

## June 12, 2023 DEI Working Group Call

Attendees: Anna Sjodin, Chris Brown, Jody Peters, Antoinette Abeyta, Alyssa Willson, Jason McLachlan, Gerbrand Koren

Regrets: Mary Lofton

Agenda/Notes:

1. Jason was at the Gordon Research Conference last week and 3 people mentioned Alyssa's paper about educational ecological forecasting resources at three separate times
2. Next Steps for Barriers to Inclusion in Ecological Forecasting Blog Post
  - a. Anna submitted a project proposal to continue the discussion about barriers for the Unconference
    - i. Have 7 participants interested so far in the project (interests in projects ranged from 1-13)
  - b. [Spanish translation is up!](#)
  - c. Twitter thread text
  - d. Feedback from Chris Brown. Interest from Mary Lofton, Gerbrand Koren, and Michael Gerst
    - i. Suggestion to add some examples to demonstrate the sentence: "Without centering the knowledge, experience, and perspectives of marginalized groups in the creation of these tools, *they become tools of oppression, promoting erasure, perpetuating stereotypes, and continuing violence and harm to communities.*"
    - ii. Financial consideration for summer internships. There are internships for Biology that are volunteer that are asking for 40 hours of work with no pay.
      1. Antoinette has a paper that helps with this on the expectation of field work and volunteering:  
<https://eartharxiv.org/repository/view/2091/>
      2. We often focus on the modeling and quantitative side of forecasting, but that already assumes that we have the data. Often when we talk about barriers it is about the cyberinfrastructure related, but there is also the need to get the data
      3. Validation of data is extremely expensive and time consuming so that needs to be considered
      4. Want to make it clear that anyone involved in ecological inference is welcome in forecasting. This point reiterates that collecting data, even if you never write a line of code, is part of the forecasting process

- iii. From a non-US perspective - it is very US centric and brings in a number of points about Indigenous people. It was implicit, so would be could to specify this early on or expand the scope
- iv. Something that could be added - mechanisms that happen within an institution, for example, the hiring policy, the promoting policy with in a university may be disadvantageous for some groups and exclude some people.
  - 1. Article related to this:  
<https://www.nature.com/articles/d41586-021-01759-5>
  - 2. Utrecht University will stop looking at the H-index
- v. Wondering about saying something about intergenerational conflicts?
  - 1. Climate change - past generations have participated in activities that have led to impacts of climate change and next generation will need to deal with it.
  - 2. May or may not be a topic to include in the paper
  - 3. May be a conflict on both sides. Older entrenched ideas held by older colleagues who stay on for a long time. Want to avoid age discrimination but also want to have ideas that don't get relinquished to new ideas that push the field.
    - a. Wonder about the idea of preventing new ideas
  - 4. Not exactly age, pursay, but the idea that science is iterative and we are coming up with something new. It doesn't mean something was bad or wrong, but that it is an iterative process that should change and grow and be seen as a positive thing
  - 5. But do want to be careful that when harm has been done by models, when we are not deflecting and centering that harm.
- vi. Another example of a figure:  
<https://www.nature.com/articles/s41597-022-01606-w/figures/2>
  - 1. Really like this because it puts society at the center
- vii. Making forecast fit for purpose and engaging with individuals/communities early on. Funding comes from Congress so there has to be a mandate to receive the funding. From Chis, as a federal employee needed to align funding with what the user wants
- viii. Think about unstated assumptions about the field and how the field works
- ix. Summary
  - 1. We have 5-6 reasonable points that can be added.
  - 2. As a blog post it can be dynamic and responsive.
  - 3. Highlight these things in the manuscript draft to get some thoughts on.
  - 4. Here is a draft of the manuscript with comments. Jody will add the ideas from today's call as well.
  - 5. Next steps
    - a. Hope that this will be discussed at the Unconference
    - b. Will want to think about as a group

- c. What to do with the Spanish translation? Would like to continue to have that. Are their journals that publish in multiple language?
  - i. Alyssa's experience with tropical ecology publication has Spanish translation
  - ii. EOS articles come out in English and then as Spanish version.
  - iii. EOS is similar to ESA Bulletin, but it goes to more readers
  - iv. EOS wouldn't be a bad venue, but it would have to be shorter
  - v. It can also be requested to publish a translation. The worse they could say is no.
  - vi. This paper is complimentary to Quinn's Frontiers publication and the manuscript submitted to Nature Climate Change.
  - vii. Think having peer-reviewed publication will be better option to take it seriously compared to the Bulletin
  - viii. What about's Mike's option (point e.i. below)?
    - 1. Seems very focused on climate-ecology and that might be a stretch
    - 2. Special issue with related papers that people recognize that there are a bunch of forecasting papers, then it can get more visibility. If the journal is willing to publish it in a broad way
    - 3. Jody to check in with Mike and Vicky Boulton (not sure if they are editors or others). Get a sense for the length and how firm is the deadline and how okay are they if it doesn't have a meteorological focus
- d. Have Chris/Gerbrand to add their thoughts to the text.
  - i. Here is the Google doc for adding comments
- e. We have a substantial draft for the manuscript. Have content, structure, the thing to get it over the finish line is for someone to take the lead on being the lead author to push people to make updates/edits.
  - i. If we can find someone to be the lead, then the group is really good about making edits together.
- f. Will also have to reference articles on previous work on this topic.
- g. Regroup after the Unconference to make a final decision about target journal

- h. It may be useful to talk about authorship requirements prior to the Unconference
  - i. On other EFI manuscripts we have asked people to contribute in at least two ways out of X numbers of ways
    - 1. Provide contributions to the text, idea
    - 2. Contribute to figure creation
    - 3. Contribute to revising text
    - 4. Read final submission
  - ii. People contribute substantially (and define what that substantial threshold is)
  - iii. Here are the co-authorship guidelines, if you think you should be a co-author with ways that don't fit the guidelines, let us know.
  - iv. Jody will put together draft for co-authorship guidelines to the group based on what was done previously and ask for people who would like to be contributing authors - will send it out to the group to get feedback over the next 4 days.
  - v. It will all be contingent.
  - vi. Sned out the manuscript to all potential contributors to ask if they want to be part of the authorship list
  - vii. Examples of ways to contribute:  
<https://authorservices-wiley-com.proxy.library.nd.edu/author-resources/Journal-Authors/open-access/cr-edit.html>
  - viii. <https://authorservices.wiley.com/author-resources/Journal-Authors/open-access/credit.html>
  - ix.
- e. Manuscript Ideas - we will first get the blog post out and see what kind of response we get. Jody is keeping these ideas on here for the future
  - i. 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**. Deadline is Aug 31 2023
    - 1. 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>
  - ii. Another option: ESA Bulletin is also a good place for something like this.

3. Input about EFI 2024 Meeting
  - a. Gerbrand will send some suggestions
  - b. Christopher Jackson ([seis matters](#) - black Geoscientist out of the UK) says that European countries. Consider his work and consider him as a speaker
  
4. Book Club - “[97 Things About Ethics Everyone in Data Science Should Know](#)”
  - a. Need to send poll to schedule calls. Want to coordinate with the Unconference timing
  - b. Tentative plan is meeting July 12-August 2 for 4 weeks (Anna is out Aug 3 so if possible to meet on Wed then she will be available, but otherwise, we can adjust as needed).
  - c. Tentative breakdown of pages. Unfortunately, there aren't nice even breaks by each Part throughout the book. So I targeting 60-70 pages per week.
    - i. Week 1: Pg 1-66 (gets us through parts 1 and 2)
    - ii. Week 2: Pg 67-132 (gets us through part 3 and part of part 4)
    - iii. Week 3: Pg 133-205 (gets us through the rest of part 4 and part of part 5)
    - iv. Week 4: Pg 206-271 (gets us through the rest of part 5 and the case studies)
  - d. Anna is thinking instead of recapping what we read, asking people to each describe one of the things they read that really stuck with them and talk about why it was so meaningful to them
  
5. Olivia’s ESA presentation - Jody is leaving this in as a placeholder for the June call for the group to help Olivia pull together materials for her ESA presentation
  - a. Here’s the Abstract
  
  
  
  
  
  
  
  
  
  
6. Jody is keeping these ideas in as potential future activities for the group to discuss
  - a. Another blog post opportunity - overview of EFI diversity through time so far. Where we are now and where we would like to to be. See overview of EFI diversity here
  - b. 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?
  - c. 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
- 7. The following are resources and ideas that have come up on previous calls. Jody is leaving these in for reference
- 8. Notes and linked about 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
- 9. Other Ideas from previous calls that Jody is leaving in as a reference
  - a. John's Google Doc with examples of a classroom exercise to help students think about the ethics of creating/using forecasts. This follows up on conversations stemming from the Weapons of Math Destruction book group discussions and the ethical considerations for each of the [NEON Forecasting Challenge](#) themes
    - i. Oct update: John won't be able to get to this, this semester. But would like to test out the exercise in one of his classes in the spring semester.
  - b. Guidelines for EFI and Diversity
    - i. Google doc for jointly working on ideas
    - ii. 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?
  - d. 1-pager with suggestions for seminar speakers on ways to make their presentations culturally relevant.

- e. 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?
  - ii. NOTE FROM July 20, 2022: EFISA is interested in hosting an early career panel to highlight people with careers outside of academia. We may be able to partner with EFISA to put together a panel