

## MINUTES OF THE PACIFIC SEABIRD GROUP EXECUTIVE COUNCIL

1 September 2021 Conference Call

16:00-17:30pm (Pacific Standard Time – UTC-8)

Amended and approved, 20 September 2021

**Present:** Roberta Swift (Chair), Rob Suryan (Past Chair), Sadie Wright (Secretary), Kirsten Bixler (Treasurer), Rachel Sprague (Chair-Elect), Kerry Woo (Canada Regional Representative), Kristin Brunk (Student Representative), Laura Koehn (Washington/Oregon Regional Representative), Marc Romano (Alaska/Russia Regional Representative), Peter Hodum (Vice Chair for Conservation), José Ramirez-Garofalo (Non-Pacific U.S. States Regional Representative) [11].

**Absent:** Cristián Suazo (S. California, Latin America, Hawaii Regional Representative), Katie Stoner (Northern California Regional Representative), Chung-hang Hung (Asia/Oceania Regional Representative), Nina O'Hanlon (Europe/Africa Regional Representative) [4].

**Others present:** Wieteke Holthuijzen (Communications Committee Co-Coordinator), Nacho Vilchis (Local Committee Chair) [2].

Review of participants/roll call. Sadie can see everyone's names in their Zoom images.

### WELCOME, INTRODUCTIONS, & REVIEW 3 AUGUST ACTION ITEMS

Request for additional Agenda Items. No additions.

Motion to approve the Agenda: moved by Rachel, seconded by Peter.

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

### August 3 Action Items with Responses

1. Nina, Peter, Roberta, and Kirsten will meet with Liz and the UK Seabird Group to propose steps towards a stronger relationship between these groups. Pending. Roberta sent an email to Liz—no response yet.
2. Roberta will send Rob the word map resulting from the poll question at the last meeting about future conference locations. Rob will continue to work on a proposed location for the 2024 meeting location. Rob and Roberta don't remember if this happened, but we don't need it. With the decision to have a virtual meeting in 2022, San Diego, Seattle, and Costa Rica, we don't need to pursue this. And we can take this item off the list.
3. Rob will follow up with Pat and Doug (current reps to the OC) about their feedback on the description of the OC rep. This description can be used to more widely advertise/request volunteers to fill these positions in the future. These action items are good. Rob emailed Pat and Doug today. They thought the text looked good and could be posted to the listserv. Emails have been going into spam folders. Rob will post this notice to the listserv requesting a volunteer delegate to the Ornithological Council with the text that he and Doug put together.
4. (carry over from June 25 meeting) Peter will lead an effort to update PSG swag based on ideas from the UK Seabird Group. Anna will help communicate with the rest of PSG to generate a team to help with that swag update effort. Peter is already fairly familiar with this topic and has communicated with Liz. He offers to generate text requesting team input from PSG regarding new swag. He'll send the language

to ExCo for input.

5. Roberta will loop Doug Forsell in on discussions about the joint PSG/WbS conference when those start happening again. Keep this on the action item list.

6. Sadie needs to schedule two ExCo meetings prior to September 30, 2021, in order to meet budget review/approval deadlines. Done.

7. Nacho and Justine need to provide the San Diego conference budget a week before our next ExCo meeting, in order to meet budget review/approval deadlines. We do have a budget to vote on today, so this is done.

8. Anna will follow up with Adrian about adding new email addresses to the PSG-EXCO Google Drive. Wieteke and Anna emailed with Adrian. Adrian added Sadie as an owner of the files. Sadie should be able to move over files. I'm not sure about next steps. Perhaps we could set up a new PSG Google Drive folder and share it with all PSG ExCo addresses. It will take a little time. Adrian gave Sadie permission to copy files, but does Kirsten already have copies of files and Sadie doesn't want to be redundant with Kirsten's effort. Sadie suggests a video conference to set up the Google Drive framework together (Sadie, Kirsten, and Wieteke). Sadie will set up a call with Sadie, Kirsten, and Wieteke to discuss/work through prior to Sept 20 meeting. Roberta suggests that the Local Committee may need some of the files, and is it possible to prioritize those.

## 1. APPROVE 3 AUGUST 2021 MINUTES

Questions: Any additions or editions to draft minutes? Shaking heads, so it looks like we need a motion to approve the minutes from August 3.

Motion to approve the 3 August 2021 minutes; moved by Peter, Marc seconds.

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

## 2. 2022 VIRTUAL MEETING BUDGET DISCUSSION

Overview: This is a shared item between Marc and I, but I can get started. [Roberta shares her screen showing the budget spreadsheet.] This is a recap. A couple of weeks ago, a small group of us met to decide whether to have a virtual or in-person meeting and decided to go virtual again. And based on the email I just received from DOI saying that all employees cannot attend in-person meetings through the end of the year, I think we made a good decision. Most of these numbers are copied from last year. One mistake I see is that on the top row, column E, that would represent 350 paying registrants, and I wanted to have a slash representing 75 students. Essentially we've got basic items—student paper award, Cvent fees, video conference platform would be WHOVA again. They estimated less than this, but there are new features this year that we may want to consider, so we just kept the amount that we paid last year. And I believe the lower price represents our non-profit status. It's actually like \$3300. But this gives us some room for add-ons developed in last year. Any questions?—no, moving on. Line 10, the meeting planner; this is the estimate that Jen Barret, from Connect Consulting who helped us last year provided. It's \$5000 less than last year, partly because of conversations she's had with Rachel, thinking that people may be burned out on virtual conferences and we may have less attendees. Any thoughts? Okay, moving on. This LoCo lead is Justine's fee. The logo is what we usually pay the artist for the logo.

Comment: I just wanted to point out, if any of you looked at last year's budget, Justine's fee was lowballed last year, so we raised her fee. So this is a little bit higher than what we paid last year. But she provided so much value last year that I feel pretty good about this amount.

Comment: She did so much last year, we couldn't have done it without her.

Comment: No, definitely not.

Written Chat: Several people (Rob, Kristin, Peter) chime in agreeing with Marc that Justine was essential and this fee is well worth her contributions.

Overview: We kept an item for a DEI event even though we haven't planned one yet. The conference swag—this should really pay for itself, so this is an overestimate. The website that we used—each item that was ordered, the website would get some of the proceeds, so we didn't need to pay for the website. We'll look for better swag this year. Volunteer gift cards. No contingency funds. Glass plaque for life time awards. Shipping fees. Stripe fees. I thought the auction site, the fees came out of the cost of the items. Does anyone remember? This might be a zero.

Written Chat: Kristen noted that her audio isn't working and that "Charity auctions today" took 5% of auction profits for their fee. There was no additional base fee.

Overview: We've overestimated on everything really. Total cost of \$43,126 if we get 300 paying registrants and 50 free students, if we agree to provide that. Or \$45,038 for 350 paying registrants and 75 free students. The silent auction proceeds go to support student travel.

Comment: Line 14, I think that was a suggestion for swag that would get sent to conference registrants, like a mug or bag with registrations. Kristen pointed out in the comments that charitys today 5% of the auction profits with no base fee.

Question: Can you all hear me now (yes)? So the student auction proceeds go to student travel fees but now students haven't traveled in a couple of years, so we have a build up from previous years, so I'm wondering if we should consider putting that money in something else if we need it? It's good to have the money for student travel as well.

Comment: Good point.

Question: Are we allowed to do that?

Comment: Treasurer: I don't think we can do that, but I am going to look it up now. I think this is a great idea, and the thing that comes to mind is student research grants.

Comment: I was thinking that as well. We could couch it as student research travel, or let students know that we can't pay for you to come to a conference, but do you want to apply for a grant for research travel? Then it would still go towards student work.

Comment: Given that we've already raised this money under the pretense for student travel to the meeting, and keep it in that fund, but this year from the 2022 auction, let people know that the funds are going to something else.

Comment: Yes, that's what I was trying to say. I think the money that has already been raised for student travel should stay for that purpose. And travel to San Diego will be expensive. Or Seattle.

Written Chat: Rob writes that we could save more travel support for the 50<sup>th</sup> meeting, or broader travel support for the 50<sup>th</sup>.

Comment: You could say that we will send double the number of travel grants for the next meeting.

Comment: People are going to be raring to go.

Question: I was wondering about the DEI event. Given that we often approve our meeting budgets well in advance of any event, is that something, in the future, that we could pull out of the meeting budget and have the DEI committee present directly to ExCo, basically for their own budget for that separate event? Maybe divorcing it from the annual meeting budget? It puts a lot of pressure on them to provide an estimate this far in advance when maybe they don't know what they want to do. It may give them more flexibility to custom tailor what they want to ask for.

Comment: I don't have any problems with that. It does leave it up to them to decide, instead of us guessing.

Question: How do people feel about the proposed \$145 fee? Too high too low?

Comment: I think it sounds reasonable. One vote for good.

Question: Is that lower than last year?

Comment: It is lower than last year. To put it in perspective, the World Seabird Group conference is \$135, for full registration, \$25 for students.

Comment: \$145 struck me as reasonable or a little low.

Question: How are students doing this year? Same as last year? We could rework these numbers to have students pay.

Comment: I'd vote for keeping it free for students. I don't know that students are in a better position than last year. The way we did it last year, students needed to be members to get free registration, and we gained new members.

Comment: I look at it as a strategic investment. For those of us who can afford the extra \$10, it's effectively subsidizing students. I think it's a good way to maximize the accessibility and some fraction of those students are going to stay.

Comment: One thing to keep in mind, we are in the black with this budget with only 300 full registrations and no sponsorships. I have heard back from early career scientists, and I think we may have a segment of our PSG family who are hurting a bit more than we realize, and maybe on a future call we could think about how we could help them out. Younger technicians may not have \$145, and may be struggling to pay membership. I am expecting this year that we would retain the flexibility to allow for reduced registration on a case by case basis.

Question: Would it be possible to use the student travel funds to subsidize registration for early career researchers? Non students?

Comment: Treasurer: I haven't found anything specific to this. I think it is a bad idea. We do say that the money we raise for student travel is restricted to student travel, and I don't think we should stray. I believe it is a great idea for whatever money we raise this year could be used for other good causes.

Written Chat: Wieteke writes that for registration, perhaps we could fund through HELPS program?  
Apply to reduced registration.

Comment: In the context of what we need to do today, I think we could discuss details about how to help others in a future call. Maybe if early career scientists want to help on the Local Committee, they could get help on registration costs. Does anyone have any questions on any specific budget items? Things we may have missed? Do these estimates look reasonable?

Question: Did we have \$1,000 for student paper awards in the past?

Comment: No, there haven't been significant awards in the past. I thought we were, but I checked with Adrian and she said we don't give them any money or very little.

Comment: I'm not sure we want to change that this year.

Comment: Last year David just sent out certificates, and that was the award. One thing to think about, if we start giving students awards, people are going to expect that in the future. We'll have to keep going. We may have extra money this year, but I don't know about future years.

Question: Weren't gift cards given last year?

Comment: I thought we gave gift cards to virtual field trip hosts. If we dropped conference swag and student awards, that already gets us down to \$135 instead of \$145. Personally, I would lean toward cutting what we can and making it more affordable.

Comment: If we were going to do a student paper award, I don't think it needs to be \$1000. \$100 is fine.

Question: If we zero student paper awards and reconsider the volunteer gift cards, we could say those two items are contingent on sponsorships? We would let potential sponsors know that some of the money may go to student awards, DEI, etc.

Comment: This is great—thanks for the budget. My thought about student paper award is that I was very surprised we are not giving anything out. Let's give \$100 per award, so \$400 total would be nice to give out. Also, for people who are non-students and between jobs is a perpetual issue. We've discussed having an intermediate category. Reducing from \$145 to \$135 is not a big difference. I'd rather keep the fee higher and subsidize others who need the help.

Comment: A lot of people think \$145 is still low for what we normally pay for registration.

Comment: Rob, I agree with you that I was surprised that we don't give some sort of award for student papers, it seems like other conferences I've been to, there is something, a \$25 pizza card or something they can be excited to walk away with. I also wanted to draw attention to something Wieteke entered in the chat here regarding the HELPS program potentially assisting with registration.

Comment: I think that is a great idea.

Comment: Perhaps I can put this on my list of things to do for our next meeting. We can vote on a more official proposal to change the HELPS program so it can fund both membership and registration.

**Kirsten will look into a more formal proposal to change the HELPS program so that it can fund both membership and registration.**

Comment: This is all good stuff. In the interest of moving the meeting forward I'll say that some of these issues, for the purposes today, we don't need to have all the details nailed down to vote on the budget. I

think this is likely the maximum we'll ask for, and any tweaks would likely be reductions. But I did get some feedback from people who said that the amount we asked for last year was too high. Multiple people commented and wanted to know why it was too high, but we can solve that later if needed. For the purposes of this meeting and this budget, what do people think? Is there anything we missed?

Question: Are there any additional costs associated with virtual field trips, or is that captured here?

Comment: Good question. I don't think so. The only cost we had was the volunteer gift cards.

Comment: One thing we might be missing, last year I think we had a couple of Zoom accounts. They are not identified here, but they were really cheap, so the \$4500 would cover that. I think that we could still come in under the \$4500. We have one Zoom account now, but we had to pay for parallel streams. But it was cheap. I think this amount would cover that.

Comment: I thought it was just \$200.

Comment: Yes, it wasn't much. Are we ready to vote on this? Motion to approve the budget for PSG 2022 meeting?

Motion to approve the proposed budget for the 2022 PSG meeting; moved by Peter, Kerry and Rachel second.

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

Thank you everyone—thanks to Marc and Roberta.

### 3. FUNDRAISING TO HELP THE PUNTA SAN JUAN PROGRAM

Overview: This discussion point came up in the Corresponding Members Committee, and I wanted to run this by ExCo from the perspective of the Communications Committee to see if this is okay to share these sorts of fundraisers through social media. This is not something that I have done before, so I wanted to make sure that is appropriate before we proceed. I also wanted to see about supporting seabird research, the next generation of seabird researchers throughout the Pacific. The challenges that this field station is facing are big. It's something I've been wondering what PSG can do to support a more inclusive seabird research space for everyone, particularly in South America. What can we do going forward to better support these field stations? These are cool and unique stations. In talking to Carlos about this particular station, this has been an important place for people to get introduced to seabird research. I talked to Carlos about conservation grants, but it sounds like most of those are researched-focused, which is totally awesome, but where do people go if they need support more than nuts and bolts of field stations? I don't have a great answer, but wanted to put it out there and see what PSG thinks. I'll leave it there for now.

Comment: I'm just seeing how this could play out. I think it would be nice to help them, but I'm thinking ahead of the requests for funding we'll get in the future if we do this for them. Could we say we'll help one cause at a time? Or set up special events like what we do now for silent auctions. But it's hard enough to find help for what we do now. I'm worried this is like a Pandora's box and we'll be asked to do this a lot if we do this for them.

Comment: I feel like we should help everyone, but I know that PSG is limited in what we can do. I know that's a slippery slope, so I didn't want to set precedent, but I wanted to have a plan.

Comment: I agree with the caution that you are communicating, Roberta, and I see this as a potential opportunity to discuss this as an ExCo and develop a policy. I see it as, for things like this, with pretty transparent conservation benefit, as aligned with work that the Conservation Committee is doing. So if we go forward with what Wieteke is suggesting, we can come up with standards to be applied. For projects that we determine are appropriate, we ask the person who is proposing the project to do the heavy lifting, put the onus on the PSG member, because ExCo doesn't have the bandwidth.

Question: Do you have a comment Rachel?

Comment: Yes, I was going to support what Peter is saying. It can be a slippery slope, there can be value to pass on information for our PSG membership to have and support. I think it is worth going through the exercise to determine basic criteria. I think the Wildlife Society went through a similar exercise to determine which projects to advance. Lots of parameters for who can advance a project, and which ones gets passed onto the organization. I don't think it's a bad idea, but I think it's worth an ad-hoc committee or other small group to discuss and come up with criteria.

Comment: They had me at penguin. I'm a sucker for stuff like that. In all seriousness, this is a good opportunity for us to think about this, because I would love to help an organization like that.

Question: So what's an action item? Wieteke post this and then we form a group to talk about how we move into the future with this sort of thing?

Comment: Yeah, if you were all okay with the Communications Committee posting this on social media and asking folks to pitch in if they can, awesome, I think we can do that. And also help organize an ad-hoc committee to figure out a policy or standards and criteria to address these kinds of situations going forward, that sounds good.

Comment: Peter: I'd be happy to participate in that, the process of creating criteria that we use.

Question: Does anyone else offhand want to be a part of that, so I can email you all?

Question: Wieteke, is this PSG originating the post, or retweeting something that is already being posted?

Comment: My understanding is that Carlos passed along examples of what they've put on twitter, or we can do that or repost something that they've already posted, if that would be more transparent. We can do either.

Comment: I am unsure. I am maybe a little more concerned than others, or I am also worried about this becoming a slippery slope. But I can support the other views as well. One of my questions, how is this going to help them? As opposed to all of us reposting? How is going to help the organization to have PSG get involved?

Comment: I think from the communication perspective, we have a pretty good list of followers, that extends beyond our membership, so getting this out there to people who are a little more established and have a little bit more that they can contribute, that's within the PSG communications social media channels—we have the opportunity to do that. I would encourage people to personally share this message, but we can help amplify this message. This is a basic and simple thing that we can do, but I want to be cautious about that. I want to test the waters to make sure we are being careful with this.

Comment: I appreciate that, that's great.

Comment: I'm not that familiar with Instagram, but I know with Facebook I can create a post and share it with someone and they can accept if it gets added to their feed. That seems like a more neutral way to do that. Can you do that with Instagram?

Comment: I'll ask. I think we can. Yes and no. I think we can at least credit and say "we are sharing from this page."

Comment: But I agree, that's not as strong of message as PSG putting words to a message. Nods.

**Communications Team will post fundraising request for Punta San Juan Program on PSG social media.**

**Wieteke will form an ad-hoc committee to establish criteria for posting fundraising requests.**

Question: Any more thoughts on this? Ok, we'll move onto our next agenda item, Kirsten's Treasurer's Report.

#### 4. TREASURER'S REPORT/UPDATE

Overview of Report from the Treasurer: I provided a report with the account totals that is current. I don't have anything else at this time. Be on the lookout for the budget draft shortly.

Comment: Thanks Kirsten. Any questions for Kirsten? Shaking heads. The next agenda item is Communications Committee Update.

#### 5. COMMUNICATIONS COMMITTEE UPDATE

Overview of Report: A couple of updates, and also looping back to an earlier conversation about PSG ExCo files and general file folder sharing in our Google Workspace. We've moved over all the email addresses and people have been using them. Some issues with emails going to spam. Hopefully it will get better. Thanks for logging in and using these email addresses. I hope it was better than it was before. As we noted earlier, Adrian has been sharing files with Sadie and we'll meet to discuss that soon. Good transition to what I want to start getting organized for the next meeting. What I want to do going forward is to create a map or Drive Directory for the Google Drive so that folks know where to find PSG ExCo or other folders. Some folders may be shared with everyone, or some are just shared with specific position. But regardless, we should know where things are so we can track down files and folders. So what I was hoping to create in the future. Here is a draft. [Wieteke shares her screen.] I want to include a description of each of the folders, what's in each of the folders roughly, make a list of each of the major folders, and any other relevant sub folders. If there is a Local Committee, they may have their own folder; and most importantly, who has access to these folders. We can totally change this, but what I'd like to do in the future is have each of the ExCo members and the committees fill this out in the future as they start to upload files into their Google Workspace so we know where the file are and who has access to what and keep that up to date. We'll kind of work on that in the next couple of months as we continue to transition into this Google Workspace. What do people think about that? Otherwise,

Question: I think that's a fantastic idea. Which account is that associated with?

Comment: I just put it under the Communications accounts for now, but it could go anywhere. I don't know if it should be under the Secretary or Treasurer, but that's where I have it for now.



Question: And the drive would be under the Secretary too?

Comment: Yeah.

Comment: Okay, great. The other thing is keeping track of, we've talked about if something is posted on the web, we don't need to keep track of it in the Google Drive. Like the minutes?

Comment: We could put them in the Google Drive as well, but as part of the reporting processes, something that we need to do law, we are supposed to put the minutes on our website. But we could put them in the Google Drive as well.

Comment: I guess I was thinking that whatever is on the web does not need to be in the Google Drive.

Comment: Yeah, I would agree. Whatever is on the website is pretty well archived there. I wouldn't want to have to add them all to the Google Drive.

Comment: Going forward, my thought is about version control and knowing where the most current version is.

Comment: In talking about our new Gmail accounts, I noticed that when I sent out the invite for this meeting, I included everyone's new Gmail accounts, and included everyone's old accounts to make sure everyone got the invite. And I noticed that most people responded to the invite from their old accounts, so I'm wondering, did most people receive the invite in their new Gmail accounts?

Comment: I think what happened with me, Anna and I are sharing an account, so I didn't see that she had checked an email, so I didn't get my report in on time, but I don't know if that's the case for everyone else?

Comment: I know that Rob responded from his new Gmail, but I wasn't sure if everyone else had. I'm wondering if I should use old email addresses moving forward. Please shoot me an email if you want me to include your old email address.

Comment: So Sadie, I don't think I received the invite in my new Google account, but I have transitioned to my Google account, but if you send me the meeting details via email, I can add it to my calendar myself.

Comment: It seems like there is a hitch, Roberta, because it seems like you haven't received the last couple of emails I've sent to your PSG account, so I'm not sure if there is a problem with yours and others accounts about where the emails are ending up.

Comment: Okay, sounds good. I'll check my spam.

Comment: Sounds good, and if others aren't receiving the invites at the new PSG email, let me know, so I can make sure to continue to send it to your old emails addresses as well until we figure out what the hitch is.

Comment: Let me know Sadie, as well, because I can trouble shoot as the admin for these new accounts. Thanks for addressing that point. Otherwise, the only other thing I wanted to ask about is regarding another ad-hoc committee that I'm forming regarding the Pacific Seabirds publication. Typically Pacific Seabirds has been a large pdf file, and part of its purpose is to generally record PSGs activities and a great place to share regional reports and reports from our Corresponding members, so it has a very important function. But we've been thinking about how to make it more engaging and accessible publication that really represents PSG and is an inclusive and exciting publication that moves beyond a

pdf. We want to create an ad hoc committee to meet sometime this month. Right now it's composed of myself, Anna, Marc, Theo, and Rob. But we want to bring in folks so we can have a diverse array of perspectives on where we want Pacific Seabirds to go. We don't want to lose what it is right now, and there are important components that need to be preserved, but there are a lot of opportunities to bring Pacific Seabirds into a more electronic format. So we want to brainstorm where we want to go for upcoming publications. 47-2 will likely need to be in a pdf format, but moving forward we can do something else. So please let me know if you are interested in this discussion or if you know other people who are interested, we want to include all of that. Historic and foundational information is important. This is my big call for that input. I'm trying to catch up on PSG things.

Wieteke will form an ad-hoc committee to discuss how to evolve Pacific Seabirds publication. Electronic? Anyone interested in joining should contact Wieteke, and we should invite others who may be interested in joining to contact Wieteke.

Comment: Thanks for all you are doing Wieteke!

Comment: One of the things that's occupying extra time is the World Seabird Conference. They've been talking about ramping up the PR for that meeting, and I know the Communications Team is on top of everything, but wanting to keep that in mind and that PSG does what it can to promote that meeting in a month.

Comment: Absolutely. I'll ping everyone on the team to make sure we are reposting everything we can on that meeting. It's coming up soon that's exciting.

The Communications Committee will keep updating people about the upcoming World Seabird Conference.

Comment: Thanks!

Question: Any other questions for Wieteke? Thanks Wieteke, you are doing an amazing job.

## 6. PSG LISTSERV. NEED TO MONITOR?

Overview: Just to talk about some stuff that happened on the listserv recently. It's not the first time this has happened, and I don't know how many of you noticed this conversation happening, but there was a comment made by somebody that was not complimentary to another culture, and it's a repeated occurrence by this person. I've talked to Verena, the listserv monitor, and she doesn't want to respond to that event, because she's worried it will spark more debate and unravel things. I want to respect her opinion on that, especially because she has a long history as the listserv monitor, but I also don't want, I think there are probably some members, at least one or two, who have expressed that ExCo is sitting in the background and not making any attempts to stop it. I apologize for that, I was gone when it happened, and I don't read every listserv post unless it looks like it's pertinent to what I do. I'll probably start reading them more in the future so we can respond to stuff like that. But I have two questions about this. One is, do we need to have someone assigned to, or take turns to make sure all of these listserv postings are getting read by one of us so that we can respond quickly? Question 2, even though Verena doesn't want to respond to this actual event, do we need to put out a statement, Rob and I have been emailing a bit, and I thought it would be good to revise the monthly reminder statement about the fact that people need to be careful about the words they choose, and post the code of conduct and post

the DEI statement to ask people to have their posts align with both of those. I don't think that would be too much. I think people are looking to us to establish a standard, so they know that's not okay to talk about people like that. I kind of dropped the ball but I think it would be useful to put something out there so that the membership knows that we are noticing and thinking about this sort of stuff, and we're not just letting it happen and hoping it would itself out. It's not okay, and I think 99.9% of the membership thinks it's not okay.

Question: Is this that gentleman from New Zealand?

Comment: Yeah.

Comment: He's a repeat offender. Like in the sense of what's an appropriate replay. I'd vote for telling him some boundaries.

Comment: Yeah, Verena handled it and told him to take the conversation elsewhere. And what people don't see in the background is that he apologized and said that he'd be more careful about what he posted. For me that's good enough until the next time. Verena has said that the next time, she'll just block him because this has happened too many times. I'm not really worried about what he says or thinks, but for me, I'm worried about what others think that we allow on the listserv. I don't necessarily want to address that conversation anymore, I want to assure people that we don't think that's okay. But I don't want to inflame that conversation again. Most of us that have been here a long time know that he's a repeat offender and that he's an outlier, but maybe some new folks might not know that and they think that's just how it works—just throw people out to the dogs, because maybe that's how it feels sometimes. Rachel, did you have your hand up?

Comment: Yeah, I saw the response, sort of an apology, something like that I think,,, the way that he apologized for saying that indigenous knowledge was essentially mythology was sort of like saying I have a lot of friends who are not Caucasian, and that was very challenging for me to read because to me that is not a lot of self reflection, and that's maybe where he's in a different mode. And I recognize that a listserv is not a great place for people feeling vulnerability or accountability or a complicated conversation, so I appreciate that he will hold off on posting anything. There are friends of mine who are now professors who do refrain from posting because, someone who posts a single succinct paragraph calling this out receives a 15 page overblown response from him that I think the other folks who have had challenges, and a lot of people just don't want to deal with that. I don't know what's the best way to handle it, but I do think there are some amount of folks holding back from engaging because they don't want to deal with responses they know they're going to get from those four people.

General agreement.

Comment: I rarely post anything on the listserv, especially before I started working on ExCo because I didn't want to stick my neck out and get my head chopped off.

Comment: By 3 or 4 people when there's a couple hundred people on the listserv. And most people are interacting and you know there is a couple. I don't know if there is a combination of DEI and ExCo can make a general statement that we are going, as a heads up, let's remind you of what our standards are, I don't know the process for holding people to it.

Written Chat: Rob types that there are close to 1,000 people on the listserv.

Comment: I like the idea, Rachel. Roberta had drafted an email as she was thinking of how to address this issue and decided not to send it to the listserv. But I wonder Roberta, if there are sections of that email that could be part of a general, not singling anyone or issue, as a reminder of the standards and expectations for listserv use.

Comment: I definitely want Verena's buy-in as she's been monitoring the listserv for so long and has experience, but, hopefully I can convince her that something like this is valuable.

Comment: For those of us that have been serving on ExCo for awhile, this is a recurring issue that we've been grappling with. Rachel your comment about how people don't feel safe posting because they don't feel comfortable is real. And how do we create a space where people can ask a question and get helpful feedback. I do think that people get helpful feedback, but there is that risk of the wrath of the few.

Question: Do you think it would be helpful to have one person,,, unfortunately we are all doing so much with the meeting coming up and it's nearly impossible for one of the officers to read all the postings. I'm just wondering if we could have someone read all the posting and respond immediately, please check yourself. Please read our code of conduct and DEI posting. Does your posting align with those? I don't know. Not even Verena can read them all.

Comment: I think realistically we are going to need to depend on the grace of the group to be intentional about what they post and how they respond to things. Thankfully there is enough time has passed since this most recent controversy, that if we do post something that is affirmative and we say that we are going to post this periodically as a reminder, here are our norms, this is what we expect as far as the nature of the dialogue and discussion, I don't think most people will relate it back to the most recent issue.

Comment: Okay, well I can put something together and share it. If we are going to put something on the listserv. Does anyone have a problem with that?

Comment: No, but just throwing it out there. I'm done with my second term here. I feel like we need to get a little more aggressive with this issue. It's been going on way too long. It's not okay. It was never okay. We have to have real action. If that means being heavy handed and speaking to these individuals I'm going to say it, Sandy Bartle, the names of the people who are saying these things. If they say something that's against the code of conduct, they're out. That's it. I'm sorry. We've been having this conversation for way too long. There are 996 other people on this listserv. How many times have we heard people say that they don't feel comfortable putting something on the listserv? Long time members. If long time members don't feel comfortable posting to the listserv than how can young scientists feel comfortable? It's awful. That's not what that listserv is there for. We can't allow 4 or 5 people to control what that listserv has become. I think you are on the right track, Roberta, and Peter's right, enough time has passed that now is a good time to do that. I would challenge all of us to come up with other more novel approaches. Forgive me for being the guy who wants to be heavy handed and just censor people, I know that's a more knee jerk reaction on my part, but I'm just tired of it, and I think we need to do something to gain that listserv back for its original purpose.

Comment: It definitely feels like it's been held hostage a bit so I agree with you.

Comment: I think I agree with Marc. I don't think that's heavy handed. I don't hang out on the listserv for many of those reasons. We have the power to block people and remove posts if needed don't we? We have a code of conduct that we worked hard on. I don't think that's being too extreme.

Comment: I think Verena can do that. I don't think you have the power to stop a post from being posted. If you're on the listserv you can post something. Verena doesn't have the capacity to review every post. She does have the capacity to block people and she said she would block Sandy if it happened again. And I think he knows it. He apologized to her offline in a private email.

Comment: We have had back and forths with Sandy over the past couple of years, and I would've said,, the fact that he apologized online is the only reason I didn't advocate to block him. He did take a year off from posting. At least anything related to those kind of things. He was asked to be removed about a year ago when we emailed directly with him. But that's when it kind of flared up with David Ainley and George Divoky. And David Ainley was blocked from the listserv. PSG isn't sitting idly by. David Craig sent out an email to the listserv about the Code of Conduct, and it's still happening. I don't know. The other side of it is, that ExCo has been criticized for not participating in the listserv other than when there is a problem or reprimand. We've been criticized for being too restrictive.

Comment: I will say Rob, that I remember David Craig's posting and thought it was fantastic, and I don't think it would hurt to remind people periodically. Maybe once a year, or more, reminding people about expectations, the code of conduct, and positive conversations.

Comment: I totally agree. And I agree that now is the time to send out a post. I think it can be short, and broadly stating, referring to the code of conduct, and that we support respectful dialogue. And I like the idea of a regular posting whether it's once or twice a year, maybe the new officers as they come in send out a post so that it's a regular occurrence and not linked to a particular event.

Comment: I'll put something together and everyone can review it. It will be a lot shorter than what I wrote last week.

Question: Everything that I am hearing from the group, to summarize, it doesn't sound like we think there needs to be a monitor, but that we can do something more regularly pro-actively?

Comment: I don't know, I could commit sometime, I don't have time sometimes for well thought out emails, but when I read his email it made me think, what the heck. From my phone. And I don't know if that's to a person or to the listserv. In the hopes of heading off longer responses. But letting them know that this is a post that falls under the heading of not appropriate.

Comment: I think the problem was that people saw that it wasn't ExCo that responded, it was a new member who was so upset, that he couldn't keep quiet. I think that issue is that they wanted to hear from us.

Comment: And that 3 more people privately asked to be removed from the listserv. Those were people who weren't going to respond publically but didn't want to have to deal with these types of emails. That's sad. They shouldn't be the ones who have to leave.

Comment: No, they shouldn't. Those the ones that we want.

Comment: And for every one of those people that asked to be removed, there are 20 others who just won't check the emails now because of posts like that.

Comment: Ok. Well we can just keep moving forward and hope the culture change happens. We are pretty much done. Sadie, do you want to review action items?

Sadie reads through the Action Items highlighted in red above. Others?

Roberta will draft a posting for the listserv for appropriate communications and share it with ExCo.

Rob will send out an email to PSG about the 2022 meeting going virtual. This email will include the polling for where the 2023 meeting should occur (San Diego or Seattle).

After Rob sends the email about the virtual meeting, Marc will send out an invitation to form the Local Committee for the 2022 meeting.

Rob should get in contact with Stephanie and the Membership Committee to send the email through CVent to send it through that as well.

Rachel will send out a call for Workshops and Symposia after Rob sends out virtual meeting notification email.

Comment: We are 15 minutes past our scheduled end time so unless anyone has anything else, we need a motion to adjourn.

Motion to adjourn the meeting; moved by Peter, Rachel and Kerry second.

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

Comment: Remind us the date of our next meeting, Sadie.

Comment: September 20<sup>th</sup>.

Comment: Sorry for such a close meeting everyone, but we've got to get our budget through by the end of the fiscal year.