



# Global Tsunami Model Association Inclusiveness Plan

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April 2025

## Introduction and Scope

The Global Tsunami Model (GTM) Association was founded in Rome on September 26, 2024. GTM has a strong commitment, as stated in the vision and mission statement as well as in the agreed core values, towards inclusiveness, gender balance and international involvement as GTM strives to be a fully inclusive and global network. This document summarizes a set of measures to achieve a better gender balance, attract members with diverse backgrounds and from various geographical regions, and increase diversity.

The understanding within the GTM community is that diverse groups of participants improve the quality and applicability of services and products developed by GTM. It has been found that different societal groups suffer different vulnerability with respect to tsunami hazard and risk. Diversity is therefore mandatory for understanding and consequently co-creating mitigation strategies and solutions that benefit society. Therefore, gender balance and diversity are important goals towards a relevant and integrated contribution to hazard and risk mitigation and management.

## Roadmap and Measures

### Membership

GTM has no restrictions on membership as long as relevant expertise or experience within the thematic scope of tsunami hazard and risk assessment and mitigation exists. This includes but is not restricted to scientific expertise, management, indigenous knowledge, decision making experience, etc.

Membership fees for individuals are low such that professionals from all parts of the world can become a member. Institutional memberships are also comparably low and may be further delivered as in-kind contributions, allowing for flexible inclusive institutional membership.

Membership fee exemption rules for low- and middle-income countries may be developed as soon as it appears necessary and useful.

### Active Recruitment, Gender Balance, and Inclusiveness

Within the 18 GTM founding members four were women, none was under the age of 40, none was affiliated to an institution from the Global South or outside of Europe. To this end, since the community consists of traditionally male-dominated disciplines (such as



engineering and natural sciences) achieving gender balance must be seen in the context of the general professional environment. The active exploration of qualified female members, as well as the development of participation models that allow for membership to individuals with specific needs will be explored and applied to further improve the balance of gender. This includes, but is not restricted to hybrid participation in meetings, agile selection of meeting times, and other individual measures.

GTM has already actively approached stakeholders in non-European parts of the world with meeting formats and information events in India, Indonesia, Japan, the United States of America, and Latin America. Such events have proven useful and will be developed further.

### **Indigenous Knowledge and Co-Creation**

One of the core values of GTM is co-creation, which also involves industrial partners as well as coastal communities worldwide. A particular challenge is co-creation in the context of diverse cultures of knowledge. Members of the wider GTM community are experienced in this interaction and will actively develop methods and action plans for a fruitful exchange across cultures and disciplines.

It is one of the explicit goals of GTM to bridge the gap between scientific developments for tsunami hazard and risk assessment, mitigation strategies, and their application on the local level. Expert solicitation and intense bilateral communication formats are among the main tools to achieve inclusion of knowledge.