

## April 19, 2024 DEI Working Group Call

Attendees: Rachel Torres, Jason McLachlan, Jody Peters, Sean Dorr, Antoinette Abeyta, John Zobitz

Agenda/Notes:

1. DEI working group abstract accepted for the EFI 2024 Conference!
  - a. 15 minute slot on Tuesday at the beginning of the conference following EFI overviews and updates. Plan for ~12 minutes with time for questions and transition to the next presentation
  - b. Draft slides -
    - i. The outline can be used to create a blog post highlighting updates about what EFI has done related to the DEI working group strategic plan and then we can point to that blog post in the talk so we don't have to go over everything
  - c. Discussion of the talk
    - i. Idea is to put out a potential model that people can (or don't have to) use
    - ii. Does anyone have a figure that demonstrates the learning loop of DEIJ that can parallel the learning loop of forecasting?
      1. See notes about Sean's spiral below
    - iii. Strategic Plan - think about if the plan needs to be updated as we go through the slides
      1. has language specific to undergrads, that we can update
      2. Would be good to update to include a step about relationality
    - iv. In the Strategic Plan steps - we can assess if we were successful or adjustments we would make
    - v. Identify possible solutions - the slide is weak right now.
      1. Things are abstract and not engaging with people. We have worked with communities to develop materials
    - vi. Identify our successes. But also want to highlight the challenges. Be open about feedback from people at the conference
    - vii. Think about the forecasting cycle and an engagement cycle. When we wrote the Strategic Plan we just had ideas about the pathway forward. We went through it. We created engagement. We had class and created pathways with SKC and shared that with AIHEC and we are looking forward to deepening connections and reach out further
    - viii. Explain our journey as going through the cycle. This is an example. Be even-handed about what we have learned. Encourage the audience to share what we have missed
    - ix. This talk will be early in the conference to get people to remember that ecological forecasting is about the bigger engagement. That engagement doesn't happen at the end of the process.
    - x. This talk will also be a good time to plug the DEI workshop

- xi. Give a bit of history of the working group/EFI
- xii. Highlight joint development of things. This changes your orientation and strategic plan changes
- xiii. The first Strategic Plan is a structure for how we did this. Next step - show how our thinking has developed and the breadth of the group has developed and the strategy has changed
- xiv. Can we change the Strategic Plan so it is a cycle. Really it is more of a spiral
- xv. Have we looked at whether it has worked and are we more diverse?
  - 1. This is a good thing that we should do
    - a. We have the JEDI database that we can use to show the broad trends. This is based off the EFI membership, which gives limited insight
    - b. But we do not have ways to track individuals to know if they attend an event if they stick around or if they do not feel welcome
    - c. The metrics are imperfect. They don't capture everything. There are a number of people engaged who aren't necessarily members of EFI
- xvi. Lesson of the talk - we would do things different now. Here is what we have learned going through this process and this is what we would change
- xvii. From Sean: Define DEI. Where do you think people normally think of with DEI
  - 1. Here is the goal. Here is how we are approaching it. We can make
  - 2. Make distinction between equity (fairness - commitment to justice) and equality
    - a. What are the work we are doing to prepare
  - 3. Relationality - an established kinship and mutual relationship. Both parties are tethered. Mutual accountability
    - a. Sean suggests saying "Toward relationality"
  - 4. Sean's spiral from spiral software development model. Has different rounds with different activities
  - 5. The spiral model can be a risk analysis. It puts it into the process. We can substitute risk analysis with DEIJ analysis
  - 6. EFI is through step 1 on the spiral and now we are getting to step 2
    - a. We will never get to the end. We will continually getting better at relationships and understanding blind spots
- xviii. Be explicit about the terms. This will be at an international community so want to be clear about the terms since people will be coming from multiple backgrounds
- xix. The Strategic Plan seems to be linear, but we acknowledge that it is not a linear process

- xx. Keep in mind a narrative blog post to share in the background
    - 1. Good idea to do it because it asks us to be explicit about what we are doing
  - xxi. **Make sure to highlight the challenges throughout the presentation**
    - 1. **Here is how we have grown**
  - xxii. Anna needs a minimum of 1 week to get approval from EPA for the slides to include her name on it
2. Side note from Sean - related to Jason's experience teaching his students and as the students were experiencing frustration dealing with of an R package, critical to the assignment, failing to load for many in the class
- a. If you are comfortable with games you can handle conflicts
  - b. [https://hci.stanford.edu/courses/cs047n/readings/Reality is Broken.pdf](https://hci.stanford.edu/courses/cs047n/readings/Reality%20is%20Broken.pdf)
3. Stolen Book Group Plans:
- a. Poll will close Tues, Apr 23
  - b. Potential reading guide - Anna will check this breakdown to make sure we aren't at any cliff hangers at any of these breaks
    - i. Chpt 1-22 (pg 1-93)
    - ii. Chpt 23-43 (pg 94-194)
    - iii. Chpt 44-64 (pg 194-287), gets us through Part II
    - iv. Chpt 65-86 (pg 288 to the end) Part III