

## May 4, 2020 DEI Working Group Call

Attendees: Diana Dalbotten, Jason McLachlan, Alyssa Willson, Ann Sjodin, Gretchen Stokes

### Agenda/Notes:

- Diana's REU - a good presentation is what is data, what is modeling, what is forecasting
- RCN - Diana will provide an overview of what the group is working on for the RCN workshop. We'll go over her slides to help her prepare
  - Any resources or links that we want to share with the RCN group?
    - Doodle, Strategic Plan
  - Jody will fill in names and affiliation on the slides
  - Add contact information and link to the website
  - Make the case why diversity in forecasting is important. What we are forecasting affects a diversity of people so we want their input included
  - <https://thenounproject.com/> - website where you can get images that connect with words
- Update on [IPEDS](#) analyses -
  - Diana, John, Jason any updates?
    - John wasn't able to make the call, Diana has been swamped prepping for now virtual summer REU program. We will go over this on the next call
  - Update on Survey for Steering Committee and EFI Members for IPEDS degree categories - Jody
    - Want to cut it down from the ~400 degrees listed. Pick the degrees that Jason classified that are >1. There are 29 of them.
    - Add question that if there is some discipline that we missed, please add it
    - Replace identifying info with - pertaining to EFI you are: EFI member, non-EFI member, Steering committee
- **Strategic Plan**
  - Cleaned up version for the EFI website and Working version for us as we move forward with tasks.
  - What do folks think about this cleaned up version? [LINK REMOVED]
    - Approved for the website
  - Website <https://ecoforecast.org/diversity-equity-inclusion/>
    - Approved to make public
- Diversity papers Discussion: Incorporate Indigenous perspectives for impactful research and effective management, Nature Ecology & Evolution. 2018  
<https://www.nature.com/articles/s41559-018-0706-0>
  - Here is the Google folder [LINK REMOVED] with PDFs of papers on DEI. Anyone can add paper to this. There is a Google doc to keep a bibliography of these papers. Jody could put these into an EndNote or Zotero bib as well, if that would be useful at some point
  - This paper focused on ecological science vs indigenous knowledge

- Science does what it does narrowly well. But there is more to decision making than science. Could be that we take the perspective that science has a role, but it isn't the final decision maker
- Native grad students are finding a good way to incorporate indigenous knowledge
- Traditional knowledge is important - Diana has seen this from her experience with wild rice
- Small scale/sense of place vs large scale broad analyses
- When you understand where people are coming from then you can make the models/forecasts more relevant to those groups/people
- This paper is good for sharing. How do we share with the larger EFI community to encourage them to read it?
  - Could fit into our strategy - paper of the month. Annotate it. Drop in paper club. Blog post
  - Add key papers to the Forecasting Library page and add the full Bibliography to the DEI page
  - Would someone be willing to write 1-2 sentence re-cap for each paper? That could encourage people to read them.
  - Also add a note on the website that if people can't access the papers contact us
- Note, shared with Jody from Alycia Crall, originally from Andrew Osborne Hasley a group member of EDSIN: Environmental Data Science Inclusion Network. This was referencing a checklist for making workshops/events inclusive and accessible but applies nicely to what our group is trying to do.
  - "There is no master checklist for making your event inclusive and accessible. There probably never will be. There are lots of good ideas out there and you should use them, but it's really a mindset. Engage with people, get input, and do the best you can to make your event better every time. I like this message because it makes people less likely to be completely overwhelmed and consequently not try at all. It promotes iterative thinking and, rather gently but firmly, eliminates the excuse, "Well, that's just too big for us...""
- EDSIN: <https://qubeshub.org/community/groups/edsin>
  - Goal of the Group: Environmental Data Science Inclusion Network (EDSIN) is intended to strengthen initiatives across existing alliances and organizations to recruit and retain individuals from underrepresented groups in data science careers.
  - If people create an account on QUBES for RCN workshop, they can join this group as well. Jody has joined
  - Work with Mike/Alycia to see if it would be possible to have EDSIN as an EFI Partner