

## December 7, 2022 DEI Working Group Call

Attendees: Anna Sjodin, Diana Dalbotten, Dave Klinges, Antoinette Abeyta, Jody Peters, Jason McLachlan

Agenda/Notes:

1. Poll for scheduling Jan-May monthly calls.
2. RCN June 21-23, 2023 Unconference at NEON HQ Save the Date
  - a. Bringing People Together to Do Forecasting: Training, Technology, Theory, and Translation
  - b. The goal of the Unconference is for participants to work together to produce a product such as getting a forecast up and running, developing teaching materials, finalizing tutorials, refining or creating tools, analyzing forecasts for a manuscript, and/or developing visualizations. The event will also include a poster session for attendees to present their research.
  - c. Space is limited to 50 people. Short application will be available Jan 1 and due Feb 1. Applicants will be notified Feb 15.
  - d. Travel funds will be available for >30, <50
3. Email on Nov 15 from Mercedes Priester from Arizona State University's Thunderbird School of Global Management.
  - a. I was hoping to contribute an additional resource to share with your readership, after coming across your collection of diversity and inclusion resources on this page:  
<https://ecoforecast.org/inclusive-pedagogy-resources/>
  - b. Our "[Corporate Leadership, Diversity & Inclusion](#)" I believe would be a great addition to your list. This resource discusses the importance of creating a more inclusive work environment by committing to diversity, equity, and inclusion (DEI) from the top-down. This piece provides a list of successful diversity programs launched by well-known companies, tips on best practices, and how to move forward with the next steps.
  - c. Here is the resources:  
<https://thunderbird.asu.edu/thought-leadership/insights/corporate-leadership-diversity-inclusion>
  - d. Assessment from the working group - this seems very corporate and not applicable to the pedagogy resources
4. JEDI Database Update from Dave and Jody
  - a. Link to the Student Form

- b. Dave, Jody, Nievita, Diana had originally worked on a Tracking System. Want to circle back to the goals from the Tracking system goals after talking about the demographic changes over time in EFI
- c. Looked at affiliation (consulting, museum, academia, NGO, industry, etc), discipline, race (which only applies to people who are from the US)
- d. What are the types of information we should focus on for goals
- e. To what extent should this be internal vs external. What should we present publicly on the website and what is the best way to present the information.
- f. What Diana notices - since the "white" category is so large, it is hard to tell about the races. If you took white people out and just show the underrepresented people in a plot. Could give a better way to project compared to the census population. Would like to see a table with the white people taken out and provide the number and percentage.
  - i. Could aggregate to 3 month bars and have the number corresponding to the number of people tagged on each of the colors
  - ii. Asian's may not be underrepresented, so may or may not have them in.
  - iii. Jody to double check form to make sure that in the question about race it is clear that people can select multiple boxes
  - iv. Is there a question about disability ton the membership form? Not at the moment. It would be worth looking into this and looking at other examples of questions about disability that other surveys have used.
- g. Some goals to reach for
  - i. Example - shooting for EFI demographics to be commensurate with the US demographics
    - 1. How to know when milestones/benchmarks are achieved
    - 2. Long term goal is to make sure diverse voices are heard and participating.
    - 3. Having continued progress is important. Keep making progress and if we feel it is too slow then work to accelerate the progress
  - ii. Antoinette had participated in an analysis on Sedimentary Geology group previously that looked at membership demographics. Jody wondered what type of follow up that group had in case it was something our group could think about.
    - 1. There was limited follow up. There was a survey, made an intentional effort to giving an award to a women of color,
  - iii. Could we look at the types of engagements EFI is trying to make and compare the output to those engagements. We could correlate intentional efforts with outputs
    - 1. What is EFI doing to actively make it better for groups that are underrepresented?
      - a. For example, are we emailing people to let the me know there is funding for participation in case they don't know it is available or to ask about it

2. If an action is a discrete event, then look at changes in proportion in race the next year after that event.
  3. We also have surveys from events EFI has held - we could classify those events by what type of inclusivity activities were put in place and then the results
  4. We could look at how long someone has stayed. It is one thing to get someone to come to a conference, but if they come and they don't feel it is inclusive to them then they may not stay if they don't feel welcome
  5. It is great to improve the numbers, but if we aren't supporting the people behind the numbers, then it is pointless
  6. Compare these numbers to EFI leadership/representation in EFI working groups
5. Discuss Table that brings together the idea of the wheel of power and privilege and the medicine wheel together - see Slide 5 on the Google slide\_with alternative images
- a. What refinements are needed?
  - b. Leave this in a table or try to make it a figure
  - c. Where are there opportunities to share this with other communities? How can we prepare to be ready to interact once the blog post goes up?
  - d. If we could put this into a circular figure then it shows the balance - that we need all of these things.
  - e. Think we need to reduce the details from the table to fit into a circular figure. Could imagine a graphic where you moused over it would include the detailed information from the table for each of the topics.
  - f. Could break the topics to have more pie pieces
    - i. Instead of having only community involvement - could break it into a funding component
    - ii. Education could also have Tuition costs
  - g. Have major categories with sub pie pieces
  - h. Have community involvement as the major category and then the bullets within the categories are the sub pie pieces
  - i. Have enough topics that fit with the colors of the rainbow
  - j. Antoinette will take a stab at organizing the table
  - k. Previous iterations for the graphs for the barriers to inclusion did not include people
  - l. Inner circle is more privileged. But showing the benefit of including marginalized people into the outer circle is opens it up more.