

## February 14, 2023 DEI Working Group Call

Attendees:

Agenda/Notes:

1. Anna's experience submitting an ESA Symposium underrepresented speakers. No travel funds available. Requirement - speaker can't go without the support
2. Olivia's symposium on "We are stronger together: Building community to face barriers for Latin American and underrepresented ecologists" was accepted
  - a. Olivia's talk: "Culturally relevant teaching: experiences from the Ecological Forecasting Initiative working with black, latinx and native-american students and teachers"
    - i. What projects to highlight?
    - ii. QUBES resources: <https://qubeshub.org/publications/2827/1>
    - iii. Barriers blog post should be out by ESA
    - iv. Inclusive pedagogy resources:  
<https://ecoforecast.org/inclusive-pedagogy-resources/>
    - v. Education Resources:  
<https://ecoforecast.org/resources/educational-resources/>
    - vi. 2 students from Cal Poly Humboldt participated in NEON Challenge and submitted forecasts
      1. Here is the specific post with Pricilla's experience:  
<https://www.neonscience.org/impact/observatory-blog/building-forecasting-community-efi-rcn-neon-forecasting-challenge>
    - vii. Examples need to be relevant - working with end users to figure out what is relevant to them
3. Just released today! National Academies Report: [Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations](#)
4. Ecological Society of America Indigenous Voices Survey:  
<https://www.surveymonkey.com/r/IndigenousRepresentation>  
**\*\*Seeking input from ALL ESA Members - Indigenous & Non-Indigenous\*\***  
**Examples of experiences evaluated are:**
  - Inclusion of Indigenous knowledge and science in the organization products
  - Involvement of Tribal Nations and entities as employers, researchers, and partners.
5. Next Steps for Barriers to Inclusion in Ecological Forecasting Blog Post

- a. 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
    - i. Check in with Antoinette about a figure representing info in the table on Slide 5
  - b. We have lots of great text. Think about how to edit and get it ready to post
    - i. Terminology - stakeholders. There was this comment on Alyssa's recent manuscript about the term stakeholder
      - 1. "In some DEI communities, the use of the term stakeholder has been questioned given that it can be thought of as historically linked to the notion of settler colonialism describing the theft of Native lands."
  - c. How to get people involved?
    - i. People might be more willing to throw thoughts on a discussion board?
    - ii. Slack has barriers. GitHub has barriers
    - iii. Jody to check into options to make comments for just this post
    - iv. Olivia can do a Twitter thread directing people to blog post and then get feedback
    - v. If comments on blog post don't work then could link to a Google doc
  - d. Next steps
    - i. Jody to reach out to Nick and Antoinette
    - ii. Idea of having multiple voices - we have Anna, Nick, John's input. Worried that there is too much of Jody's comments at the beginning of the document
    - iii. Anna, Olivia, Alyssa, Jody to go through the post to look at the structure and see what needs to be updated.
6. Book Club
- a. List of potential books
  - b. We want to pick a book in time for the Unconference to promote it at that event.
  - c. Look through
7. Next activities for the group - this wasn't discussed on the February call. Just leaving it in as a reminder.
- a. Another option for an activity for one of our group calls could be to listen to (during/before??) an Ologies podcast and discuss on one of our calls: <https://www.alieward.com/ologies/criticalecology>
  - b. Commenting Olivia's abstract and list of coauthors, it's due pretty soon so she will send the google doc on Friday 17th