

August 14, 2023 DEI Working Group Call

Attendees: Jody Peters, Jason McLachlan, Sean Dorr, Mary Lofton, Cazimir Kowalski

Regrets: Anna Sjodin, Alyssa Willson, John Zobitz

Agenda/Notes:

1. How was ESA? Mary's update
 - a. Freya's workshop about the Challenge was well attended. Had ~70 people attend. Workshop was focused on terrestrial NEE. People wanted to know why there isn't a cash prize... NSF doesn't let us do that
 - b. There was a lot of interest in education on data science and quantitative skills. But a lot of intimidation in that instructors are intimidated about teaching it.
 - c. There are people who are off and running and there are others who feel intimidated if they don't have material that they developed
 - d. Psychological trap that people feel they aren't doing it well enough and others are doing it better. In education there is hierarchy of shame that we really need to get back to.
 - e. New exciting RCNs - [EREN](#) (macrosystems for all), [4DE TEE](#) (4DEE teaching for undergrad biology), BEE (Jody didn't catch what this one was about and not sure the acronym spelling)
 - i. Worth thinking about this for next ESA - have a half day workshop where people from different RCNs can introduce themselves and find where there is complementarity
 - ii. Think ESA is a good venue for this because there is a focus on education in equity and inclusion
 - f. Was the momentum of Indigenous participants and TEK sessions this year? Felt there was momentum in the 2022 meeting in Montreal, Jason was wondering if that momentum was still going
 - g. Forecasting sessions were well attended and had good participation
 - h. Think ESA would be receptive to talks about the Design Justice Principles
 - i. This would be a good target for Sean to consider. If stepping from EFI community, ESA community has a lot of overlap
 - ii. ESA 2024 is in Long Beach California; Aug 6-11
 1. If you want to plan on a workshop for ESA, now is the time to plan for it.
 2. If you want to present a talk, abstracts are due in February
 3. Sean would like to have a larger group participate in a workshop for ESA that gives a protocol for including Design Justice
 4. From Mary's feeling about people's feeling intimidated about teaching data science - anything that helps to share about how to design to make people feel welcome and included from the first interaction

- a. Something to help experts and non-experts to be able to participate and work together. Non-experts can show up with their curiosity and participate.
 - 5. ESA TEK section: <https://www.esa.org/tek/>
 - a. EFI co-sponsored session with TEK section in 2022. If we are going to do a workshop in 2024, then would be good to connect with them
 - b. Could start by putting a draft of ideas and then can set up a meeting with the group.
 - iii. ASLO (<https://www.aslo.org/madison-2024/>) Association of Sciences of Limnology and Oceanography
 - iv. AGU (<https://www.agu.org/fall-meeting>) - American Geophysical Union. Huge meeting. Forecasting work is more minor
- 2. Continued discussion about Design Justice Principles framework for evaluating EFI activities
 - a. Update from Sean about focus groups
 - i. Moving towards a case study. Sean submitted proposal to IRB at U of MN and it was determined it is not a human study
 - ii. Computer Human Interaction Conference (CHI) Oct 6 is Sean's deadline
 - iii. Focus on 50 or less people that include groups of Steering Committee, Designers, and Participants
 - iv. Have a webinar that covers the Design Justice Principles
 - v. Follow up with focus groups that points towards action
 - vi. Big goal is to eventually get to the larger EFI community. But need to start with a smaller group.
 - vii. Celebrate having a community that is ready to create forecasts. Retrospectively look at what has been done to then provide input on how to move forward
 - viii. EFI community is co-designers. Striving to be partners within and sharing lessons learned
 - ix. Once we get past Oct 6 - then move to broader EFI community and EFI activities with the protocols set up
 - x. For now with the focus groups it will mainly be Melissa/Sean being the facilitators. Then once the prototype is available, then will plan to put together facilitator materials together to help people know how to be facilitators.
 - xi. Goal for participants is to get enough people. But other than that is there a specific goal of how to pick individuals.
 - 1. Check the IRB form - think it is a targeted invitation for the steering committee and targeted invitation for the design teams. Then more open for the forecast participants/students
 - 2. Put out broad invitation and then send regrets and ask people to hang tight until October when we will follow up.

- b. Update from Mary/Cazimir about blog post follow-up from Unconference
 - i. Mary and Caz met a couple of weeks ago
 - ii. Motivation - there are DJP principles and EFI principles and how they may overlap. Have the 10 DJP. What are the EFI principles?
 - 1. EFI has a set of guiding values that are sufficient to refer to in a manuscript
 - 2. Caz's idea - tying ecology to action. What ecology do we practice and where did it come from historically? Diving into philosophy
 - a. Call for examining how did we get here. Pause and reflection.
 - b. Finding oneself
- 3. Feedback about the Book Club
 - a. It was really great to have the group to go thorough the book together!
 - b. One thing that came up at the end of the last book club call was what are the next steps or what are the takeaways from the book that we could share with the broader EFI community. We
 - c. We will check in with Anna on the next call
- 4. Reminder to check with Nick about the Barriers to Inclusion blog post to manuscript