March 14, 2023 DEI Working Group Call

Attendees: Olivia Tabares, Alyssa Willson, Anna Sjodin, Jody Peters, Jason McLachlan, Jody Peters, Diana Dalbotten, John Zobitz
Regrets: Nick Record

Agenda/Notes:

1. Postdoc Opportunity to Develop Undergrad Environmental Data Science Education:
   The University of Notre Dame will appoint and work closely with a postdoctoral associate that will be based at California State Polytechnic University, Humboldt (Cal Poly Humboldt). We are looking for an individual who is excited about working with collaborators across multiple institutions including EFI and disciplines to make data science education more available to Indigenous and Hispanic students and to promote STEM graduate education for these students.
   We are looking for someone who is:
   1. Excited to make data science education more available to Indigenous & Hispanic students
   2. Proficient in R and/or Python coding
   3. Thoughtful about the cultural and personal needs of students
   4. Interested in living between the redwoods and the sea in Humboldt County, California
   Application review starts April 17.
   Find additional details and apply at: https://bit.ly/nd-humboldt-postdoc

2. Olivia's ESA talk "Culturally relevant teaching: experiences from the Ecological Forecasting Initiative working with black, latinx and native-american students and teachers"
   a. The Abstract can be updated until April (and we think co-authors can be added). Are there updates people want to make?
   b. Olivia will find out the exact date for when the updates are needed
   c.

3. Next Steps for Barriers to Inclusion in Ecological Forecasting Blog Post
   a. Update from Nick
         I think it mostly reads coherently from beginning to end now. Of course, more editing is more than welcome!
      Some notes
      I did my best to convert bulleted lists into prose. But I had to interpret what people were thinking to some degree. Feel free to correct any misrepresentations.
      I didn't edit your section @Anna Sjodin. I wasn't sure what to do with the missing references and bullet points. My suggestion, for this post, is to shorten your section as much as you can, and when we move to a manuscript we can explore these points.

Following on the point above, the whole thing still feels long to me for a blog post. What do other people think?
Add your names

b. We have lots of great text. Think about how to edit and get it ready to post
c. A new thing Jody thought of that could possibly included is the EFI member diversity information. See overview here
   i. Don't include this at this time. Perhaps this could be another post.
d. Previous ideas about 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 checked into adding comments to just one blog post. It is possible. So we'll include that as a way to get feedback
   iv. Olivia can do a Twitter thread directing people to blog post and then get feedback
e. Next steps
   i. Length
      1. Could have a 1 paragraph summary with links to the section below
      2. Have 2 part blog post with the break at the Inclusive Forecasts starting point 2
      3. Want to include the table in the final section - to help portray the inclusivity.
      4. It is okay to have a long post then have bite-sized tweets to give the highlights.
      5. Add Table 5 to the end section. It will add length, but it adds concrete suggestions. Slide 5 on the Google slide for Table 5
   ii. First sentence about geoscience was problematic for the group. There is ecology, forecasting, geoscience and data science. Need to define the scope.
      1. Alyssa's approach is to start with quantitative sciences and use ecoforecasting as an example.
      2. Because we are talking about ecological forecasting want to make sure at the end of the 1st paragraph or beginning of 2nd paragraph to be clear that we are focused on ecoforecasting. (Anna)
   iii. A barrier Olivia is not seeing is when materials are only available in English. Translating books, writing papers in other languages. Olivia will work on adding this.
      1. Diana had REU student translating things in Spanish - Christian Trujillo (participated in the DEI panel on "What does culturally competent data science training look like?"
   iv. Getting feedback
      1. **Provide multiple ways for people to provide feedback including: commenting on the post, commenting on #inclusion channel in Slack, twitter, email EFI. Could also use**

the Unconference as a way to highlight the post and get feedback. Post it in the EFI newsletter and invite feedback.

2. Before we post the blog, let's talk about strategies for Twitter. Olivia is planning to do a twitter thread. Is there a way we can coordinate between Olivia's (and anyone else who wants to tweet) twitter posts and EFI's twitter posts?

v. Manuscript - first get the blog post out and see what kind of response we get.

1. Mike Dietze invited the group to consider submitting it to the joint special issue for *Meteorological Applications* and *Climate Resilience and Sustainability* entitled: **For a future informed by science at the climate-ecology interface**

   a. Based on the work the EFI DEI committee is doing (e.g. upcoming blog post on barriers to forecasting) and/or the Sloan-funded work with tribal colleges we believe you could make an excellent contribution to the special issue. We would therefore like to ask you to consider contributing a review, research paper or commentary. This special issue provides a high-profile platform to showcase state-of-the-art research and innovation at the climate-ecology interface with a particular focus on ecological forecasting. Full details of the Special Issue can be found at: https://rmets.onlinelibrary.wiley.com/hub/journal/14698080/call-for-papers/si-2022-011060

   b. Deadline is Aug 31

2. Another option: ESA Bulletin is also a good place for something like this.

4. Two things that came up from an email conversation between Anna/Jody - to come back to on a future meeting

   a. Onboarding new EFI members

      i. Template text Jody uses for new EFI/Slack members

      ii. Is there something more that can be done? Can it be improved? How do we make new members/others feel welcome and get the information that they need?

   b. Diversity implications from Owen Petchey's talk and connections to the Translation Blog post point 2 and 3: is co-production always good and how to do matchmaking?

      i. Question: Does having more diverse perspectives make a more accurate forecasts?

         1. Don't think just having a bunch of different people together without working on communication, inclusion, teambuilding, etc. type efforts will have the same effect as a bunch of different people

who are a well oiled team and work together respectfully and with mutual benefit

5. Book Club - save for a future call
    a. We want to pick a book in time for the Unconference to promote it at that event.