

## August 2, 2024 DEI Working Group Call

Attendees: Rachel Torres, Anna Sjodin, Jody Peters, Sean Dorr, Jason McLachlan

Agenda/Notes:

1. Please submit nominations for EFI2025 Conference session topics and potential speakers by Aug 30.
  - i. <https://forms.gle/PTWGueD1HCbb481a6>
  - ii. What would it take to take the forecast challenge and make a challenge that is made by a community outside of academia/is excluded - there are many different versions of this
    1. What does it take to pivot the architecture that has been created to be more inclusive
    2. If we have this as a target for next years meeting then this group could work on it over the next year to set up for proposals, collaborations, etc
    3. If we embrace design justice - then latch on to a DJP and prioritize the local communities
    4. Sean is mentoring a student who is looking at accessibility for rural communities looking at sites around northern WI/MI UP with the idea of shifting to docker containers so people can access the data, tools, modules
      - a. By having it in a container, people still need internet to download the container
    5. Check in about data sovereignty issue with Katie Jones at NEON
    6. What kind of data are rural communities interested in?
      - a. Phenology example
    7. By being community engaged then we avoid excluding people
    8. Check in with local and regional collaborators, e.g. Ryan Emanuel knows lots of people in the southeast, Mike Dockry knows lots of people in the Midwest
    9. Where have we made progress on DJP - the challenge
      - a. Infrastructure and education
      - b. Can work on infrastructure in the background, but education is 1:1 and is all about relationship
  - iii.
2. Rachel's co-worker Lonyx is leading an Indigenous camp this fall for the community with Indigenous leaders revolving around offshore wind energy

3. Rachel is working with a group of Geoscientists based in universities who work with undergrads to compile literature with recommendations on how to increase a sense of belonging and make geoscience more diverse
  - a. [Sense of belonging in research groups](#)
  - b. Resources shared with Rachel on the last call
    - i. GEO REU network resource - this is something that Diana has worked on
      1. <https://edec.ucar.edu/university-partnerships/geo-reu/geo-reu-resource-center/geo-reu-handbook>
    - ii. Resource about writing: I cut off my hand and you gave it back to me with three fingers by Jasmine Tang.  
<https://www.jstor.org/stable/j.ctv13qfvzs.12?seq=13>
  - c. Rachel is part of a working group that was brought together through a geoscience grant. There are participants from MSIs with many being in academic and student support roles
    - i. Goal - bring group of experts to come up with a plan to bring back to the broader group of geoscientists
    - ii. Working group wants to find what works well at their MSIs and spread that to other institutions
    - iii. The working group came up with a list of specific topics for people to collate information about. Rachel's topic is sense of belonging
    - iv. What is a sense of belonging? What does it mean and why is it important?
      1. Where you are comfortable, accepted, allowed to be you. Can be uncomfortable but still be safe. You can grow in your discomfort, but you can't if you are in danger. Can be you even in your discomfort and still be safe
      2. Feeling less than is not a safe space
      3. Experience positive personal relationships in a given environment
      4. You as the person feel you bring value to the group and the group brings something to you
    - v. What are examples of student (undergrad or grad) experiences in lab group/research teams that contribute to a sense of belonging and how?
      1. Gatekeeping and jargon will be a barrier
      2. ND program starts with first year students and brings them in during the summer so they have experience with courses and instructors and the dorm situations to give those students a head start compared to other students coming in at the beginning of the fall
      3. Having a small cohort
      4. A lot of recommendations coming out come from REU programs and the benefits the REUs have is showing students can do grad level work
      5. Cultural mismatches - not supporting students who want to work on research that helps their own communities

- 6. Success being based on the culture of the absorbing community is damaging
  - vi. How can faculty/PIs foster a sense of belonging in research groups?
    - 1. Being a good listener - listening to the goals of the student and supporting them in those goals
    - 2. Understanding ones positionality helps you filter the lens you are working with someone in
  - vii. How to incorporate activities into the systems to expose people who are receptive but not willing/able to think about or implement these concepts
  - viii. Inter-genre doesn't fit in any boxes. It is a constant struggle because people want things to be organized
4. Potential September call topic- Jason will have some ideas for a proposal that he and Rachel are working on with Tony Bertholette at SKC