

January 19, 2024 DEI Working Group Call

Attendees: Anna Sjodin, Alyssa Willson, John Zobitz, Saeed Shafiei Sabet, Antoinette Abeyta, Rachel Torres, Jason McLachlan, Nick Record

Regrets: Sean Dorr

Agenda/Notes:

1. Announcement: Abstracts due for the EFI 2024 conference in 2 weeks on Feb 1
 - a. Details about the conference and links to abstract submissions and registration are on the conference webpage: <https://bit.ly/efi2024>
 - b. RMetS is accepting submissions for the joint Special Issue: "**For a future informed by science at the climate-ecology interface**" in *Meteorological Applications* and *Climate Resilience and Sustainability*. The deadline has been extended to August 29 so anyone can submit manuscripts, but also to allow people attending the conference to consider submitting manuscripts.
 - c. Details:
<https://rmets.onlinelibrary.wiley.com/hub/journal/14698080/call-for-papers/si-2022-011060>
 - d. In the past when we have discussed turning the inclusivity in ecoforecasting blog post into a manuscript. Mike Dietze one of the general editors had recommended that we submit to the SI.

2. JEDI Database Gender Question Update
 - a. Following the December call John sent a recommendation from the book *Data Feminism* which Jody and Dave agreed with and updated the form "How do you currently describe your gender identity? (optional)"
 - Woman (including Trans Woman)
 - Man (including Trans Man)
 - Non-binary
 - Prefer to self-describe [with place for individuals to write in]
 - Prefer not to say
 - b. Jody also added this open ended question to the form "If you identify as part of a marginalized or minoritized group, and would like to share, provide information here"

3. Exploring external baseline measurements of diversity within the ecological forecasting community using information about who downloaded/cited well-known ecoforecasting papers
 - a. This is something Dave is planning to think more about, perhaps not for this call. Jody wanted to leave this note here as a reference to come back to in future calls

- b. <https://www.pnas.org/doi/10.1073/pnas.1915378117> - Hofstra et al does a cool analysis of doing a rough estimate of gender and race from names with an ML approach
 - i. Think with a smaller database of that it should be easier to quantify diversity
 - ii. Interesting to think about the breadth of need and interest and how that matches with what is existing. Think about citations in the science process in a way to generate new forecasts.
Example: we should be measuring the C budget everywhere in the earth, but since we have lots of \$ in US, Europe we will be able to fund towers in US and Europe even though we know it is most important in the tropics and the arctic and even though towers are able to be put up we don't get to the point of expanding to the places where it is needed because of self-reinforcement
Think about the breadth of things that need forecasting. Is there a way to represent that and to get a sense of the bias and use the citations as a way of assessing this
Think about directions in the group - it may be possible to identify gaps. For example,

4. Nick's blog post draft

- a. Draft
- b. This is definitely something that could be built on for a manuscript
- c. How the topology of the network leads to bias could mean a couple of different things.
 - i. Thing to go to next - how does it work and how do we get from the argument about topology and what it looks like and how do we get to inclusivity
 - 1. There are lots of ways to make forecasting more equitable and less biased
 - 2. Can't answer it but want the blog post to answer it
 - ii. Think it is a need for a shift from top down produced science to co-production. But more complex than top down parachute science then co-production science since co-production can also be used as gate keeping science too
 - iii. To write a paper you would need to answer the questions. But for a blog post it is getting the questions out
 - iv. Have used different conceptual diagrams before getting to Fig 3. Hadn't sat down and drawn it before doing this analysis. Had used technology readiness diagram which are unidirectional.
 - v. Fig 3 diagram was an offshoot of the Inclusivity post. So when you start to think about inclusivity, then you start making figures and it sinks in.

- d. One thing to add to the post would be lessons learned and personal reflections and use this as an addition link to the Inclusivity blog post
 - e. Diana and Nievita have been thinking about mapping the social network in the Geoscience Alliance
 - f. Interesting how different fields are finding similar things. Anna has read a lot of papers about the importance of the unification of a group. If you are going to add a bunch of diverse perspectives that it doesn't necessarily improve the situation if everyone is still doing their own thing - it depends on how connected people are and how they feel they are working toward a common goal.
5. Next time
- a. Goal for 2024 is to have some focus on a subset of topics to work on
 - b. Work on a list of options and send it to the group to think about a week before the next call and then
 - c. Finland presentation - Jason will work on an abstract from the group - short report on the way we are thinking about things
6. EFI Blog Post to Manuscript Ideas -
- a. Slide deck for compiling frameworks
 - b. Google drive for compiling information
 - c. [Blog post](#)