July 14, 2022 DEI Working Group Call

Attendees: Nick Record, Jody Peters, Anna Sjodin, Alyssa Willson
Regrets: Diana Dalbotten

Agenda/Notes:

1. [EFI Strategic Plan](#)
    a. Categories
        i. Quick Wins - high priority, low effort
        ii. Major Projects - high priority, high effort
        iii. Fill In - low priority, low effort
        iv. Backburner (Luxuries) - low priority, high effort
    b. Objectives
        i. Transform the Science (Sci)
        ii. Improve Environmental Decision Making (Dec).
        iii. Create a Collaborative Community (Com).
        iv. Increase Diversity, Equity, and Inclusion (DEI).
        v. Improve EFI's Governance and Sustainability (Gov
    c. Major Projects Aligned with DEI Group
        i. MSI Student Mentoring
        ii. JEDI Database

2. Discussion of Barriers to Inclusion Outline developed by the McLachlan Lab that can be revised to be an EFI Blog post
    a. Other resources that can be used while working on the blog post
        i. Notes from the Building Inclusive Forecasts Workshop
        ii. Recording from the Workshop - don't want to make this recording public, but keeping it linked here so the group can use it as a reference if needed.
    b. McLachlan lab started with the figure from the PNAS to provide a framework to explore/highlight the barriers to inclusion.
        i. Then highlight actions people can take and ways to be accountable
    c. What has resonated with Nick - one barrier is structure of the figure. Starts with hypotheses. If you start with hypotheses then who will get to decide what gets forecasts will be scientists who will be making decisions
    d. Goal - propose an alternate process to this diagram that will be more inclusive and think there is info in the bullet points that will guide what the diagram should look like
    e. Before hypotheses comes a belief system. Needs more acessible language and less jargony so we are all speaking the same language
    f. Huge part of the process is building relationships and trust even before you get to the hypothesis stage.

      i.   It is a cycle - people might want something you can't collect data for and so you might need to go back and forth.

      ii.   Developing the trust and the relationships is longer process

g. Connecting to stakeholders is a soft skills. Hard to put that on a resume "I spent 3 years forming a relationship"

h. Highlight things we are identifying as barriers throughout the blog and then at the end of the post propose an alternative diagram. Offer a visual for people to use in the future for talking about inclusivity in forecasting or just talking about forecasting in general

i. If we can get everyone to be on the same page on how we do ecological forecasting then that will be establishing a more equitable foundation for overcoming barriers in the future.

j. Currently what we have looks like more than what we want in one blog post. Perhaps focus on just a few steps or have multiple posts

k. Try to draw alternate diagram could help to crystalize things. This will also help us decide how to split it up

l. People who are developing this material are from a similar privileged background - so want to make sure we invite other voices to participate

m. One idea is to write blog post and invite comment on our perspective that then can be incorporated into the blog post or into a more formal writing peice and then provide co-authorship as an incentive for people to comment

n. Option - have one blog post that distills down the outline and provides an alternative model that invites comment/dissent from the community. Then if there is interest we can move forward on a publication.

o. Diagram our own thoughts for a new approach.

p. Adaptive management cycle - so users are management. But from Nick's example, his partners are not management

q. In the follow up email let people know the plan to share the PNAS figure and highlight where there are barriers to inclusion. And then what if we imagine this new figure that shows how the barriers can be overcome.

      i.   These are vague instructions - so people can think outside the box

      ii.   Our goal is to all bring figures and merge them into a consensus figure

      iii.   Will have a shared Google slide that people can add their figures to before the next call or at the next call.

      iv.   While people are making the figure - if there are references that guide you, then keep note of them to be able to share for the blog post or for a manuscript

3. 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. During the June call, the group added bullets of new suggestions to the Google doc. Next step - add some details or resources to go along with each bullet. Do people want to volunteer for a bullet?

4. Tasks from the June 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

5. Other Ideas from previous calls that Jody is leaving in as a reference
   a. 1-pager with suggestions for seminar speakers on ways to make their presentations culturally relevant.
   b. Seminar series to highlight people creating/using forecasts in sectors outside academia
      i. Diana and Nievita helped brainstorm EFI members who would be good for this (see notes from point 6 below), but Jody hasn't had time to reach out to potential panelists. Does anyone have bandwidth to help reach out to speakers?