



Figure 2. Current members by region affiliation as of December 20, 2024. 81 accounts did not have a region associated with them.

Report #8. HELPS Committee Annual Report

2024 PSG HELPS Report

December 22nd, 2024

Sonya Pastran, Emily Runnells

Program Status

This has been a transitional year in two ways: Sonya Pastran and Emily Runnells have taken over as the HELPS coordinators, and funding allocation to HELPS has been centralized. This means we do not individually seek our own funding, but instead we are allocated a portion of the PSG Access Fund, which is shared between us and other PSG programs. Due to this transition, HELPS was paused for half of the year, but, after much communication and effort among PSG program coordinators and the treasurer, we have established new protocols for funding and offering sponsored memberships. We will continue to keep open communication with the treasurer to ensure that the new system is working.

Sponsored Annual Memberships

The primary focus of the program continues to be increasing engagement and accessibility through sponsored memberships. Since the last annual meeting, the program has sponsored the annual memberships of:

- **Fourteen** students

- **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-Coordinators

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