to enhance the scientific literacy of citizens, in part through the increased production of online material related to soil science.

IUSS will:

- \* Encourage and support the Divisions, Commissions and WGs to publish accessible reviews about the recent scientific achievements and breakthroughs produced by their members.
- \* Encourage and support the Divisions, Commissions and WGs to develop multimedia content (with all content on or linked through the IUSS website).

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<sup>1</sup> Draft minutes I. C. meeting in 2016.

<sup>2</sup> Minutes of the Council meeting in 2018.

- \* Encourage and support the Divisions, Commissions and WGs to organize meetings, webinars, conferences, etc., for the strengthening of the scientific and outreach work of the IUSS and the professional growth of its members.
- \* Create on the IUSS website a section focused on presenting contributions of IUSS members about research projects, main scientific results, soil-related initiatives, short notes, and viewpoints (as a complement to the IUSS Alerts).
- \* Promote the production of information about soil data and its use and encourage our members to share it through publications with an IUSS ISBN and access from the IUSS website.
- \* Create and manage a multimedia section on the IUSS website.
- \* Promote the creation of multimedia projects for providing scientific information from and to the young soil scientists.
- \* Ensure the Secretariat have sufficient resources to deliver these actions, with the possibility of bringing in additional resources/skills to enable the current and future activities.

## **6.- Enhancing education, awareness and outreach at all levels**

On December 5<sup>th</sup>, 2015, celebrating the World Soil Day and the International Year of the Soils, the International Union of Soil Sciences launched through the Vienna's Declaration the "International Decade of Soils: 2015- 2024<sup>3</sup>". This defined two critical aims:

1. To stop the land degradation on our planet.
2. To put the main focus of our activities on school-age children to achieve it.

IUSS will be a leader in the development of our future scientists, as well as in increasing public awareness and encouragement of the importance of the global soil resource soils. To achieve this the IUSS will undertake activities in three key areas:

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<sup>3</sup> Horn, R. WSD 2015, Vienna and 2017, Rome, Italy.

*\* Children and young people education and awareness*

According to the main goals of the IUSS “International Decade of Soils: 2015- 2024”, with the objective of informing children and young people about the importance of the soil resource in our lives and the urgency to protect it, the IUSS launched the Project “THE IUSS GOES TO SCHOOL” and created an online space for all children around the world, inviting them to take care of the soils of their Nation and teach their parents and teachers to do so. The project also seeks to involve soil scientists through their direct participation in soil science education and awareness-raising of future generations to bring soils into our hearts.

The IUSS will: make “THE IUSS GOES TO SCHOOL” part of the IUSS general educational project, supporting its activities and facilitating our soil scientists to work with teachers and educational organizations in each country.

*\* Opening the professional curriculum of soil science to interdisciplinarity.*

Within the framework of Sustainable Development Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all; an interdisciplinary practice and teaching of soil science is needed to provide an education that advocates the search for alternatives that are ethically acceptable, economically feasible, energy efficient and environmentally respectful of the balance of ecosystems as a foundation and building path of socially responsible science, by:

- Encouraging soil scientists to practice an interdisciplinary and transdisciplinary thinking in all their activities.
- Strengthening the IUSS interdisciplinary activities and encouraging the formation of transdisciplinary working groups.
- Encourage universities to regularly review and update their curricula and course content and presentation, in particular offering a systemic curriculum that works on knowledge in an interdisciplinary way and through the inclusion of innovative aspects and using digital means of study, research, and evaluation.

*\* Professionalize the teaching of soil science*

The UN and UNESCO, during the Tbilisi (1987), Rio (2000) and Johannesburg (2002) summits, emphasized the importance of training teachers so that their activities in the education of future generations do prepare them to meet the challenge of responding and bringing solutions to the present and future environmental problems.

To achieve it IUSS will:

- \* Promote and support, through National Soil Science Societies and Global Agencies, the continuous interaction between teachers from all educational levels and soil scientists.
- \* Create and encourage the training processes for soil science scientists that certify the knowledge and educational capacity of those who teach soil science.
- \* Boost the National Soil Science Societies' capacities to generate their processes for accreditation to assure that the people teaching soil science have the knowledge and skills to teach the science of soil in an interdisciplinary way.
- \* Fostering and supporting through the National Societies the accreditation processes of all those who teach soil science.
- \* Offer teacher interdisciplinary training in soil sciences to basic education teachers.

**7.- Confer awards, prizes, and medals to honour soil scientists and supporters to make special achievements visible and increase the IUSS acknowledgement**

The IUSS recognizes three main awards:

- \* **The Dokuchaev Award** for basic research in any field of soil science.
- \* **The Von Liebig Award** recognizes outstanding contributions in applied soil science research.
- \* **The Jeju Award** for young and mid-career soil scientist.

The IUSS offer six medals and prizes delivered by Commissions to acknowledge the outstanding results achieved by members in specific soil disciplines.

- Dan Yaalon young scientist medal.
- Kubiena medal.
- Guy Smith Medal.
- Richard Webster Medal.
- Margaret Oliver Prize.
- Pan Ming Huang Prize.

\* Since 2012 the IUSS recognize outstanding world soil leaders and policy makers who have translated the sciences of soil into action as well as soil leaders offering outstanding cooperation and continuous support through the **IUSS Distinguished Service Medal** which honors their long-term and very essential support.

IUSS will:

- Encourage the acknowledgement of awards, prizes and medals, in particular in the framework of Commissions and Divisions.
- Certify the recognition of the service given to the IUSS, for instance, in maintaining the relationships with the collaborating organizations, or in realizing specific projects or activities promoted by the IUSS.

## **8.- Improving allocation and evaluation of economic resources**

The governance of the IUSS requires clarity over responsibility and process in the use of the Union's financial resources. Currently, the financial position of IUSS provides the opportunity to undertake more activities through the Presidential and Executive Committees, Divisions, Commissions, and WGs.

IUSS Presidential and Executive Committees will:

- Regularly review budget and expenditure plans and require the various parts of IUSS to set annual budget plans.



- Provide guidance on the budgets available for the Divisions, Commissions, and WGs and the use of these budgets.
- Strengthen the IUSS structure and organization by bringing in specialists through the Secretariat to support specific activities, especially to improve our ICT capacities and facilitate social and business media management.
- Maintain and improve the IUSS web presence including.
  - Further development and maintenance of our website.
  - Provision of Blogs and Webinars, eventually e-books.
  - Growth and support of social media accounts (Facebook, Twitter, Instagram, ResearchGate, LinkedIn, YouTube).

## **9.- Adoption of an equality and equity policy and their internal practice**

*Equity and equality of gender are about numbers and inclusion.*

The IUSS and the National Soil Science Societies need to ensure an *inclusive and equitable* environment for all, and in all its actions and activities to assure *equity, equality, and diversity* by offering the *same opportunities for all*.

A fundamental part of the equity and equality policy must be the rejection of practices that lead to the encouragement and reinforcement of discriminatory behaviors based on such factors as ethnic origin, religion, citizenship, language, political or other opinion, sex, gender identity, sexual orientation, disability or age. The IUSS and all the National Soil Science Societies need and have the responsibility to guarantee for all members an environment of *equality, equity, inclusion, and respect for each other* to close all the gaps.

The IUSS will develop, implement, and monitor the adoption of a policy of *equity, equality, respect, and diversity* to become a more *inclusive* organization.

## **Policy proposals**

The policy proposals are presented as an annex.



# IUSS Strategic Plan

2021 to 2030

The IUSS towards its Centennial and beyond

## **Annex: Policy proposals**

### **Contents and general framework of each proposed policy**

- A. Publications Policy**
- B. Organization of electronic elections**
- C. Diversity, equity, and inclusive policy**

## A. Publications Policy proposal:

As reported in the Strategic Plan, the IUSS supports the adoption of the UNESCO and ISC resolutions for open science policy and practices, assuming science as a global public good<sup>4</sup>. Knowledge is amongst the most powerful of public goods and has a great impact on the inspiration, stimulus, and agent upon which most human material, social and personal progress are built. Access to knowledge is recognised as a human right.

Through its Publication Policy, the IUSS strives to give equality of opportunities to all scientists regardless of location, nationality, race, age, gender, income, socio-economic circumstances, career stage, discipline, language, religion, disability, ethnicity, or migratory status.

- In the framework of open science practices, publications financed by the IUSS should:
  - a) be open access
  - b) be peer-reviewed, whenever possible, or recommendable, and published in editorial resources with high impact
  - c) strengthen the work of Commissions and Divisions in selecting and promoting cutting-edge research activities
  - d) augment interdisciplinary, multidisciplinary, and multi-stakeholder research works, and collaboration between Working groups, Commissions, Divisions, and other scientific and humanistic disciplines
  - e) promote participation, inclusion, and exchange of scholarly knowledge from traditionally underrepresented or excluded groups
  - f) promoting inclusivity on topics, regions, and authors
  - g) promote education and educational resources
  - h) provide authoritative information addressed to the broad public and policymakers and strengthen the science policy-society interface
  - i) formalize data provided as FAIR – Findable-Accessible-Interoperable-Reusable<sup>5</sup>
  
- The IUSS will strengthen its activity as a publisher of openly licensed special issues, preferably in an online form, advertised through the IUSS webpage<sup>6</sup>.

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<sup>4</sup> <https://council.science/publications/science-as-a-global-public-good/>  
[https://council.science/wp-content/uploads/2020/06/International-Science-Council\\_Open-Science-for-the-21st-Century\\_Working-Paper-2020\\_compressed.pdf](https://council.science/wp-content/uploads/2020/06/International-Science-Council_Open-Science-for-the-21st-Century_Working-Paper-2020_compressed.pdf)

<sup>5</sup> Scientists must be able to utilize the diverse and voluminous streams of data now available, to repurpose existing data, to address complexity by integrating multi-disciplinary data series, or to test logic, calculation or replicability in a published truth claim. They must have access to meta-data that enables data use and interoperability. For research where complex computational methods are used, details of code and metadata are increasingly needed.  
[https://www.un.org/sites/un2.un.org/files/unopenscience\\_2021\\_outcome\\_document.pdf](https://www.un.org/sites/un2.un.org/files/unopenscience_2021_outcome_document.pdf)

<sup>6</sup> Publishing through the IUSS gives the possibility to overcome the prices charged for many conventional journals that create barriers to access, either for readers, authors, or both, particularly for those in poorly funded institutions or low- and middle-income countries and undermine the full potential of the digital revolution to enhance the penetration and rate of circulation of scientific knowledge, which is not, therefore “freely available worldwide”. In addition, publishing through the IUSS avoids

- a) The publications must possess an ISBN or ISSN code or a DOI. IUSS publications will be requested to be indexed by indexation services.
  - b) Publications issued by the IUSS will be electronically saved in the IUSS web service and made available to public repositories.
- The request to finance or sponsor a publication can be made by any IUSS member to the IUSS President, accompanied by a full justification which follows the above-outlined principles.
    - a) All proposals for a new book should be discussed and approved by the Executive Committee.
    - b) Those interested in publishing an IUSS book within the new IUSS Soil Series should submit their proposal to the E. C. for discussion, suggestions, and approval. The proposal must include the rationale and justification of the suggested topic, the title, objectives, authors, guidelines, and editors.
    - c) The E. C. appoints a task force to evaluate the submitted publication project and suggests decisions on the proposals. Final decisions will be taken by E. C.
    - d) The editors should select the contributions that express the best scientific achievements produced by IUSS members
    - e) The task force will also follow the peer-review process of the single contributions to the publications issued by the IUSS
    - f) Every year, the Standing Committee on Budget and Finances and the E. C. will decide the annual budget to be allocated to the publishing activity of the IUSS.
  - The IUSS encourages the publication of policy briefs released by the IUSS organisms, particularly, Divisions, Commissions, and Working Groups, aimed at providing authoritative information addressed to the broad public and policymakers. Policy briefs will enter important public policy debates and promote a broader public understanding of the issues at stake. Policy briefs can be published through the IUSS media to improve the interface between scientists and policymakers at all levels of governance and adapt and improve the utility of science systems in supporting beneficial changes.
  - All Journals sponsored by the IUSS should act fairly with authors. For instance, if contributions towards the cost of publication are requested, this request must be clearly set out concerning the specific paper to be published.

This publication policy was discussed on March 22 and April 28, 2022, in the E. C. and endorsed for its presentation to the Council in Glasgow 2022.

## **B. Organization of electronic elections**

**General Framework:** During the Glasgow Inter Congress meeting (2020), the Council agreed that IUSS must promote and guarantee greater participation from Soil Science Societies and assure full participation in all processes.

At the same time, the IUSS must ensure that all full members can exercise their right through the timely sharing of information with their members and organization of their voting processes.

In compliance with the mandate of the Council, the IUSS President's Committee organized a Task Force on IUSS Elections procedures to ensure for all election processes an electronic voting process.

### **Proposal:**

The voting for all positions within IUSS will be performed identically to document a completely reproducible voting procedure:

Announcements and Call for nominations for the relevant elections shall be submitted by using the IUSS Alerts, plus emails to all National Members for onward distribution to their individual national members. Furthermore, postings are available on the web and any other communication avenues.

It needs to include the nomination deadline and the kind of positions under consideration. Thereafter, the corresponding Election Committee prepares a shortlist of Candidates. The shortlist for each position (Commissions, Divisions, Honorary Members, Chairpersons of the various Standing committees, or President Elect) will be submitted to the National Presidents whose soil science societies are in good financial standing in IUSS. They will inform their members for the national voting within a defined time period. The National Societies will submit their results (majority voting) through a secure online system with a user and password to guarantee a correct voting procedure. The system used must guarantee that voters can't get to know how the voting is progressing. A professional company like that one during the last inter-congress council meeting in Glasgow must be engaged for this as a long-term assignment.

This procedure will be standard for all elections carried out within IUSS from the Commissions to the Divisions, Honorary Members, Chairpersons of the various Standing committees as well as the President elect.

The Presidential Election Committee (PEC) will be responsible for the election of the President and for the Honorary Members election. The Electoral Committee will be responsible for the Division and Commission officers' election and for the Chairpersons of the various Standing committees' election. Honorary Members and Chairpersons of the various Committees will be elected during the WCSS.

The Prizes and Awards Committee (PAC) will be responsible for main IUSS Awards (at present: Dokuchaev, Von Liebig, and Jeju Award) and all curriculum evaluations. Also, for preparation of the documents for the prizes and awards that the IUSS would present for different grants, as it is already

made for the ISC and Tyler prizes. Final votes for main IUSS Awards will be sent electronically to the president, the secretary, and the president-elect for all elections from now on.

The procedure for the elections of the Chairs for Divisions and Commissions will be carried out according to IUSS Bye-Laws chapter 5.

The responsibility of the Council to oversee the elections is delegated to the corresponding Election Committee. The Electoral Committee consists of a chairperson appointed by Council (usually the IUSS President), the Past-President, acting as Secretary, and one member from each Division, one representative of the Honorary Members, Chairpersons of the various IUSS Standing Committees.

This new voting procedure was discussed on January 28, 2022, in the E. C. and endorsed for its presentation to the Council in Glasgow 2022.

### **C. Diversity, equity, and inclusive policy**

**General Framework:** The International Union of Soil Sciences and the National Soil Science Societies that comprise it needs to ensure an *inclusive and equitable* environment for all, and in all its actions and activities to assure *equity, equality, and diversity* by offering the *same opportunities for all*.

#### **Proposal:**

To accomplish it, IUSS needs to develop, implement, and monitor a policy that guarantees as a fundamental part of that equity, diversity, and inclusion a policy the rejection of all practices which lead to the encouragement and reinforcement of discriminatory behaviors.

For IUSS as an *inclusive* organization it is self-evident that:

- Every person belonging to the International Union of Soil Sciences must treat others, with respect and consideration, always keeping professional behavior both in oral and written communication.
- The IUSS guarantees within itself and for all its members: mutual trust, respect, and integrity in an environment free of all kinds of harassment and open to diversity, equity, and inclusion. To achieve this, it must be taken for granted to provide its members with an environment that encourages the free expression and exchange of all scientific ideas, proposals, and opinions.
- The International Union of Soil Sciences as a scientific society offers equal opportunities and fair treatment for all members, regardless of gender, age, race, nationality, economic status, language, religion, disability, discipline, ethnicity, or migratory status, through:

- 1.- Offering all its members equal opportunities to reach recognition and leadership roles.
- 2.- IUSS needs to work to encourage and systematize the exchange of information concerning actions in favor of diversity, equity, and inclusion (DEI) in the soil sciences societies comprising it.
- 3.- IUSS will review and monitor gender equity and geographical inclusion in leadership positions, invited speakers, event organizers and IUSS publications.
- 4.- According to its Statutes and Bye-Laws, IUSS will ensure that within its Divisions and Commissions, there is a geographical distribution and gender equity.
- 5.- IUSS will take special care that the proposals to integrate its IUSS Standing Committees comply not only with a geographical distribution including participants from all continents but also that they maintain gender equity.
- 6.- IUSS will offer for its congresses the same number of scholarships and travel grants for male scientists as for female scientists.
- 7.- IUSS will support the inclusion of early career scientists and from middle to low-income countries in the society's activities.

Glasgow, August 4<sup>th</sup>, 2022.

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