

December 18, 2023 DEI Working Group Call

Attendees: Dave Klings, Jody Peters, John Zobitz, Sean Dorr, Nick Record, Saeed Shafiei

Sabet, Anna Sjodin

Regrets: Diana Dalbotten

Agenda/Notes:

1. Book Club

a. Stolen or The End of Drum-Time

- i. Stolen is a contemporary perspective and author is Sami
- ii. Plan is to go with Stolen and read it before the Conference in June - plan to host it in May-ish
- iii. ~400 pages - so should be easy to split into 100 pages or can split into chapters

2. JEDI Database Update

- a. Dave Klings has been working with Jody to set up a workflow for keeping track of changes to EFI membership demographics over time - see a summary in this slide deck.
- b. 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 to use 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
- d. Discussion
 - i. What are milestones and goals with representation in membership and how do we want track it?
 - ii. Currently we are using the EFI membership data to track representation
 - iii. How do we want to keep using these data?
 - iv. Have two types of visuals - growth over time and proportions controlled by growth
 - v. Questions from Dave and Jody
 - 1. EFI Membership survey has open ended question about gender. We think this has limited the response (about 50% of members didn't respond) and has been hard to code - range of individual responses need to be re-coded
 - a. These numbers will be used for reports to the Steering Committee but also expect that it will be useful to be transparent with the community to show how we have
 - b. Text used on the membership form to

- i. One of EFI's goals is to increase disciplinary and demographic diversity of the community. The following demographic data will help us determine the diversity within the group and how that changes over time as new members join. The following demographic questions are optional and information from individuals will not be shared publicly. When the information is used in reports it will be aggregated so no individuals will be identified.
- c. Don't think we should ask about sexuality
- d. But could have an open-ended question - is there anything else you would like to provide about your identity
 - i. "If you identify as part of a marginalized or minoritized group, and would like to share, enter here..."
 - 1. For reporting we could just treat the open ended question as a binary variable ($N = \#$ of people who responded to the open end question vs not) and not break down further.
- e. Pair trends over time with discrete initiatives/events
 - i. Beginning of chapter
 - ii. Dates of Conferences
 - iii. By pairing trends over time could see what EFI is doing to increase representation
- f. This information can feed into future grants
 - i. For example, if there is a large contingency of queer representation and they want to apply for funding. Then this can be useful for funding applications.
 - ii. Don't include in the overview text in the registration form that this will not be used for funding
- g. Tough thing - if we are pairing trends over time with discrete events, it is challenging to have clear guidelines for what is sufficient progress and to gauge if an event is successful. Quantifying success is a moving target
- 2. 2 things that are feasible to update moving forward
 - a. Update the gender question on the membership form
 - b. Pair the temporal trends with discrete activities
- 3. Harder things to do - expanding assessments of people's participation in EFI on social media, Slack, virtual seminars, etc
- 4. Diversify ways of quantifying impact or go deeper in membership?
 - a. There are numbers that can help track with activities or social media, etc. This may not help with the

- b. But could look at the numbers by region - for example, maybe there are lot of people following EFI on Twitter in Africa that we don't see participating in EFI
 - c. Identify opportunities that are being missed for conversion.
 - d. Numbers can help establish baselines
 - e. Look at where people mentioning ecological forecasting in Twitter
 - f. Could look at Google scholar or another place to compile papers (perhaps Research Gate?; Jody didn't catch it for the notes)
 - g. Focus on 1-2 key EFI papers and get metrics from the journal for the paper
 - i. Where was it downloaded, how many downloads did it get
 - ii. It will track academic engagement
 - iii. Compare this to our current membership
 - iv. This makes sense with EFI's strong academic participation
 - v. Nick will share the review when it comes out
 - vi. Capitalize off LinkedIn could be a place to look for people posting, sharing ecological forecasting
 - 1. Don't know if LinkedIn has friendly API - but can look into this
 - h. For academic publications exploring the downloads, expect we can locations of downloads
 - i. Dave knows about a 10-year track faculty and where they were trained
 - ii. DEI working group has looked at ecologists demographics from NSF resources that Diana Dalbotten shared a few years ago. This will be US-based
 - 1. Update from Jody after the call - this was the IPEDS database (see the notes from the Aug 2020 DEI working group call)
 - iii. Not a problem that it is US-based info because we are prototyping from a US perspective and then see how we can apply it outside the US. For example, ask at the EFI 2024 Conference how people outside the US manage this
3. EFI Blog Post to Manuscript Ideas -
- a. Slide deck for compiling frameworks
 - i. Frameworks for the process of science, ecological forecasting, data science

- ii. Frameworks for assessing inclusion in the process of science, ecological forecasting, data science
- b. Sean has been working on other projects and manuscripts so hasn't had a chance to look at the slides yet.
 - i. Has been thinking about how to take the Design Justice Principles and make it an internal product
 - ii. Nick - interested in the different diagrams (slide 10) - one option could be what diagram would you draw if you were taking a design justice approach
 - iii. What is existing, how are we currently organizing our project. Want to merge DJP with existing models
 - iv. How to take the big DJP and what does it mean for data, for communities we intersect with
- c. Google drive for compiling information