

MINUTES OF THE PACIFIC SEABIRD GROUP EXECUTIVE COUNCIL

11 June 2020 Conference Call

4:00pm- 5:17pm (Pacific Daylight Time – UTC-7)

Amended and approved, July 31, 2020

Present: David Craig (Past Chair), Rob Suryan (Chair), Roberta Swift (Chair-Elect), Olivia Bailey (Secretary), Kirsten Bixler (Treasurer), Peter Hodum (Vice Chair for Conservation), Kerry Woo (Canada Regional Representative), Marc Romano (Alaska/Russia Regional Representative), Rachael Orben (Washington/Oregon Regional Representative), Katie Stoner (Northern California Regional Representative), Kristin Brunk (Student Representative), Mary Cody (Non-Pacific U.S. States Regional Representative), Nina O'Hanlon (Europe and Africa Regional Representative) [13].

Absent: Chung-hang Hung (Asia and Oceania Regional Representative), Cristián Suazo (S. California, Latin America, Hawaii Regional Representative) [4].

Others Present: Justine Miller (Luana Events), Jane Dolliver (Communications Committee Coordinator), Wieteke Holthuijzen (Corresponding Members Committee Co-Coordinator, Communications Committee Member), Theodore Squires (*Pacific Seabirds* Editor), Nacho Vilchis (PSG 2022 Local Committee Chair) [5].

1. APPROVE 11 JUNE AGENDA

Motion to discuss the 11 June 2020 agenda moved by Olivia, Mary seconds

Add asterisk next to Luana Events Updated Contract

Motion to approve the 11 June 2020 agenda moved by Dave, Kirsten seconds

Abstentions: 0, Nays: 0, Yays: 11, motion passed unanimously

2. APPROVE 14 MAY 2020 MEETING MINUTES

Motion to discuss the 14 May 2020 meeting minutes moved by Olivia, Peter seconds

Motion to approve the 14 May 2020 moved by Olivia, Kirsten seconds

Abstentions: 0, Nays: 0, Yays: 11, motion passed unanimously

3. APPROVE UPDATED LUANA EVENTS CONTRACT FOR PSG 2022

Motion to discuss updated Luana Events contract for PSG 2022 moved by Peter, Kirsten seconds.

Extra \$600. New dates for 2022, amended. Forwarding over – Feb 23-26, 2022. Hotel and venue. Both are honoring the price we were given. Especially for the hotel, this is amazing.

Motion to approve updated contract for Luana Events for additional \$600, and updated contracts for the hotel and venue for February 23-26, 2022 moved by Olivia, Roberta seconds.

Abstentions: 0, Nays: 0, Yays: 11, motion passed unanimously

4. UPDATES

Motion to discuss Updates moved by Olivia, Dave seconds.

Abstentions: 0, Nays: 0, Yays: 11, motion passed unanimously

4a. PSG VIRTUAL MEETING 2021

Miranda Foley – ran virtual meeting, went well. Is available, if we want her. Also gave us names of people we could submit statement of work to get bids. Suggested that we do a save the date ASAP. Scoping through a poll – will you attend, where are you going to be – plan timing, volunteering. Hosting virtual field trips – not sure how this would work in February. Could ask for volunteers for that. Scoping out pricing. Think a lot of people think it should be free, but it is going to cost us to put this on. Good to ask how much people are willing to pay. Attach a poll to save the date. Write a scope of work, get estimates if we are willing to pay someone for virtual meeting and get them on soon to start planning. List of Do's and Don'ts – something we should start working on soon.

Comment: Good to have a separate detailed discussion.

Question: Did she give a ballpark estimate of what it would cost?

Ans: She didn't. It would depend on what we would want. Depends on sessions/attendees. I told her 300, she thought that amount was manageable. I think we'd have to get it all down on paper for her to give us an estimate.

Comment: We should start the discussion about the theme, too. Maybe this format lends itself to that.

Comment: We started talking about it for San Diego – I'd like it to have something to do with connections.

Comment: Maybe that one should stay with San Diego, and we could modify for the virtual meeting.

Roberta will send around the theme ideas to EXCO.

Comment: In the survey, I think it'd be good to put in the cost from last year - \$40. It didn't end up paying for itself, but it's what PSG has seen so far. If we want to run this as a regular meeting – we should put the symposia call out now, so people have time to submit proposals.

Comment: Need to figure out format of the meeting first.

Question: Does anyone else have experience with virtual meetings?

Ans: There are a couple happening in August/September. Through Zoom, one day. Both are about \$40, but are short.

Comment: I'd hate to shoot low and have it end up costing more. People are used to paying a couple hundred for conferences.

Comment: Especially because there's no travel. Less money we have to request from students.

Comment: And some of the suggestions she had do cost money – Google cardboard. App and get sent this – all experiencing the same thing at the same time. Might require a fee. Teeoh – virtual room with people, everyone has an avatar, kind of like a cocktail party/mixer. Might attract and engage ECR.

Comment: Next step to form a small group, get scope of work sent out to multiple people.

Roberta will send out email to EXCO to form small annual meeting working group.

Comment: Would be good to talk to other organizations who are doing this or have already done this. Get a generic scope of work, or contractor could provide. Thought of having a professional help us, if cost is something we could bear, most of us do not have experience with this.

Comment: AOS meeting this summer, going virtual, bigger. Gone through this process at larger scale, we can contact them and take advantage of their knowledge.

Roberta (or someone in working group) will contact AOC to get advice about virtual meeting.

Comment: Workshops or panel discussions will need more management that planner will provide.

Comment: We did discuss regional reps as part of the virtual local committee at the last meeting.

Comment: AOS is meeting with NAOC this year, their website has the info.

4b. PSG DEI SURVEY AND DISCUSSION

Team effort to get out DEI statement. Hopeful that more people will respond to survey. Overall people that responded that they are feeling welcomed and supported in PSG. 50% said that PSG provided a place to discuss DEI issues, but most respondents that self-identified were "white allies". Would be great to gain insight into more experiences with PSG. Resource document – talked with Communications Committee about making this a "living document" that is accessible on website – finding good spot for this. Continue to update as we receive more resources from survey/listserv. Lots of insightful comments, especially answers to question about increasing diversity/inclusion within science and PSG. Great suggestions and action items that we can glean. Most respondents have indicated that they are interested in helping with DEI committee in some way!

Comment: Continue the discussion of action items with EXCO – Communications Committee came up with a great list of action items. Need to continue the discussion about the listserv. How to make it more inviting – using input from PSG members, craft letter about feedback we're getting, how to make listserv more inclusive. Don't want all EXCO communications as reprimands, course corrections. Lots of comments about EXCO participating more on listserv – but contributing more as members, not necessarily as EXCO members. Most of us don't feel comfortable, also something we need to address. Encouraging more discussions – small groups. Discussions between organization leaders and ECS or students. Brainstorm more about solving problem. Create more of what is right for listserv.

Olivia and Rob will craft a letter to send out to listserv next week.

Comment: Think of topics we want to talk about and see through the listserv throughout the year. Unpaid internships post. Administrative, but also themes that are timed and can build a narrative – create a new framework. Can also post whatever people want, but driving targeted posts. Send out reading materials, not just in the DEI space.

Comment: Intriguing about ECS small groups – could provide mentorship opportunities. Whether DEI, could become more comfortable – not limited to listserv, other professional topics. Could do something similar to weekly paper discussions – whether an article or focal topic. Could be monthly, new topic each month.

Comment: Open dialogue with leadership, clear differences in opinions between generations. Get to see other's perspectives.

Comment: PSG 2019 in Kauai – asked how people were feeling about listserv, if comfortable to post. Consensus across generations – not comfortable to post. Senior level researchers that are not comfortable. Second, bifurcating the listserv is not helpful – thought was creating ECS-only space, doesn't solve problem. Kristin is in a great position to move PSG forward on ECS/student issues!

Comment: Something I think students/ECS would be interested in would be an "Ask Me Anything" segment with people from different segments – government, non-profit, etc.

Comment: A quote of a post a day might help people think more before posting on the listserv.

Comment: Communications team has been doing a fantastic job of accessing other platforms. Listserv is a tough nut to crack. Get more people engaged on our other platforms. Lots of people not on Facebook or Twitter, only communication with PSG is on listserv besides meetings. Primary way many are interacting with PSG. EXCO can help draw people in. ECS likely feel more comfortable on other platforms, listserv not the best place to interact with that demographic.

Comment: Listserv not as tailorable – can't unfollow people. Could just be a listening device – sign up and follow PSG. Don't have to use, just listen.

Comment: AOS has weeklong "takeovers" by different scientists – talk about research. Great way to connect with other members on social media.

4c. TREASURER'S UPDATES

Circling back to posting talks from last annual meeting on YouTube. Decided at the last call that the calls need to be private. Maximum of 50 participants – we talked about everyone in person and online have access.

Comment: Leaning toward last meeting at being more protected, but can't do that for all registrants.

Question: Is everyone here on board with having less protection for speakers? Unlisted videos, would not come up in search results or suggested videos. Could share a link. If we agree to that, then we will contact speakers.

Question: Is there a paid service that would allow us more than 50? Since we will be doing something like this in the future?

Ans: If we use YouTube, there is not another level. So, if we want that level of protection, need to look at other options.

Comment: If there is no other option, then we should think about just going open access.

Comment: That would be my preferred option, I'm just not sure how many people will go for it. Could make the option of opting-out part of the letter I send.

Comment: If you want to keep it open and free. After last conversation, did some research. Vimeo is password protected, not sure of fees.

Question: Could you look into more options and figure out a way for us to go?

Ans: Sure, I'll do that.

Kerry will research video uploading platforms and will send to Kirsten and Rob.

Comment: Quarterly report covers January – March. In lieu of audit. Account is up to date! Accountant did do a review.

Comment: \$2400 in Former Chairs Fund needs to be liquidated so we can raise more money for next year. Their priorities may have changed in last couple weeks.

4e. COMMUNICATIONS COMMITTEE UPDATE

Just finished publishing *Pacific Seabirds 46* and *Pacific Seabirds 47* – ready for editing. Have one associate editor. Hoping to get students from OSU to help with that, interest dropped off.

Everything is on schedule! Wanted to ask about EXCO – should we include DEI as part of Pacific Seabirds.

Comment: I think that'd be a great idea.

Comment: Working through website to update changes based on everyone's feedback. Couple more updates and things to think about – banner up top, drop down menu. Bigger changes – updating committee pages, just waiting for last couple. Now working on pages for students and ECS – did a couple interviews, those will go up soon. Living database of seabird research labs – useful resource for people trying to find way into seabird research. Form is up there now. Systematically going through website with Jane, it is coming together! Thanks for the help.

Question: Anyone know what happened to the database Josh Adams mentioned in San Jose? Not sure if limited to just CA Current.

Ans: He mentioned it recently, I can find out.

Roberta will contact Josh Adams about seabird research database.

Comment: Question about research grants – don't see SRGs.

Comment: Offered through Former Chairs, so listed there. And only offered to students, so listed on that page. But this is good data because you did not go there.

Comment: For Conservation Fund grant, haven't heard from Verena. Should I contact? No recipient listed for 2019.

Comment: Yes, just to know what's going on.

Comment: I will check Annual Reports.

Olivia will check for Conservation Fund recipient in Annual Reports.

Rob will contact Verena about Conservation Fund.

5. ADJOURN

Motion to adjourn moved by Olivia, Kirsten seconds

Abstentions: 0, Nays: 0, Yays: 11, motion passes

11 JUNE AGENDA

(* Indicates need for a vote)

1. Roll call & approve agenda*
2. Approve minutes 14 May 2020*
3. Approve updated contract – Justine/Luana Events for PSG 2022*
4. Updates
 - 4a. PSG Virtual Meeting 2021
 - 4b. PSG DEI Survey and DEI Discussion
 - 4c. Treasurer's Update
 - 4d. Communications Committee Update
5. Action items and adjourn