



# FIG Working Week 2024

19-24 May

Accra, Ghana

Your World, Our World:  
Resilient Environment  
and Sustainable  
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## FIG Task Force on “The Surveyor’s Profession: Diversity and Inclusion”.



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

## Report of Activities 2023-2024

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## General

**The FIG Diversity and Inclusion Task Force, formerly known as the Evolutionary Diversity and Inclusion Task Force**

**This report outlines our progress and initiatives undertaken during the period of 2023-2024. the diversity and inclusion team comprises of Stephen Djaba (Chair), Nigel Sellars, Roshni Sharma, Angela Anyakora, Letwin Pondo, Priscillia Djaba ,Tomasz Malinowsk and Benedicta Reinard**

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## 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.

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## 2. Achievements

The webinar was also honoured to have the President of the International Federation of Surveyors, Diane Dumashie give a keynote address

She highlighted on 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.

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## 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.

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## 2.1 WG 1.0- Workforce

Chair: Tomas

. 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.

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## 2.2 WG 2.0- Systemic Bias in the Workforce

Chair: Roshni Sharma

. 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.

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## 2.3 WG 3.0- Generational Sustainability

Chair: Angela Anyakora

e. 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

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## 2.4 WG 4.0- Future Relevance of the Profession

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

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## 2.5 WG 5.0-Advancement of the Profession Chair: Benedicta Reinard

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.

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## 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.

1. SDG Task Force

2. Commissions

3. Member Associations(country by Country)

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## Joint Legacy Project (SDG, ARN and DI)

Project Title: "The Globe of Tomorrow"





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## Events and Communication

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.

We encourage members from diverse backgrounds to join the task force and contribute to our initiatives.

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## . 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.

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