

## July 15, 2021 DEI Working Group Call

Attendees: Tracy Bibelnieks, John Zobitz, Alyssa Willson, Jody Peters, Nievita Bueno Watts, Jason McLachlan, Diana Dalbotten

Agenda/Notes:

1. Braiding Sweetgrass Book Group Recap/Debrief
  - a. Draft statement about data and forecast provenance: "Ecological forecasts, and the data that shape them, are a gift from the community. In this context, community can be human, animal, plants, and the land. In collaboration with the community, forecasts help us to shape decisions that impact our collective community or cultural values. We show gratitude for the gifts of ecological forecasts and data when we honor the reciprocal relationships among community members."
    - i. Thought was to refine and run this statement by the EFI Steering Committee to see about incorporating into EFI's values. Could go on the EFI webpage or be part of an acknowledgement. The statement came from the book group, but want to get more input from it.
    - ii. Science is not one directional - reciprocity between land/community. Science is a process/product. It doesn't teach us how to care.
    - iii. Extractive process of collecting data. Reciprocity back for being able to use the data and make the forecast from the community (human, animal, plants, land) from where it came.
    - iv. People make normative decisions that we think are rooted in the science, but they are not.
    - v. If we use the statement with EFI then want to make sure to acknowledge Robin Wall Kimmerer
    - vi. What about reaching out the various members of tribal communities? Tracy has a connection in MN. Would be useful! Send both within and outside EFI. Want to make the statement that is not appropriative.
    - vii. Could put it the newsletter for a recap for Braiding Sweetgrass
    - viii. Could put it on our DEI webpage
    - ix. Put on Slack for discussion
  - b. Would be nice to hear from people who are doing other things and how they got there. E.g., AAS has a science-policy group.
    - i. 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
    - ii. This might also help people in academia as well
    - iii. Could be a panel. Anna would help coordinate but doesn't have the connections.

- iv. Where to look for people? Looking at people AAAS policy, ask Melissa Kenney, look for people managing land
- v. Jake Zwart USGS, NOAA contacts - Chris Brown, Hassan Moustahfid, Jeff Morissette USFS,
- vi. Could be split into 2 panels - practitioners and policy makers
- vii. How they got to where they are and how they use forecasters in their work.
- viii. 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
- ix. Have speakers speak to the obstacles they have faced - what helped and what hindered.
- x. Overall topic could be using forecasts in different sectors
- xi. Also think about working with Partners group thinking about Science Communication
- xii. For Partners group - want to make sure to encourage them to diversify speakers
- xiii. Jody send Anna calendar invite for partners call
- c. Tracy is working for non-profit working on energy, climate change, and resiliency. Will reach out to the non-profit coordinators who have PhDs and are powerhouses. See if they would be willing to talk to our group to get more details and to hear a new perspective.

## 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.