

## EID Committee Annual Report

To: Pacific Seabird Group Executive Council

From: Katie Stoner and Sarah Guitart, EID Committee Co-Coordinators

Date: 5 February 2024

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
  - Sarah Guitart serving March 2023-present
  - Katie Stoner serving September 2021-present
- Designed and implemented demographic survey
  - Katie Stoner, Kristina McOmber, and Laney White
- Organized EID workshop for 2024 annual meeting
  - Sarah Guitart and Adrian Gall
- Estimated committee volunteer hours
  - Approximately 3-4 hours of volunteer time per week
- Participants in committee meetings
  - Katie Stoner, Sarah Guitart, Derek Harvey, Kristina McOmber, Laney White, Juliet Lamb, Adrian Gall, Dick Veit, Peter Hodum, Amelia DuVall, Sonja Barber, Don Lyons, Weiteke Holthuijzen

### Feb 2023-Feb 2024 actions

- 2023
  - Organized and executed the FieldFutures EID Workshop at the 2023 annual meeting
  - Presented an EID Committee overview during the Conservation Lunch at the 2023 annual meeting
  - Presented a brief EID Committee overview during the Committee Fair at the 2023 annual meeting
  - Absorbed Corresponding Members Committee
  - Derek Harvey stepped down as co-coordinator with Sarah Guitart as replacement
- 2024
  - Planned EID Workshop on equitable hiring practices to be presented by

#### MOSAIC at the 2024 Annual Meeting

- Met with American Bird Conservancy and MOSAIC to discuss expanding equitable hiring resources within the natural resources/wildlife/conservation field
- Planned EID committee lunch update and discussion presentation for the 2024 Annual Meeting
- Distributed the 3rd year of the demographic survey
- Supported the HELPS committee in holding a USAJobs Application Workshop
- Ongoing
  - Organizing 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
- Explore subcommittees as a way to encourage retention of new members
- Determine interest in affinity groups, either internal or cross-society, as a way to provide community and support within PSG and marine ornithology
- Work with EXCO on the future of the PSG Listserv
- 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)
  - Begin discussion on how to increase accessibility for other disabled communities
- Continue work with ABC + MOSAIC on equitable hiring resources
- Meet with Waterbirds DEI committee for next year's joint meeting
- Work with EXCO and PSG leadership to secure and increase funding for international, student, and BIPOC members