

LTER Network DEIJ Committee Report (2022-2023)

Reporting on activities from November 2021-May 2023

1. **Date of report:** May 2023
2. **Name of Committee:** DEIJ
3. **Name and site affiliation of the Committee Chair (or co-chairs or Executive Team):**
Nameer Baker - co-chair KBS
Mariah Patton - co-chair SEV
4. **List of current members:**
Approximately 75 members that includes a mix of site representatives and ad hoc members
5. **How membership is determined (identified by sites, voluntary, appointed by the Executive Board, etc)**
Identified by sites for representative members, voluntary for ad hoc members
6. **Meeting frequency:**
Monthly
7. **Major activities or accomplishments for the year:**
Committee members organized multiple workshops at the LTER ASM:
LTER Indigenous Land Acknowledgement and Community Partnership
 - Key issue facing LTERs, particularly those supported by land grants (i.e., most)*Planting Seeds: Stories of Diversity and Justice at LTER Sites*
 - Very well-received - audience began sharing their own stories at the end, demonstrating the need for spaces to share obstacles overcome*Recruiting and Supporting Beginning Scientists*
 - Working up best practices document for distribution via Committee*Cultivating Systemic Change in DEIJ at LTER Sites*
 - Working towards an ESA Bulletin in spring

Began regular collaborative conversation with NSF Program Officers that is ongoing

- Opportunity to leverage LNO to affect change in DEIJ across network.
 - Requesting network-level DEIJ representative to help facilitate assessment of LTER DEIJ actions.

The DEIJ committee regularly meets monthly.

- Meetings consist of discussion of DEIJ topics that are of concern at our individual sites and updates from separately-meeting working groups.

Dr. Gina Forrest invited to attend a monthly committee meeting.

- Dr. Forrest presented and facilitated discussion on how to better engage disinterested LTER members into being positive actors for promoting and incorporating DEIJ work.

AdvanceGEO Code of Conduct seminar was held at a LTER PI meeting

CIMER Entering Mentoring Facilitator training.

- Multiple Committee members took part in this to build up capacity to teach-the-teacher in the future.

Held first DEIJ Committee meeting at the LTER ASM as a representative committee

- Working groups (listed below) and leaders were established that were centered around issues where the Committee felt they had the most agency.

Working groups established separate meetings and accomplishing specific tasks

- By working independently outside of the monthly DEIJ committee meetings, progress on multiple issues can occur at a faster pace.
- This setup also allows for more focus toward specific goals and tasks to accomplish goals.
- A cross-site collaborative RaMP proposal was submitted.
- A successful series of accessible community-building online seminars took place and more are being planned.
- Shared resources allowed for a greater push for sites to incorporate effective codes of conducts.
- Shared living spreadsheet for LTER-wide aggregated field and safety plans was created.

8. Currently active subcommittees or working groups:

Resources

The Resources WG collects DEIJ-specific resources and best practices from the literature as well as from efforts undertaken across the network (like codes of conduct, diversity statements, land acknowledgments, etc.), and facilitates cross-site information sharing by disseminating those resources to individual sites.

Field and Community Safety

The Field Safety WG facilitates the production of effective, inclusive field safety plans at each site across the network. As the new NSF supplement requirement for each LTER to submit a Plan for Safe and Inclusive Field/Vessel/Aircraft Research goes into effect this WG will be focused on helping sites fulfill this requirement using best practices.

Community-Building

The Community-Building WG is creating networks of community for scientists from historically-excluded backgrounds from across LTER sites, leveraging the network to provide the critical mass needed for a sense of community for LTER folk that would otherwise struggle to find such an environment in their home site.

Fundraising

The Fundraising WG collects and disseminates funding opportunities for DEIJ efforts that are well-suited to the strengths of LTERs or the LTER Network, and also facilitates multi-site proposals in response to select calls (REST, RaMP).

DEIJ Climate Surveys

The DEIJ Climate Surveys WG is collecting best practices for assessing DEIJ climate at field stations, with the goal of facilitating network-wide climate surveys that can be tailored to individual sites.

Assessment

The Assessment WG is collecting methods for evaluating DEIJ efforts in a quantitative manner that fit NSF's desire for best-in-class DEIJ programs to possess effective methods for assessing their progress towards their stated objectives.

Addressing complaints, conflicts, and inter-personal issues

Being inclusive requires having ways to address the inevitable conflicts and problematic behavior that occurs within the community. This committee focuses on the range of complaints not covered by Title VI or IX. It aims to assemble information on the approaches currently in practice across the network, and explore creative solutions to fraught interpersonal dynamics.

9. Planned activities for the coming year:

- Continuing meetings with NSF Program Officers
 - Continuing working groups (get updates/plans from individual groups)
- Community Building Seminar Series
- FieldFutures workshop/training

10. Any recent or upcoming changes in leadership, purpose, or process:

Addition of Mariah Patton as co-chair Jan 2023

11. Do you have specific questions, problems, or proposals for the LTER Science Council for actions that could improve the quality or quantity of research, education, engagement, or inclusion in the LTER Network? (Please include adequate background for a non-specialist.)

- DEIJ efforts really depend on our leadership setting an example (leading from the front) and while many here are doing that, we would encourage the others to do

so as well. To help achieve this goal, what we can do to help facilitate DEIJ efforts at your sites?” How can we help? What do you need from us?

- In this same vein, participation in and support for DEIJ efforts is noticed by all that engage in these activities. If sites want to be known for their DEIJ efforts, the lead PI needs to be visibly supportive of these efforts (i.e., attending trainings) and holding those that are not accountable.
- Every site should have a representative to the DEIJ committee that is actively participating in meetings.
- All sites should have discussions with local Title IX offices and LTER members/staff to come up with worst-case scenario plans and have specific pathways in place.