

To: Pacific Seabird Group Executive Council

From: Katie Stoner and Derek Harvey, EID Committee Co-Coordinationators

Date: 1 February 2023

Report – Equity, Inclusion, and Diversity Committee

Background

PSG EID Committee was formed in June 2021 to 1) improve the understanding of existing barriers to participation and success within seabird research and conservation and 2) to pledge actions to break down these barriers.

Members

- Co-Chairs
 - Derek Harvey serving June 2021-present
 - Katie Stoner serving September 2021-present
- Meeting Secretary
 - Sarah Guitart
- Designed and implemented demographic survey
 - Katie Stoner, Kristina McOmber, and Laney White
- Organized Seabirds & Indigenous Knowledge Special Session for 2022 annual meeting
 - Amelia DuVall and Derek Harvey
- Organized EID workshop for 2022 annual meeting
 - Katie Stoner, Sarah Guitart, and Adrian Gall
- Estimated committee volunteer hours
 - Approximately 3-4 hours of volunteer time per week
- Participants in committee meetings
 - Sarah Guitart, Amelia Duvall, Kristina McOmber, Laney White, Ravichandra Mondreti, Anna Vallery, John Lindgren, Roberta Swift, and Adrian Gall

Feb 2022-Feb 2023 actions

- 2022
 - Designed and distributed demographic survey to membership via CVENT
 - Organized and executed the second EID Workshop at the 2022 annual meeting
 - Organized and executed the Seabird & Indigenous Cultures (aka Traditional Ecological Knowledge or TEK) special session at the 2022 annual meeting
 - Presented a EID Committee overview during the Conservation Lunch at the 2022 annual meeting
 - Presented a brief EID Committee overview during the Committee Fair at the 2022 annual meeting
 - Solicited and incorporated feedback from participants in EID workshop, TEK special session, and EID short presentations
- 2023
 - Finalized approval of the EID Action Plan

- Developed and implemented protocol to standardize job advertising on PSG platforms
- Established contacts for NOAA-Chumash NMS plenary presentation (planned for 2024)
- Planned Sexual Harassment in Field Settings EID Workshop to be presented by FieldFutures at the 2023 Annual Meeting
- Planned EID committee lunch update and discussion presentation for the 2023 Annual Meeting
- Worked with Early Career Scientist panel to have multiple English-Spanish translation volunteers to assist with translation needs
- Solicited abstracts for the Seabird & Indigenous Cultures at the 2023 annual meeting
- Distributed the 2nd year of the demographic survey via WildApricot
- Supported the HELPS committee in holding a USAJobs Application Workshop
- Ongoing
 - Organized monthly EID Committee meetings with action items
 - Compile ideas for EID event fundraising
 - Compiling EID workshop vendors for future events, plenary speakers, panelists
 - Compiling TEK speakers for future events, plenary speakers, panelists

Next steps

- Offer and support non-English speaking events based on the most helpful
- Highlight the work of BIPOC membership within PSG on social media platforms
 - Focus more work with PSG's Corresponding Members Committee to highlight members on social media platforms
- Work to promote use of Indigenous names of birds and places in *Pacific Seabirds*, newsletters, and social media posts
- Formalize some officer positions
 - Fundraising treasurer - collect and monitor fundraising opportunities of EID
- Continue to highlight allied EID events such as The Seabird Group's EDI Committee, Black Birders Week, SACNAS, 500 Queer Scientists, NSF LEAPS, NABCI Diversity, Equity, Inclusion, and Justice Community of Practice
- Continue to work with LOCO on use of land acknowledgements at annual meetings
- Work with LOCO to facilitate access to venues for those with limited physical mobility (based on recent feedback from a PSG member via email)