

ZOOM ROOM

1

WHAT ARE THE EASIEST THINGS WE SHOULD DO ASAP?

> Be accurate with citations (don't just cite those who cite others)--cite the original; requires extra effort but increases inclusiveness

Be fair in review--always think about the output being shared with anyone and knowing its yours; should check harsh/non-constructive language. Tone can make a major difference in review effectiveness and feelings of author (and how they respond). Don't be too emotive, unless you're being positive :) [negative feelings should be suggestions, not just bashing] Keep in mind negativity is not always intentional, so you really should re-read your review and think about how author might interpret your sentences

Provide opportunities for graduate students to review, and convey how important language is and what the role of review is

WHAT ARE THE SAFE BETS WE COULD MAKE IN THE NEXT SIX MONTHS?

> Works with ICRS/Coral Reefs journal to implement some of the changes

Zoom has opened up many opportunities to have people meet/talk/mix. The randomization can really help with exposure to different groups/collaborators. One example: joint lab meetings. Social mixes. Inviting authors of papers to join lab meetings to discuss their study.

Follow CnidoFest example: once-per-month meeting to discuss some new research (usually ~50 people, great for mixing career stages). Could have less frequently. Could have specific topics/themes.

WHAT ARE SOME HARD THINGS WE COULD BEGIN TO EXPLORE?

People should remember to be more open to criticism no matter their career stage

> Reviewing process: switch to completely open review (both parties know each other) -- Concern about retaliation

> Promote funding for minoritized researchers and groups of minoritized researchers.

Create database of URM Sym/Coral researchers for giving talks or citing.

WHAT IS SOMETHING SO CRAZY IT JUST MIGHT WORK?

> NSF program directors cannot and will not touch reviews for proposals--maybe this is something that should be changed, where editor/program officer could step in and say I will censor any comments that are deemed inappropriate (lots of potential problems with this, especially how difficult it is to get reviewers these days--need community to agree to review more; further delays could be even more damaging to early researchers than getting an unfair review and resubmitting elsewhere)

Can we potentially automate some of this (e.g. an automatic "bad language" filter?)

Can we create an automated program that detects citation bias with respect to gender/minoritized group/etc. (individual authors could use this on their own before submitting) -- But the automated tool would have to be based on names, so could have its own bias. But maybe tie to a database

where you could provide your own details, e.g. link to ORCID) -- Software that looks at citation networks are already out there (e.g. Connected Papers) -- Perhaps networks, AI could look at

diversity not of authors but diversity of research (e.g. only citing a subset of research groups)



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WHAT ARE THE **EASIEST THINGS** WE SHOULD DO ASAP?

- > top 3 papers per person as database/resource (+ maybe a number of votes on all submissions, e.g. every person gets 10 up-thumb-votes)
- > introductory (emphasis on introductory) consensus guidelines on Symbiodiniaceae (this workshop)

WHAT ARE THE **SAFE BETS** WE COULD MAKE IN THE NEXT SIX MONTHS?

- > reach out, forum for communication

WHAT ARE SOME **HARD THINGS** WE COULD BEGIN TO EXPLORE?

- > double blind or fully open review system

WHAT IS SOMETHING **SO CRAZY** IT JUST MIGHT WORK?

- > compensating people for their time to do reviews for better quality and diversity of reviewers (the publishers will love this)

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3

WHAT ARE THE EASIEST THINGS WE SHOULD DO ASAP?

- >making it clear or advertising that you're happy to share materials (e.g., cultures) with other groups (e.g., on twitter)? (maybe also a more permanent notice board of sorts - twitter is very ephemeral)
- >online database of what labs have what cultures (include last genotype check and metadata), similar to aiptasia google sheet
- >set up framework for online course and for Sym fact sheets
- >curating work from minoritized groups or locations
- >making sure that all contributors work is recognized (e.g., spouses in old work, balanced representation in naming species etc)
- >this site could perhaps also keep a list of contacts/ppl to develop collaborations - e.g. self identify expertise, local area, contact info

WHAT ARE THE SAFE BETS WE COULD MAKE IN THE NEXT SIX MONTHS?

- >Read resources on how to be a good reviewer
- >Training for an editorial staff (doesn't happen at Coral Reefs journal or various other journals)... general lack of guidance for editors on "how" to be an editor. Springer Nature now has a course
- >Editors should be cautious of diminishing disagreeing reviewers based on age, seniority, gender... the science is what matters.

WHAT ARE SOME HARD THINGS WE COULD BEGIN TO EXPLORE?

- > How do we make resources like symbiont cultures more available via good infrastructure (eg a national resource etc, and how would we fund that?)
- >challenge of lack of compensation in publishing world... no one is getting paid for anything so there is no oversight
- >SHOULD editors be responsible for reviewing reviews and redacting inappropriate comments
- >do things to encourage a change in review culture in our community (eg encourage people to sign their reviews, post your reviews on a website that hosts reviews post-publication... pubpeer)
- moving away from binary mindsets or "camps" of thought.... And trying to think of things as a spectrum

WHAT IS SOMETHING SO CRAZY IT JUST MIGHT WORK?

- peer review training... would that just be preaching to the converted?
- recognize that there is not going to be just one way to do/test something. Don't expect that a researcher will have done something in a particular way (or try to require that of them)
- routinely link underappreciated/represented contributions added to rosetta stone site with sci com/press releases so there is less discrepancy between folks who get press and recognition
- funding from agencies to support field time to move beyond parachute science (sometimes time is extremely limited at a field site due to limited \$\$ which makes it) <<<<< YES - rn NSF limits funding for foreign collaborators (there is none) -> one policy level thing could be asking for statement from ppl proposing to work internationally/in indigenous communities RE what their plan is for developing local collabs; outreach, etc (similar to postdoc mentoring plan)
- bring back salary support in NSF funding for non-US collaborators
- have funding agencies require a document in proposals that shows how you plan to be collaborative (and avoid parachute science) if you're requesting funds to work in an international location

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WHAT ARE THE **EASIEST THINGS** WE SHOULD DO ASAP?

- > Identify and articulate problems
- > Keep the conversation going

WHAT ARE THE **SAFE BETS** WE COULD MAKE IN THE NEXT SIX MONTHS?

- > Network/database of international scientist to help foster collaborations/combat parachute science
- > Protocols.io or other resource sharing databases

WHAT ARE SOME **HARD THINGS** WE COULD BEGIN TO EXPLORE?

- > Explore training opportunities/workshops to help people who are interested in joining the field but don't know where to start

WHAT IS SOMETHING **SO CRAZY** IT JUST MIGHT WORK?

- > institutional recognition/requirement/ of reviewership
- > Demonetisation of scientific publishing
- > multinational funding for initiatives/foster collaboration

- Role of reviewer
 - Investing in improving the work rather than only listing what is wrong
 - Path to publication

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WHAT ARE THE EASIEST THINGS WE SHOULD DO ASAP?

- > Individually: be more positive & communicate more :)

WHAT ARE THE SAFE BETS WE COULD MAKE IN THE NEXT SIX MONTHS?

- > More public results - put results on Biorxiv, social media, etc.
- > Share data when requested
- > Collaborate more
- > Write a consensus letter from this group to editors about the review process
- > Leaders that are strong in the field set positive examples (e.g. Aiptasia field)
- > Shared goals (within grants, papers, etc.)
- > Virtual involvement for locations with travel challenges
- > Virtual training workshops for disseminating education (every few years?)
 - > PAM workshop was a good example of this

WHAT ARE SOME HARD THINGS WE COULD BEGIN TO EXPLORE?

- > Figuring out how to make the review process more “friendly”
 - > rejecting because of 1 mean reviewer is not great
- > System of consensus in review
- > Continue to put people in a room together, like this workshop
 - > Sub-field/smaller field meetings can be really conducive to Collaboration
 - > on the other hand, this workshop is selecting “collegial” people
 - > how do we get more “uncollegial” people to work together?
- > Coming up with more “standard practices”
- > Sign our reviews - might help make things more constructive
 - > pros & cons
- > Try to reduce geographic biases (in review, collaborations, locations of workshops/conferences, do more regional workshops)
- > Funds for incorporating more students/postdoc involvement

WHAT IS SOMETHING SO CRAZY IT JUST MIGHT WORK?

- > Have the senior, most disagreeable PIs write a joint paper together
 - > Have a big group therapy session together



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WHAT ARE THE EASIEST THINGS WE SHOULD DO ASAP?

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- Establish guidelines for respectful reviews, constructive critique
- Editorial oversight on balance in citations (too much burden for editors?)
- Tolerance for suggesting reviewers' papers, as this means they are well qualified in the topic
- Statement by author in cover letter (could be drafted by this group) addressing the challenges in the field and how the author has considered them (i.e., inclusive citation, acknowledgements of limitations/caveats)
- Pledge or explicit statements from the reviewer

WHAT ARE THE SAFE BETS WE COULD MAKE IN THE NEXT SIX MONTHS?

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- Discussing citation bias and removing citation limits, or adding a ORCID metric to acknowledge the original work
- Draft statements for reviewers e.g., "I have read this article in good faith... these comments reflect my scientific understanding... no malice intended...trying to push field forward' that could be the first sentence of review

WHAT ARE SOME HARD THINGS WE COULD BEGIN TO EXPLORE?

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- Being introspective as possible when reading reviews in the case the review comes across more negative than intended. What to do when we (inevitably) receive emotive language in a review.

WHAT IS SOMETHING SO CRAZY IT JUST MIGHT WORK?

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- Everyone reveals their name in their review (acknowledging how this could impact those in non-permanent positions)
- Simultaneously submit to journal and post in open forum (e.g., bioRxiv) to receive unofficial "reviews"/feedback



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WHAT ARE THE EASIEST THINGS WE SHOULD DO ASAP?

- >Double blind: NSF experimenting but reluctance to go there (how would you comment on PI, resources)
- Funding for minoritized scientists in other countries (very limited due to Congress, funds national science)
- accept reviews from minoritized group, might be hesitation to spend time on this, but to build inclusivity, but we need to encourage research from all circles,
- encourage inclusive citations [career stage, sex, race, location]
- People at R1s need to interact and build meaningful collaborations with minority-serving institutions

WHAT ARE THE SAFE BETS WE COULD MAKE IN THE NEXT SIX MONTHS?

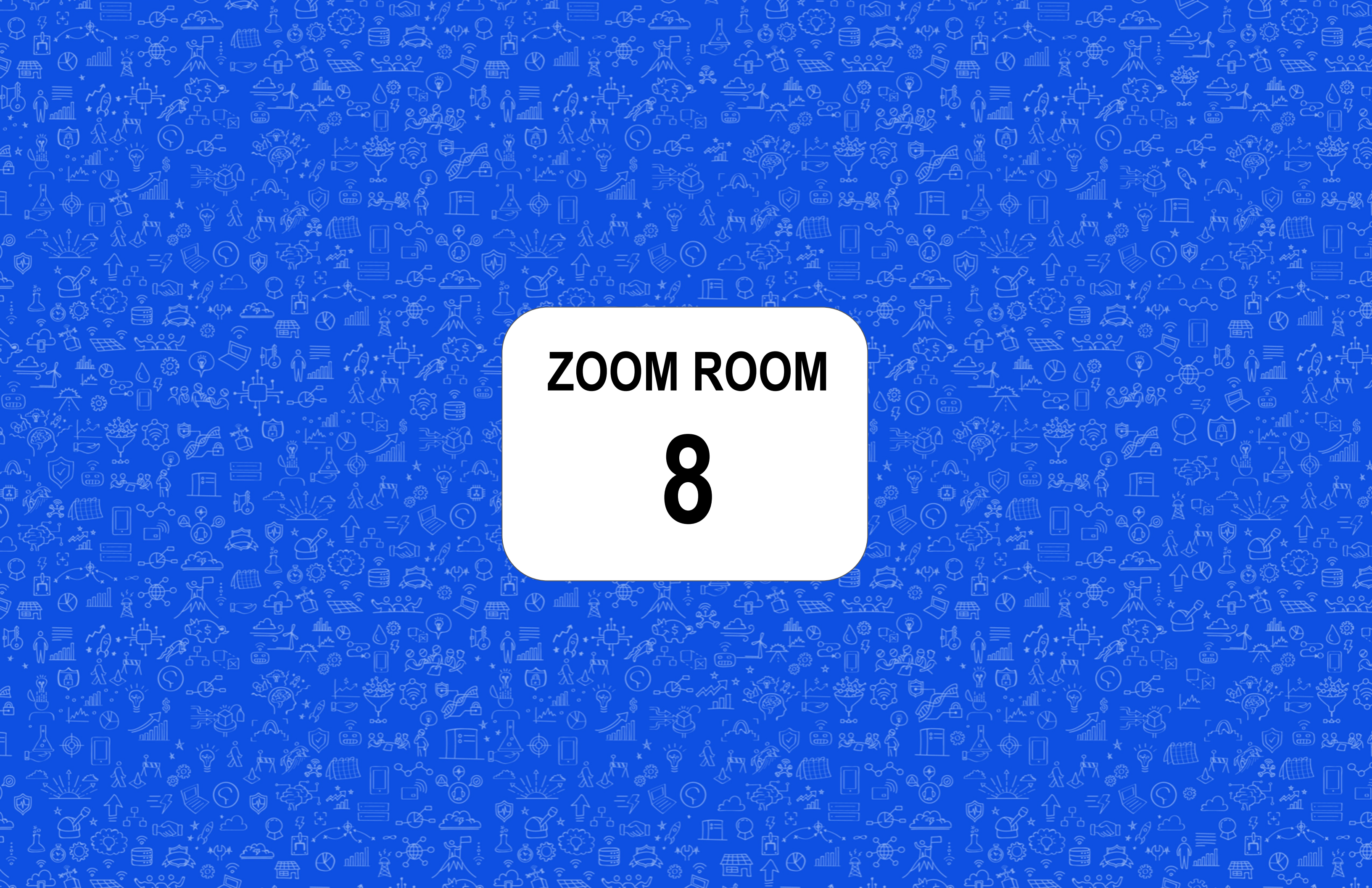
- >document that has lists of general statement for citations that includes minoritized researchers - avoid losing foundational work
- >quick reference reference sheet
 - High quality genomes publicly available
 - Inclusion citation exercise
- >symbiodiniaceae mentoring session- lead to spontaneous relationships
- documents related to coursework for undergraduates to be shared freely - college teachers can access this info and broaden availability
- open access of everything

WHAT ARE SOME HARD THINGS WE COULD BEGIN TO EXPLORE?

- > Rosetta stone for diversity - ton of work and pretty thankless
 - Bigger efforts in culturing- highly likely to fail, getting things in isolation
 - help folks coming in from diverse places and want to make a contribution without having the high end knowledge of Symbiodiniaceae diversity, having blueprints will be valuable.
 - Aus vs American vs Europe and more divide - self reference within these regions. People cite things from their regions

WHAT IS SOMETHING SO CRAZY IT JUST MIGHT WORK?

- > Bottom up conference
- > bottom up statement paper
- > ideas lab - 6 mil, build collaborations to get at these hard Qs. 5-6 are funded. Mix of hypercompetitvity with resources. Infusion of new collaborations of peeps who didn't really know each other, leads to cross pollination. SHARK TANK (could make more competitive?), require ECR in each team
- >community mentorship (mentoring people from other places where we are doing the science, include developing countries people)



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WHAT ARE THE **EASIEST THINGS** WE SHOULD DO ASAP?

- > Evaluate our own biases in writing and reviewing
- > Bridge the gap between R1 and teaching institutions
- > Continue open communication and sharing
- > Do not ding points in review/proposal for “less advanced” techniques
 - Increases institution participation and could reduce parachute science

WHAT ARE THE **SAFE BETS** WE COULD MAKE IN THE NEXT SIX MONTHS?

- > White paper and subsequent workshops should foster inclusivity
- > Expand communication tools

WHAT ARE SOME **HARD THINGS** WE COULD BEGIN TO EXPLORE?

- > Guidelines for reviews to focus more on the question -- reduce technique bias.
- > Lingering negative feelings?? Create positivity?
 - We definitely experience competition with our limited funding
- > Are these negative experiences really limited to our field?

WHAT IS SOMETHING **SO CRAZY** IT JUST MIGHT WORK?

- > Share the methodology on how this workshop was organized (inclusivity) in order to provide a framework for future workshops and conversations

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9

EASY / HARD / SAFE / CRAZY

WORK WITH YOUR GROUP TO IDENTIFY HOW WE MIGHT COLLABORATE AND ENGAGE WITH ONE ANOTHER BETTER AND CAPTURE SOME EASY, HARD, SAFE, AND CRAZY THINGS WE MIGHT TRY.

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