

November 9, 2022 DEI Working Group Call

Attendees: Antoinette Abeyta, Alyssa Willson, Jody Peters, Cazimir Kowalski, Jason McLachlan
Regrets: Anna Sjodin, Nick Record

Agenda/Notes:

1. New paper that just came out from experience at NCEAS: Ten Simple Rules to Cultivate Belonging in Collaborative Data Science Research Teams. PLOS Computational Biology, 18(11): e1010567. <https://doi.org/10.1371/journal.pcbi.1010567>.
2. Olivia Tabares is helping to coordinate an Ecological Society of America Latin American and Caribbean Chapter symposium "We are stronger together: Building community to face barriers for Latin American and underrepresented ecologists"
 - a. Olivia is planning to present about the ethics in forecasting module and the work the DEI/Education group has been working on. Olivia gave an update about this on the Education call and we wanted to update this group too.
3. Barriers to Inclusion in Ecological Forecasting Blog Post Outline
 - a. Other resources that can be used while working on the blog post
 - i. Discussion of Barriers to Inclusion Outline developed by the McLachlan Lab
 - ii. Notes from the Building Inclusive Forecasts Workshop
 - iii. 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. Comparison of alternative diagram that provides example of inclusive forecast development
 - i. Google slide to compile alternative diagrams
4. Discuss [The Wheel of Power and Privilege](#) and the [Medicine Wheel](#) ideas brought up on the last call
 - a. If we were to define accessibility we could make the 4 quadrants, and what are the points along the spectrum - the further away the
 - i. Accessibility
 - ii. Whose voices are being centered
 - iii. Who is benefiting
 - iv. Subaspects - where is the training coming from, is the data available, was it collected in collaboration?
 - v. Visualize where you are at and how to increase justice and access and diversity of it all
 - b. 4 quadrants like the medicine wheel (we came up with 3 below)
 - i. Justice
 - ii. Access

1. Computation/Technology, Models, Training, Internet, Data Availability and collection, Access to Education
- iii. Community
 1. How involved is the community from science done on you vs done with your consent vs science that is coproduced, vs science led by the community - fits nicely with Dominique David-Chavez's paper
 2. Education - educating at multiple levels - start younger than we start at, community education outreach at undergrad and beyond
 3. Who are the educators
 4. Benefit and harm - if you have a tool that is portraying inaccurate or misrepresent the community would perpetuate violence on the community vs doing it in tandem with the community to benefit the community
 - iv. Identify 4 overarching themes to be a good overview
 - v. Don't want to identify just one thing or highlight one thing. Not a cookie cutter here is what to do but want to have a wide spectrum of things to consider
 - vi. Antoinette was thinking about Anna's comment on the last call - that people were not included in the PNAS figure
 - vii. How to make people be central to the ideas?
 - viii. During the call the group added created a new slide to the Slides the group has worked on so far that brings together the power of privilege and medicine wheel ideas.
 1. This first version is a table with the first column being the overarching topic and the 3 other columns representing what we would find in an inner circle where there is the most room for improvement, a middle circle, and an outer circle that is the most beneficial and center/brings in the most people (getting at Anna's idea of how to include people into the PNAS figure)
- c. We discussed how we can use this to engage with people. Right now the blog post has text about encouraging people to respond via email or on the EFI Slack #inclusion channel. But think we will also want to reach out to people individually. So the following is our discussion about ways to engage -
- i. If we have a set of people we interact with that we think have interesting perspectives on this, we may need to think hard about how to engage with them
 - ii. If we just talk about forecasting, then there will be lots of people who will say "I don't know what that is"
 - iii. But if we share the table, that has a lot of info that is relevant to lots of people, not just people working on forecasting
 - iv. Think about sets of people we are going to engage with
 1. AIHEC in March - share with them, but frame it in a way that is relevant to them, not from a forecasting perspective
 - v. We want to engage and make people feel they can provide input.

- vi. We are looking for feedback that is very general, not primarily about forecasting
 - vii. Also want to make sure to listen to people - put what we have as a starting point and ask what is missing, what is most important to you. This could move the conversation away from forecasting to where people have more interest
 - viii. Everyone has opportunities in the next 6 months to interact with groups
 - 1. AIHEC, GA, etc
 - 2. If there is a way to use this in an inviting way, think about how to frame to best engage with those groups
 - 3. Example from RCN Forecast Challenge work
 - a. VT postdoc presented at GLEON - they found that going to a conference that people are already attending and being available to chat and help with questions about the Forecast Challenge made it possible for a number of new teams to submit forecasts to the Challenge
 - b. For the Challenge, want to think about who to partner with (academic institution or tribal government, etc) - some community that would like to implement a site that is cooperatively developed. So diverse communities can take the lead and say what they want and change the exercises that work for the communities that we are involving.
 - c. This may be a longer process that doesn't fit into the current Challenge, but can/should start the groundwork now because we know that coproduction takes time
- d. Next steps
- i. Jody will run the table we put together by the full group in the email recap to get feedback from the group over the next month/on the next call
 - ii. Start thinking about how the table could be put into a wheel image
 - iii. Start thinking about the opportunities to bring this up to other communities. So we are ready once the blog post goes up, be ready to interact