

October 31, 2019 DEI Working Group Call

Attendees: John Zobitz, Gretchen Stokes, Diana Dalbotten, Jason McLachlan, Jody Peters

Agenda:

- **Strategic Plan** - what are the general tasks/problems we want to tackle in regards to diversity and inclusion.
 - Diana created **this text for a plan** [LINK REMOVED] with 6 steps. **ACTION ITEM FROM THIS GROUP: Provide input/comments**
- Notes about the Strategic Plan:
 - Step 3 - this is where most people start. But the problem with starting at this step is because we don't know what the actual problem is. Start on step 1 first to set up the problem. Diana is working to find time to work on step 1. If others want to help find literature. Then we want to figure out how EFI can help. In Step 2 - identify what is keeping the field un-diverse. Step 5 starts 3 days to a couple of months before a proposal goes in. But we should do this with Step 1. Think about what has worked in other places that could work and what other partners have been successful for past projects. Our group doesn't have to do it all, but we should think about what folks in our group want to do are happy doing to build
 - Step 1 could be a paper in itself. Once we decide what is most intriguing, then we can identify collaborators and use experiences that our group has had (e.g., John's experience with his classes - what works and what doesn't)
 - Form a profile of students. Who do we expect them to be vs. who they actually are
 - Think about getting some background data. E.g., Mathematics - publishes reports about DEI and trends.
 - People find it easy to talk about barriers, but is there data to support that (e.g., black individuals do not go into ecology because they don't go outside). Need to back up the barriers with data/stats and be careful of the scope
 - Does any data exist in ecology/cs for diversity? Diana is having a hard time finding information - need to decide who we are looking at? Where are the people coming from? Seems like the forecasters are coming from a small cohort that is pulling in from a like set of individuals
 - Let's try to define the field broadly. But the risk is that you may look more diverse than the people doing forecasts or who is come to the meetings
 - The forecasting field is very new. So now is a good time to reach out to scholars who are already doing this type of work and are from diverse backgrounds and have diverse students that they work with.
 - Tension between reaching out/inclusive attitude vs when fields are defining themselves as a discipline often excludes.
 - A number of EFI researchers have collaborators from diverse backgrounds. It would be good to invite these collaborators that are more on the fringe

- Perhaps two sides - looking back at who does ecoforecasting and where they came from (self-identifying ecoforecasters) and then looking at fields related to ecoforecasting (quantitative ecology, computer science, etc) as a predictive mechanism for who might gravitate or be equipped with skills suitable for ecoforecasting
 - Network into our circles to make the meetings more inclusive and providing resources to support travel
 - What are our assets/network connections in our group. How do we expand members in our meetings, phone calls, etc.
 - How do we convey/define why other disciplines/partners should think about ecological forecasting and how other disciplines connect
 - Think about on the website/other advertising methods that can get ecological forecasting to target a broader demographic
 - Have EFI submit talk to diversity session at AGU, ESA, etc
 - Diana is working on geoscience alliance conference proposal focusing on data sovereignty in the native community. It would be good to have EFI members participate in this conference/proposal writing. And think about bringing in groups like Data Carpentries for that.
 - Task for upcoming call - pull together text that can be used for the website.
 - Move Strategic Plan to new doc and then have folks in the group start brainstorming ideas, e.g., barriers, opportunities (working with museum to put on program and define who it will reach, age level, etc)
- Survey Options
 - Diana looked at IRB to see if it is possible to use data already collected. It was really hard to tell
 - Let's make a list of what existing data we have. Then figure out what institution we need to get the IRB from. Check with Cayelan and Mike
 - Think about a new survey to ask current EFI membership - demographics, what populations do they teach, etc
 - 2 steps. 1) ask for permission for a new survey to go out to EFI membership, then 2) when approved, ask IRB panel if we can use the previously collected data
 - Talk to people with data. But we may want to check with Debra Javelin Sociologist at ND - she has lots of experience with survey data
 - Who is defining the questions? Who are creating the ecological forecasting questions? What efforts are we making to widening the group of end users to include communities of different cultures.
 - We have past surveys (EFI May 2019 meeting, Cayelan) and want to send out to current members. It would be good to try to get IRB approval for ongoing surveys.
 - If we collect demographic data when people register for membership. A question for IRB is whether we need to have a button that people check that they

understand that their demographic data could be used in analyses and publications

- Is there any reason why we don't want to ask our members their demographic data
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- Diversity Analyses:
- Registration Data from EFI Conference - 88 attendees (those who registered, but didn't attend were removed from the counts)
 - 39 Female, 49 Male (1 female doesn't identify with gender but pragmatically and legally identifies as female)
 - 1 Africa, 10 Asian, 2 Black of African American, 3 Hispanic or Latino(a), 1 prefers not to say, 3 blank, 68 White
- Diana look into IRB issues
- Ask if Cayelan's IRB covers these issues so we could get started on the data that she has
- Race/ethnicity is currently not included in Membership application
 - Do we want to send out a quick survey to members? Do we want to ask about majors at this time as well? If we can define what we want in the analysis, then that can help us define the questions we want to
- 5 minutes for: Any Education Updates
 - Anna's update - Anna is traveling this week, but will be back for the next meeting. Here is her update: Gretchen and I have a draft going of a little description of ecological forecasting with some examples, if the group wants an update. We're aiming for a version to show everyone at the next education meeting.
 - Gretchen's update - have a page of text flushing out the prediction/forecast definition and have examples - Smart Water, Portal, and NPN. For next Education call, will add some more examples. Will share this at the next meeting.
 - Looking for forecasts outside of the EFI group
 - Check-in with Diana's lab as they are doing some predictions on algal blooms, precipitation and climate
 - Create spreadsheet for the group to add examples in
 - Think about what kinds of questions fall into ecological forecasting and who would find that data useful