

November 20, 2023 DEI Working Group Call

Attendees: Anna Sjodin, Antoinette Abeyta, Jody Peters, Sean Dorr, Alyssa Willson

Regrets: Nick Record, Jason McLachlan, Mary Lofton

Agenda/Notes:

1. EFI 2024 Conference Workshop proposal submitted by Sean and Jason was accepted!
2. Book Club Action Item Summary follow up
 - a. In October Anna led the development of this Google doc summarizing action items suggested during book clubs.
 - b. We sent this out to all the Book Club participants to look over and respond to by Nov 13. Didn't hear anything back, so Jody is planning to put the goals of the document and the link to the document on the [Book Club webpage](#)
 - c. Any other input from the group before Jody adds this to the webpage?
 - d. Reminder of the Goals:
 - i. Provide a summary of action items suggested during book clubs. This is a living document and action items will be added from future book clubs. This document is to be used as a reference to support and inspire activities for EFI that can be developed/led as individuals have time, availability, and interest in doing so
 - ii. Provide an opportunity to collate and celebrate activities that have taken place and will be developed in the future that have been inspired by or align with suggestions from the book clubs.
 - e. The plan is to create a blog post - copy and paste the material in from the Google doc with a note that it is going to be a living document and link to the Google doc living doc that will be linked at the top of the DEI Book Club page.
 - i. Include a caveat that it does not include the spatiotemporal with R discussion.
 - f. JODY TO DO: Make sure to link the Book Club on the DEI webpage (done)
 - g. Thinking about upcoming book clubs. We had talked about hosting a book before the Unconference.
 - i. Stolen and The End of Drum-time had been recommended. Both are intense and sad. But really great. Will be good to let people know about this up front.
 - ii. Anna really wants to do a novel
 - iii. They are not ecology based, but humanities has great perspectives for science
 - iv. Check to see if they are audible
 1. The End of Drum-time is audio on Libby. Libby doesn't have Stolen but it is on Audible
 - v. If we want to do the book club before the Conference, then will want to start the book club in May.

3. EFI Blog Post to Manuscript Ideas -

a. Check in with Sean about the Design Justice Principles framework for evaluating EFI activities and blog post

- i. How to use DJP to move toward action. How to assess goals and values (3 boxes from Fig 2) and then connect to Fig 3 and then move to the Table as concrete ways
- ii. Resources cited in the stakeholders material below that Jody thinks could be useful for the manuscript

1. [Reed and Rudman 2022](#) has a number of suggestions about engaging with interested and affected parties

- a. For example: “Reed et al. (in preparation) propose three criteria for identifying and prioritising interested/affected groups: interest, influence and impact. They argue that each should be considered in both its positive and negative form to provide an ethically robust analysis that can just as effectively identify hard-to-reach, marginalised voices as it can identify the “key players”. It asks: who is interested in the issue/research, and who is not; who has the influence to facilitate or block benefits from arising for different groups; and who is likely to be impacted positively or negatively as a result of the issue/research (whether directly or indirectly).”

2. Wheel of Participation - another participation image to consider from [Reed et al. 2018](#), Figure 1 (see image below)

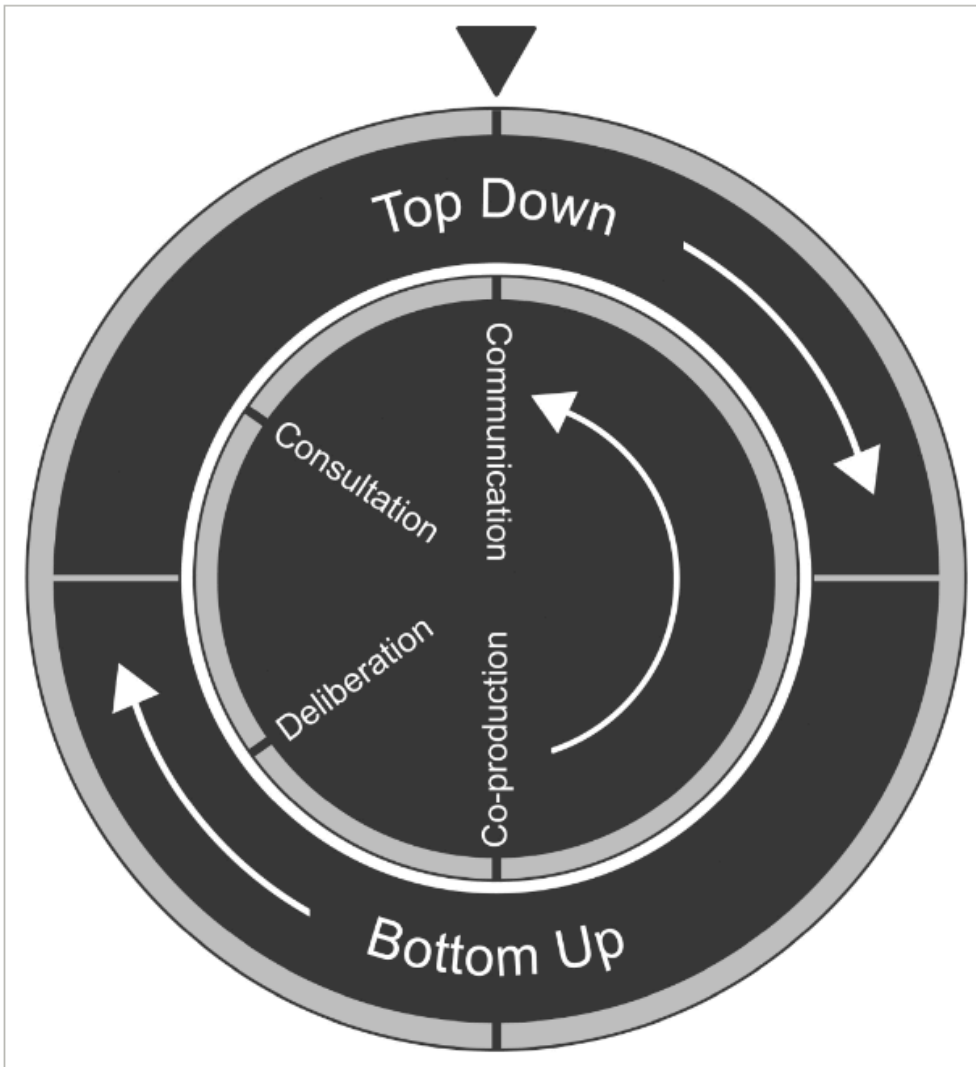
b. Discussion from the call

i. Start with the Blog figure

1. Sean’s strengths are with starting with assessment of goals and values and ethics assessment
2. Sean completed the 3 DJP focus groups based on the Forecasting Challenge participants (participants, designers, RCN steering committee)
3. Sean happy to write an entire manuscript on how design justice and DJP is a good framing for assessing goals and values and tie into ethical assessment
 - a. Could use a hand collecting examples of other models used for leading frameworks of discussions
 - i. SOAR model
 - b. 2 parts -
 - i. assess where we are at and evaluate how we can create engagement with communities
 - ii. Recommendations for engaging with communities. These recommendation would be based off of previous models

4. DJP - make sure we are identifying positionality and the matrix of domination (race, class, sex and then there are intersections).
5. Think we are in the framing and scoping of design problems.
 - a. We have a Challenge we want to resolve. We have recommendations from v1. We have the potential for engagement for facilitating engagement with marginalized communities. We have yet to do these things, so it is proposing ideas
 - b. Sean has a process that has evolved since the Unconference but this process will not go in this manuscript, it will be a stand-alone manuscript, so want to be able to set up for that process/framework.
6. Use DJP as a way to identify where we are relative the the matrix of domination and use it to provide a north star.
 - a. Then this framework will be the example of how to do this.
- ii. Anna - happy to help and follow Sean's lead and contribute
- iii. Think including the table from the blog post is important - Antoinette thinks it needs more work. Need balance. Trying to not think about it from a western framework. Need harmony. If you graphed out the materials in the table, you would see that if you are leaning too far to one side then it is not useful. Want to have balance. The medicine wheel and wheel of power and privilege were both influential in coming up with the material for the table, but Antoinette would like the table to become more of a visual
 1. Sean is working with a group on Manoomin also thinking about visualizing a western approach for someone to wrap their head around, but that also incorporates the ideas from the medicine wheel approach.
 2. We have all the info in the table, but want a holistic version
 3. This is something we can come back to on future calls.
- iv. Sean hopes to have a draft outline at the next call to show his ideas for this manuscript that lays out how it is different/complementary to his other manuscripts. He has 2 other papers due at the beginning of December, so he may not have time for the outline, but he is hoping to get to it.
- v. Have everyone add materials to this drive
- vi. If goal is to make it applicable to ecology/forecasting/data science - want to use frameworks that are already out there. Want to compile the frameworks.
 1. Iterate via models and practice for implementation
- vii. How to cite the blog post for manuscript?
 1. Think about how to turn the blog post into a journal article to make it citable
 2. Think about a preprint - Zenodo and Ecorxiv to get it out and citable and make a claim on

- viii. Sean has the DJP framework that he has been working on that we will want to include in this manuscript, but that framework will need to go out first. So won't really include that in this manuscript. But instead go back to previous frameworks/models and assess how they do on centering ecological communities in data science.
 - ix. Helpful for the group to see Sean's manuscript outline because he knows how all his projects fits together and what needs to go out in other manuscripts for his dissertation work
 - x. Can we give Sean a bunch of models?
 - 1. Add to the Slide deck
 - 2. Figures, Tables, matrixes
 - 3. How are we communicating ideas
 - 4. Want both types of models - 1) the process for how people are thinking
 - 5. 2) How are we assessing goals and values.
 - a. Assessment models - how are we assessing our process.
 - b. Process models - what it the process for the science
 - 6. Slide 3 - doing both includes the process and assessment
 - 7. If people are used to seeing certain models, want to know what they are familiar with so we don't repeat information. Want to think about how to put in an an applied tool.
 - 8. Help Sean to see how people in ecology/data science/forecasting used to seeing these models.
4. JEDI Database Update - keep this on the Agenda as a placeholder for December call.
- a. Dave Klinges has been working with Jody to set up a workflow for keeping track of changes to EFI membership demographics over time.
 - b. Dave can join the group on the December call to discuss what can/do we want to do with this information. Right now it is used for reporting the Steering Committee. But can we use it in other ways that are beneficial. Given Dave/Jody's time limitation, what is the best way use of our time for specific projects/analyses, etc.
 - c. From Antoinette at the very end of Sept call - circle back to this on Nov/Dec call: We could always write some reflection paper/blog about the success or pitfalls of dei efforts



The wheel of participation is a typology that defines different types of stakeholder and public engagement. It combines four modes of engagement with either top-down or bottom-up agency. It consists of an inner and outer wheel that can be spun in different directions to create different combinations of agency (who initiates and leads the process) and mode of participation (from one-way communication to coproduction). This identifies four types of engagement: top-down one-way communication and/or consultation; top-down deliberation and/or coproduction; bottom-up one-way communication and/or consultation; and bottom-up deliberation and/or coproduction. Rather than always aiming for bottom-up and coproductive types of engagement, the wheel of participation can be used to match the appropriate type of engagement to the purpose and context in which engagement is needed.