

July 11, 2024 DEI Working Group Call

Attendees: Antoinette Abeyta, Jody Peters, Jason McLachlan, Sean Dorr, Rachel Torres, Saeed Shafiei Sabet, Alyssa Willson

Regrets: Anna Sjodin

Agenda/Notes:

1. Updates, highlights, etc for
 - a. Celebrate blog post release: <https://ecoforecast.org/the-efi-dei-strategic-plan-what-have-we-have-learned-in-4-years/>
 - i. Next steps - update the [Strategic Plan](#) to highlight the spiral nature of working on DEIJ in EFI?
 - b. Book club
 - i. Wrapping up the book, the group appreciated reading a novel together and will want to do it again
 - ii. Hard to come up with concrete recommendations for the EFI community
 - iii. Appreciated that we included Indigenous writings
 - iv. For developing concrete recommendations, could pick a design justice principle and ask what does the book inform
 1. Given the context of the chapter, how are we seeing DJP 1-10 show up and is there overlap in our work
 2. For future book clubs, use DJP in the weekly calls to assess what was read
 - c. DEI working group talk and workshop at EFI2024
 - i. The workshop focused on Design Justice Principles and applying it to personal projects
 1. Included a power mapping activity
 - ii. During the initial planning for the workshop there was a question about the priority of being international
 1. Talking about what justice/equity means in an international context from people mainly not from the US was interesting
 2. Using Sean's structured ways of talking about it and the tools to talk about it worked really well - it was a good test of the tools. They are useful outside the US context
 - iii. Language was something that was highlighted during the workshop
 1. People felt they were doing additional labor since there are only a few languages that everything is translated into
 - iv. A few participants in the workshop work with Sami reindeer herders - they shared a tool they are using to get a sense for how people perceive the relationships and what matters without imposing their own values
 1. Created a deck of cards that included people, animals, environmental issues that matter maintaining traditional reindeer herding culture

2. People choose and place cards in ways that are important to them
 3. One of the major issues that came up was landscape fragmentation
 4. In Sami culture it is culturally not considered acceptable to talk about the future
 - v. Other DEIJ ideas from the conference
 1. Keynote speakers
 2. Have recordings be available longer. Recordings are more useful than the slides
 3. Consider making the recordings available to the whole community at a certain point
 - a. This will require being prepared and up front about this expectation early on so people are not caught off guard as they share their data and ideas
2. JMc: Maybe a summary of DEI from this week's Steering committee meeting
 - a. One of the discussion topics was the priorities for the EFI SC
 - b. There is commitment to DEIJ from the SC, but need to find a way to incorporate it into other elements of the community
 - c. Structural things are obstacles. There will need to be explicit effort to find ways to break down structural barriers
 - d. What are the metrics of diversity that we want to focus on
 - e. Doing DEI work - start with the "I"
 - f. It is easier to say you are committed to something than actually changing systems and structures. We are all creatures of comfort.
 - g. What are the structural/systems that need to change
 - h. What do we want to measure - what are the appropriate metrics
 - i. Goodhart's Law - Goodhart was an economist. Any metric that starts being used as a target fails to become a good metric
 - i. Jason's example of teaching and being evaluated by students. It is good to include student approval as one of the metrics of teaching success, but it can't be the only metric used
 3. Next call
 - a. Rachel in group with Geoscientists - working with a small group based in universities who work with undergrads
 - i. How to make geoscience more diverse
 - ii. Rachel is looking in the literature for recommendations on how to increase sense of belonging
 - iii. Rachel can share
 - iv. Any resources to share with Rachel?
 1. GEO REU network resource - this is something that Diana has worked on
 - a. <https://edec.ucar.edu/university-partnerships/geo-reu/geo-reu-resource-center/geo-reu-handbook>

2. Resource about writing: I cut off my hand and you gave it back to me with three fingers by jasmine tang
- b. September call - Jason will have some ideas for a proposal that he and Rachel are working on with Tony Bertholette at SKC