

May 17, 2024 DEI Working Group Call

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

Regrets: Anna Sjodin

Agenda/Notes:

1. June/summer schedule
 - a. July 12 and Aug 2?
2. Previously we talked about the term “stakeholder”. Jake Zwart recently posted a paper in Slack related to that with the lead author being from some of the previous papers we discussed. “Reimagining the language of engagement in a post-stakeholder world”
<https://link.springer.com/article/10.1007/s11625-024-01496-4#Sec6>
3. DEI working group talk for the EFI 2024 Conference - Jason to present
 - a. Abstract
 - b. 15 minute slot on Tuesday at the beginning of the conference following EFI overviews and updates. 10 minutes for presentation 5 minutes for Q&A and transition to next speaker
 - c. Upload slides by June 3
 - d. Draft slides - Jason what updates are needed for
 - e. Slide 4
 - i. Check slide 4’s figure - think that came from Olivia’s presentation
 - ii. Message to watch out for that could be exclusive - if you don’t have access to this network, your forecast will fail
 - iii. Don’t let inclusivity act as gatekeeping
 - iv. Want to highlight what we have done, but don’t want to say others have to do it our way. Also, can show we have been working at this for a long time but we aren’t yet where we want to be and we are continuing to work on that
 - v. What is most successful has come from least diverse groups - want to acknowledge that
 - f. Slide 6 - looking for good definitions
 - g. Slide 7 - want to show to people not in the group what we have been doing and what the process has been
 - h. Right now heavy on framing the concept and the principles and less on what the group has done - Jason is looking for input about that
 - i. Address why DEI efforts exist in the first place. DEI is a response to exclusion which has systemic barriers
 1. Could insert slide between 1 and 2

- ii. Pull from abstract - last sentence of first paragraph - DEI working group was created for....Tweak it a bit - what is community, what is equitable. Cue the theoretical work
 - iii. Sami experience
 - iv. Uninclusive forecasts cause harm - Slide 4. Could flip - inclusive forecasts aspire to be balanced
 - v. Equate to the journey of learning. You won't learn how to be inclusive in this week or through this talk. The DEI working group is here to support you. What do people need from us for your journey?
 - vi. Could use a potential blog post (point 4) to show people what we have done and end with what else does the community need or want?
 - i. Is there a good example that Jason's resonates with?
 - i. Everyone who does coding understands the struggle to learn
 - ii. Could point to example with Georgia's class and educational modules
 - j. End the presentation with pictures from everyone in the group who are at the conference so people can connect
4. Blog post draft text to provide the status of the strategic plan
- a. Do we want to try to get this out before the Conference?
 - b. Consider adding: What haven't we accomplished. What made this hard? What steps could we take?
 - c. Have 1-2 people review and then Jody can post and shoot to do that the week of May 27 sometime during the week
5. Brainstorming activities that align with your interests/ongoing research that overlap with EFI activities or could be incorporated into EFI activities.
- a. Google doc to add ideas to