**June 16, 2022 DEI Working Group Call**

Attendees: Anna Sjodin, Antoinette Abeyta, Jason McLachlan, Jody Peters, Olivia Tabares
Regrets: Diana Dalbotten, Alyssa Willson

Agenda/Notes:

1. Follow up from EFI Conference
   a. Notes from the Building Inclusive Forecasts Workshop
   b. McLachlan Lab Text on Barriers to Inclusion in Forecasting that can be revised for a Blog Post
   c. For this workshop - make summary of workshops and key take homes that can be a blog post or tweeted - get the message across. Don't make the recording public. But do make the recordings public for some of the other workshops (Standard/Cloud Computing, Coral Disease Forecasting, Macrosystems EDDIE)
   d. Synthesize this workshop and take homes as a blog post. Jason doesn't have time for writing a paper, but do want to get this out and a blog post could be a good way to do this and can be a good connection to the ethics project from the Education
   e. Do we want to work on this or the guidelines or both at the same time?
      i. Pick each of the sections and each person and others in EFI to write something short about it.
      ii. Can use the McLachlan lab document - edit it and turning it into sentences and invite others to contribute
      iii. Worried about sending it to everyone who attended the workshop and getting feedback
   f. Use the draft from the McLachlan lab and the feedback from the Conference workshop to create a blog post.
   g. Since the first EFI meeting in DC - we have made a lot of progress in terms of being aware of diversity and making it more central to the project, but we aren't that much more diverse of a group. We are working on it, it is a slow process, but is worth keeping in mind and continuing to work on it.

2. DEI Book group - Weapons of Math Destruction
   a. Google doc for summaries from each chapter and questions for the group

3. [Racial controversy experience from an Australian Conference](#) for EFI to be aware of
   a. Take aways
      i. Don't delete tweets. Acknowledge the issue
      ii. Consistently consider who to invite as speakers
      iii. Everybody has their own lens for what diversity means.

4. Guidelines for EFI and Diversity
   a. Google doc for jointly working on ideas

    b. Goal: Develop 2 documents. One for internal use within EFI with concrete suggestions about ways for EFI to be inclusive when hosting panels, organizing meetings, or co-hosting events with other organizations. The second with a short checklist of suggestions for EFI panelists and seminar speakers.

    c. The group added bullets of new suggestions to the Google doc

5. Tasks for the Next Meeting
    a. Read through the McLachlan lab draft text about Building Inclusive Forecasts and think about what needs to be edited/added from the Workshop, etc to make it into a blog post. Also, think about who else should look it over before posting it.
    b. Anyone is welcome to draft a paragraph providing more details about a bullet in the suggestions for how EFI can be inclusive when hosting panels, organizing meetings, co-hosting events
    c. Jody to share the CI/Methods Visualization Task View with Olivia to see if she has any suggestions for accessibility resources that are missing

6. [North American Carbon Program (NACP) DEI Report](#) from the [March 30 NACP Newsletter](#)
    a. Jody is adding this because it provides an example of a diversity assessment done by an organization.
    b. Thought this may be of interest to the group and this can help provide guidance for the diversity assessment Jody and Dave are working on and will pick up on when Dave is back from fieldwork.

7. Another resource from the [March 30 NACP Newsletter](#):
    a. Learn Proper Pronunciation of Names
        i. Our science community is diverse, with participants from many cultures and countries, so it is likely that we will all occasionally encounter names we are unfamiliar with. In addition to asking people how to pronounce their names, there are growing resources online for hearing the more common names from other languages and cultures.
        ii. Some institutions have purchased licenses for services like NameCoach or NameDrop that allow for users to record their own names and integrate an audio names database into other applications like Blackboard or customer relationship management software. But even if you as an individual don't have access to these, there are other resources online for learning pronunciation and creating your own audiofile of your name. Here's a couple of useful links:
        iii. 7 Websites to Help you Pronounce Foreign Names Just Right
        iv. Pronounce like a polyglot: saying foreign names on air