

June 17, 2021 DEI Working Group Call

Attendees: Alyssa Willson, Jason McLachlan, Jody Peters

Regrets: Diana Dalbotten

Agenda/Notes:

Because of the small attendance and because Alyssa, Jason, and Jody had met a number of times on DEI issues, we didn't discuss much during the call. Jody is leaving the agenda for the July call.

1. Braiding Sweetgrass Book Group
2. 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
 - ii. Education/DEI to help host panel on preparing for grad school. This to participate with Diana's REU group (and others)
 - iii. 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.
 - iv. 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.
 1. Perhaps a workshop with Diversity/Community workshop that Diana and Melissa could coordinate. Put in an NSF grant to host this workshop at UMN.
 2. How do we introduce communities to ecological forecasting? How do you make decision science
 - v. ESA - Nievita and Diana have an invited talk that they will share to go into the newsletter with the list of talks.