

August 19, 2021 DEI Working Group Call

Attendees: Nievita Bueno Watts, Diana Dalbotten, Jody Peters

Regrets: Anna Sjodin, Jason McLachlan, Alyssa Willson

Agenda/Notes:

1. Poll for Sept-Dec DEI calls
2. Any follow ups from Braiding Sweetgrass Book Group Statement
3. New paper shared by Olivia Tabares on Slack that we wanted to make sure the group saw. Cronin et al. 2021. Anti-racist interventions to transform ecology, evolution and conservation biology departments. <https://www.nature.com/articles/s41559-021-01522-z?proof=tNature>
4. Update: Seminar Series to highlight people creating/using forecasts in sectors outside academia. Below are ideas brainstormed on July 15 call
 - a. Talk to people working in the realm of forecasting but are not in academia. Managers using forecasts, people advocating for policy, hear other career paths for younger people interested in forecasting to get inspiration for things other than academia
 - b. Where to look for people? Looking at people AAAS policy, ask Melissa Kenney, look for people managing land
 - c. Jake Zwart USGS, NOAA contacts - Chris Brown, Hassan Moustahfid, Jeff Morissette USFS,
 - d. Could be split into 2 panels - practitioners and policy makers
 - e. How they got to where they are and how they use forecasters in their work.
 - f. Would want to advertise to the large group - want it to be accessible to undergrads/grads exploring career options. And want it to be accessible to academic advisors working with students
 - g. Have speakers speak to the obstacles they have faced - what helped and what hindered.
 - h. List of EFI Members that are in non-academic positions
 - i. Anna's contacts:
 - i. Anna's friend at Bat Conservation International who had been at OH DNR suggested reaching out to: Mike Reynold head of terrestrial wildlife section. He can forward to the biologists. Copy
 - ii. Allison Ray: Environmental consultant - permitting and works with people out in the field doing surveys so then she can work with the clients who need a permit. Maybe some forecasting. Would be someone who is applying the forecasting. Very active in previous position making the workspace more mother-friendly. If we need someone quickly, Anna is good friends with Allison and can push that forward.

- j. Types of panels
 - i. By sector.
 - ii. By subject matter
 - 1. Can show different pathways within subject matter. That all use data forecasting within the same discipline
 - 2. What is the goal of forecasting for their type of subject matter
 - 3. Think we can get more people interested then if we go by sector
 - 4. Target faculty that are in that area
- k. Ocean/Marine (early-mid October)
 - i. Hassan Moustahfid
 - ii. Jorge Brenner
 - iii. Elvira de Eyto
 - iv. Andrew Allyn
 - v. Gio Rapacciuolo
- l. Forests (late October)
 - i. Bradley Gay
 - ii. Christy Rollinson
 - iii. Maria Paniw
 - iv. Paul Semants
- m. Remote sensing (mid November)
 - i. Alexey
 - ii. Jake Robinson
 - iii. Danica
 - iv. Jim Holmquist
 - v. Luke Zachmann
 - vi. Andrew Fox
- n. Have the Communication Seminar to compliment this set of panels (late Nov/early Dec)
- o. Canadian Partners
 - i. Could reach out to Canadian EFI chapter to see if there are indigenous people in their group working on forecasting
- p. Goals - highlight people within EFI. Invite people outside EFI to recruit people
- q. Show students opportunities and show neat and interesting ways people are doing.
- r. Use or create forecasts in your daily jobs. Your journey to how you got there. Career focused workshop that we hope the audience will be primarily students and others individual who are. Non-academic career paths and how you got there. Journey on how they go there.
- s. Professional in marine environment and how eco forecasting is applied.
- t. How do we talk to resource managers at reservations about applications that forecasting has for their tribe.
- u. Reaching out to students (*using Diana/Nievita's connections, use EFI student working group, send to MSI partners). Identify marine labs, forestry programs. Faculty in HI send to Barbara.

- v. Menominee. NW Indian. Diana, Nievita to look at tribal colleges.
- w. Have a flyer for AISES - end of Sept.
- x. Put in note about GA.
- y. Diana to send emails to people not on GA listserv.
- z. Co-host with EFI and GA
- aa. Send out to the INFUSE network
- bb. Don't do it on Wed at 1 PT
- cc. Stick to 3 people per panel.
- dd. What forecasts are out there - what do people forecast with trees? What are common applications that can be applied across the country. E.g., wildfire p[redictions. Phenology related forecasts. Harmful algal blooms - lot of tribes interested in this.
- ee. Animal related things - fish populations, deer populations.
- ff. What forecasts are active working forecasts? Things that work.
- gg. This is what the Forecasting Profile page is for giving examples of forecasts so people can use that to look up options.
- hh. How can you use this for your tribe? What are some applications that you can use? Native resources managers can write grants to a number of places. They can get funding to do this work, but the don't knwo the researchers.

5. The Strategic Plan

- i. Step 1 Identify and clarify the problem
- ii. Step 2 What are the barriers for students
- iii. Step 3: Identify possible solutions
- iv. Step 4: Identify solutions from Step 3 to work on
- v. Step 5 - Identify who else needs to be involved in the process and make a plan to bring them in. This is cross-cutting - should be done all across the working groups/EFI
- vi. Step 6 - Seek funding
- b. Ideas for next year - continue to host workshop series.
 - i. Use the Forecasting Cycle/Adaptive Management framework from [Dietze PNAS paper](#) and [McLachlan lab's brainstorm of barriers](#) to frame another series of panels to focus on specific steps in the cycle
 - 1. Have this panel in late fall