

- **Eight** early career scientists

Applications are received through a Google Form (either in English or Spanish) and reviewed by at least two members of the Committee. To date, the program has received over 128 requests for membership support, 20% of which were from second-time applicants (members can apply for up to two years of support). To support those in the most need of assistance with the limited funds available, the program has become stricter in how it defines "early career scientist" (applicants in the first five years of their current careers) and has adjusted the application process accordingly.

HELPS Applicant Demographics

Applicants for sponsored membership were higher for students this year compared to early career scientists. Since the program's start, 49.2% of applications have been from students and 50.7% have been from early career scientists. The majority of student applicants are working towards their Masters degrees. While the vast majority of HELPS members are located in the U.S., this year the program also supported members from Canada, Mexico and Poland. Moving forward, the HELPS Committee plans to continue to work with the Corresponding Members Committee, the Communications Committee, and the EID Committee to increase outreach to areas outside of the U.S.

Items in progress

- Moving forward, the HELPS Program aims to increase mentorship within PSG through additional programming.
- We aim to highlight our members through social media outlets to encourage continued funding and support.

Report #9. EID Committee Annual Report

To: Pacific Seabird Group Executive Council

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

Date: 6 January 2025

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

- 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 2024-2025 actions

- 2024
 - Planned EID Workshop on equitable hiring practices 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
 - Facilitated EID committee lunch update and discussion presentation for the 2024 Annual Meeting
 - Distributed the 3rd year of the demographic survey
 - Collaborated with Waterbirds DEI Committee and Juliet Lamb to support Creator's Garden workshop and Indigenous Speakers Special Session
- 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
- Distribute 2025 demographic survey

Report #10. Corresponding Members Committee Report

Corresponding Members Committee Report

PSG Corresponding Members Committee (CMC) Report

Submitted to the ExCo January 5th, 2025
by Dr. Carlos Zavalaga

Corresponding Member Sub-Committee is part of the EID since 2023.

Dr. Carlos Zavalaga - czavalaga@cientifica.edu.pe (Coordinator)

Updates

The Corresponding Members Sub-Committee (CMSC) is currently guided by Coordinator Dr. Carlos Zavalaga. Given the overlap in goals and objectives between the former CMC and EID Committee, keeping the committees separate seemed duplicative of time and energy.

The Corresponding Members Subcommittee aims to ensure geographically diverse representation within the Pacific Seabird Group (PSG) across the entire Pacific region. It focuses on promoting the participation of seabird researchers and conservationists from developing countries or areas with limited institutional support for seabird conservation. To achieve this, the Subcommittee offers free 3-year PSG memberships in exchange for a report detailing the members' seabird research or conservation efforts, which is published in *Pacific Seabirds*. Additionally, the Subcommittee facilitates networking opportunities with the broader PSG community, fostering connections that support vital seabird research and conservation efforts globally.

Many memberships of Corresponding Members expired in 2024, and no member was recruited. Currently, the committee has 7 members. In 2025, we should prioritize adding new Corresponding Members to our program from throughout the Pacific and to request renewal of membership to the 2024 list.

Background

The Corresponding Members Sub-Committee (a former Corresponding Member Committee) is part of the EID Committee. As described in the PSG Handbook, the Corresponding Members Committee “was established to support seabird researchers and conservationists in developing countries. It provides memberships to select