Proposal Affirmative Action strategy ESP- SC to EC version 05/07/2018
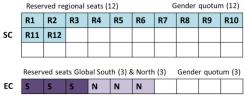
The executive and steering committees are imperfectly balanced concerning regional background, gender, disciplinary background and age. On the one hand, equal representation over these variables could be the ideal vision. On the other hand, the SC and EC *de facto* are an indirect representation of the ESP active membership as anyone can be nominated and voted in the Steering Committee and hence candidate for executive committee elections.

Concerning age and disciplinary balance, we propose to promote balance improvement indirectly by motivating people from underrepresented groups to candidate for SC elections and other measures to be developed within the member engagement commission. However, we consider that affirmative action is required concerning regional and gender representation. These two factors are well known to have discriminatory effects, which should be remediated by speeding up a balanced representation in ESP governance. Also, unbalanced gender and regional representation have been raised repeatedly on EC, SC and member meetings, and this risks to become disadvantageous for the ESP external image. The goal is to have an equal representation of ESP regional membership in the ESP governance, as well as a balanced gender representation.

Several strategies can be considered. Basically, these methods adapt/correct election results in the advantage of certain underrepresented groups. The balance between free elections and adapting to the desired group representations is tricky. We propose to aim for an *approximate* balance in regions and gender. This means that there would be no need for exactly equal representation, but a safety against overrepresentation of certain groups. To attain this goal, we propose to apply a mixed approach of reserved seats and quota. The representation goal will be obtained in SC as well as EC. However, for SC and EC elections, different strategies are proposed.

1. From the 30 SC positions, 12 seats will be distributed over and reserved for the 12 ESP regions. These region seats will be filled with candidates effectively originating from each region. Seats for regions without candidates remain empty and available for potential candidates from these regions after elections, and the SC starts functioning with a smaller number of members. The empty seats are filled when region candidates become available, following the rules set out in the by-law on co-optation of Steering Committee members.

2. From the 10 EC positions, at least 3 will be reserved for the Global North and 3 for the Global South[1]. No a priori seats will be reserved for the ESP regions, the remaining 4 seats are filled without regional preference. In case less than 3 candidates for the Global North or South are found, the EC starts functioning with a smaller number of members.

3. Gender[2] quota: seats will be filled starting from the highest number of votes. When the quotum for a gender group is reached, selection moves further down the list only picking the other gender group. For SC we propose a 40% quotum(12 seats), for EC 30% - (3 seats).

4. Region comes before gender. For SC, first the (maximum 12) region seats are filled. Then, the remaining 18 seats are filled according to point 3. The filled regional seats do count in the gender quotum, but in the case of filling remaining regional seats after election, the quotum can be breached. For EC, the region also precedes the gender quotum. In practice this means that the gender quotum must be realized within the 4 remaining EC seats after picking the 3 best South and 3 best North candidates.

5. In the case there are no candidates left from a gender group to fill all seats, an additional call is launched, and the SC or EC starts functioning with a smaller number of members.

Complementary to these technical measures, a strategy for developing a culture of region, gender, age and disciplinary balance are required (e.g. to have adequate number of candidates to realize these goals). These will be developed within the member engagement commission.

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[1] Definition of the Global North and South following this.
[2] Two gender groups: male and non-male (= female, transgender and intersex)