

## May 17, 2021 DEI Working Group Call

Attendees: Ethan White, Anna Sjodin, Nievita Bueno Watts, Jody Peters, Alyssa Willson

Agenda/Notes:

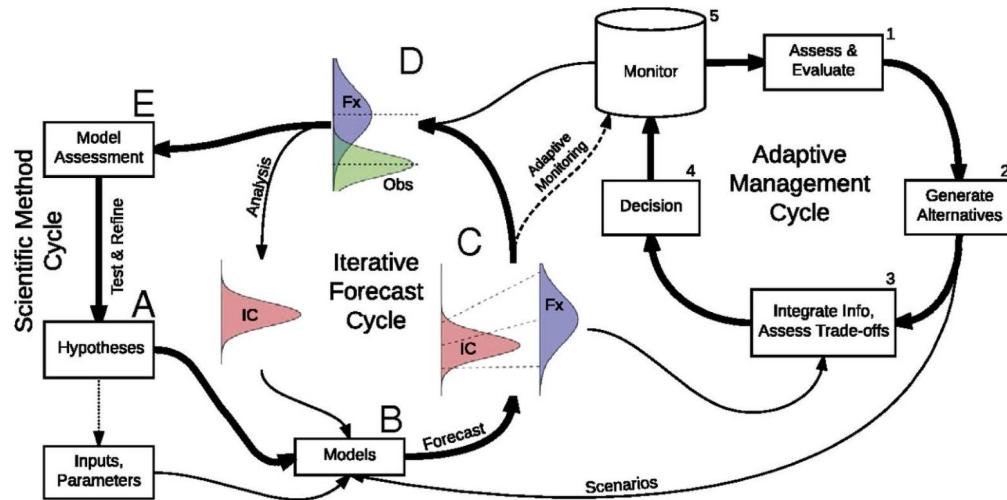
1. Here is [a poll to find time for the group to meet for June-July](#)
2. Don't forget to provide reflections [HERE](#) from the DEI panel series. This will be used to help with the upcoming Inclusive Pedagogy workshop.
3. Braiding Sweetgrass Book Group
  - a. Side note: Google doc with suggested books for future Book Groups. People should feel free to add to it as they think about it. I have included this link in the list of resources at the bottom of the Agenda which show up on each Agenda, so anyone can add books when they think of them
  - b. Reminder: Upcoming Robin Wall Kimmerer talk info [is here](#)
4. Follow up last call's discussion about ideas related 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. Follow up from April 12 call. Making connections with professional associations (Changes Coalition, SACNAS, AISES, etc)
  - i. Diana/Jason are signed up to get info about a booth for SACNAS/AISES
  - ii. SACNAS is going virtual this year, so don't pay for a booth there. Diana will follow up to take her/Jason's name off the list for SACNAS
  - iii. AISES is in Phoenix this year. Diana is planning to go and from previous conversations it sounded like Jason was also planning to go.
- c. Ideas for next year - continue to host workshop series.
  - i. McLachlan lab has been going through the Forecasting Cycle from Dietze PNAS paper
  - ii. This can be a good way to frame another series of panels to focus on specific steps in the cycle
  - iii. Have this panel in late fall
  - iv. Education/DEI to help host panel on preparing for grad school. This to participate with Diana's REU group (and others)
  - v. Diana would like to give a talk at AGU on EFI DEI initiatives and how we have gone about trying to support EFI. AGU is in New Orleans. The talk could be in the forecasting session or in a diversity session.

1. With the diversity plan - what has our strategy been? And what has our success been?
  2. Could outline what other people can do. How do you attack diversity within your group.
  3. We can also point out what we failed at. Or what is really challenging
  4. Jody can't think of anything that we have failed at but thinking about the DEI panel series, she wishes we had larger attendance because the panels were really great.
  5. Increasing domestic diversity vs increasing international vs increasing disciplinary diversity
    - a. Our DEI group is working to increase domestic diversity. But from what Nievita was hearing at the EFI Steering Committee it seems like the focus has been on increasing international and disciplinary diversity. Want to be clear about the type of diversity we are working on developing
  6. Go back to the numbers. Go back to the NSF database. Where are the minority students to recruit into EFI? Once we get the info about where students are that we want to recruit, then we can target those schools/students
    - a. Diana can look at this when she has some open time.
  7. There is so much focus on math and that is important for forecasting, but for those people who aren't interested in math, there are other places where people could still get involved
  8. It could be good to connect with the Social Science Working Group. How do we diversify the community by encouraging them to think more about social science type forecasting work. Melissa has mentioned previously being able to successfully recruit minority students because the social science work is appealing to them.
    - a. Perhaps a workshop with Diversity/Community workshop that Diana and Melissa could coordinate. Put in an NSF grant to host this workshop at UMN.
    - b. How do we introduce communities to ecological forecasting? How do you make decision science
- vi. ESA - Nievita and Diana have an invited talk that they will share to go into the newsletter with the list of talks.
- vii. What about a panel for students - a forum on what is ecological forecasting?
1. Not sure if students from HSU would attend. They aren't attending much virtually right now. So let's not do this at this time.
- viii. Advertise the upcoming 2022 EFI meeting at Virginia Tech.
1. Advertise at GA meeting in April 2022 to get people from
  2. Leave spaces open for GA members to attend

- 3. Have EFI members at GA
  - 4. Provide specific invitations
- d. Where are we at with the DEI?
  - i. Doing well at making connections to bring people in
  - ii. Partnerships we are making are really strong
  - iii. Strategic Plan - we have come up with a lot of ideas but haven't come up with a focused plan
- e. The following are reminder notes and ideas from the March Call that Jody is leaving in for reference
  - i. pre-REU program/workshop, contributing to ongoing REUs
  - ii. Other research opportunities to connect with
    - 1. Propose EFI clubs on campuses or weave it into clubs that already exist?
    - 2. Zoom colloquium to give talks about EFI at other schools where group members have person connections
    - 3. Something to get faculty/instructors involved in EFI or at least aware of ecological forecasting
      - a. Compilation of education resources is a good starting point
        - i. As we finish pulling together the education resources, it would be an effective proposal to say we have all these pieces and this new way of doing science. The proposal would be to streamline it and make the tools available.
      - b. To get faculty involved, you need to make it easy for them to pick it up. There are a lot of people interested, but it is hard to initiate
      - c. Provide examples of how faculty can incorporate forecasting into their research programs or courses
        - i. Perhaps highlighting the [examples of forecasts](#) on the website and the [forecasting highlights blog posts](#)
    - 4. Forecasting workshops at conferences. We have them at ESA and AGU - what about other smaller or regional conferences
    - 5. Continue making connections with HSU, U of New Mexico, Gallup, and Salish Kootenai College and use as an example for reaching out to others
    - 6. Work with EFI community and others to provide examples of proposals to incorporate diversity and help to make connections between EFI and MSIs/diverse programs
  - iii. K-12 and lower ed: [NSF's Computer Science for All](#) RFP could be something to look into.
  - iv. Map the ideas above and others with potential partners and potential RFPs

5. Identifying barriers in the forecasting and adaptive management cycles

- a. Background: McLachlan lab has been going through the [Dietze 2018 PNAS Fig 1](#) (see below) to identify barriers to inclusion at each of the forecasting and management steps. Discuss what they have come up with so far with this group.



- b. Here is a Google doc with ideas about barriers for each step of the forecasting cycle the McLachlan Lab has come up with. Feel free to make suggestions, edits, updates, comments!
- c. Idea moving forward:
  - i. Use the online seminar format to add to/provide an avenue for discussing these barriers in the EFI cycle diagram.
  - ii. Goal is to write a blog post to share with the broader EFI group to get feedback from the broader group. Could translate this into a panel or a series of panels to talk about solutions to barriers.
  - iii. And one option further down the road would be a 10 Simple Rules manuscript. NOTE from Mike. The EFI Student Association and Canadian EFI Chapter both have 10 Simple Rules manuscripts submitted or in progress. May want to think about a different venue.