

AOS 2017 Symposium Proposal

1. Type of event: Symposium

2. Title of event: Birds of Different Feathers: Increasing Diversity in Ornithology

3. Name, affiliation, and contact information for the organizer(s):

Nancy Chen, University of California, Davis, nanchen@ucdavis.edu

Scott Taylor, University of Colorado, Boulder, Scott.A.Taylor@colorado.edu

Nandadevi Cortes-Rodriguez, Ithaca College, nandayus30@gmail.com

Sara Kaiser, Smithsonian Institution, KaiserS@si.edu

Kevin Omland, University of Maryland, Baltimore County, omland@umbc.edu

4. Name, affiliation, contact information, and talk titles (maximum 100 characters) for 5-6 invited speakers:

We will have six lightning talks that both highlight existing diversity within AOS and introduce the AOS Diversity Committee, five speakers from established programs that promote diversity in STEM, and a small group discussion on actions we can take to improve diversity within ornithology and/or at our respective institutions.

Lightning talks will be given by members of the AOS Diversity Committee. Confirmed speakers so far include Kevin Omland (UMBC, omland@umbc.edu), Nandadevi Cortes-Rodriguez (Ithaca College, nandayus30@gmail.com), Mark Hauber (CUNY, Mark.Hauber@cuny.edu).

We will invite five speakers for regular 15-minute talks about strategies for promoting diversity in STEM at various career stages:

- Undergraduate: Terry McGlynn, Associate Professor, California State University Dominguez Hills, terry.mcglynn@gmail.com
- Graduate: Natalie Hofmeister, graduate student, Cornell University, nrh44@cornell.edu
- Early professional: *NextProf* Science, um-nextprof-science@umich.edu
- Faculty: Jennifer Linderman, University of Michigan ADVANCE Program Director, advanceprogram@umich.edu
- Non-academic career: Scott Hicks, East Lansing Ecological Services Field Office Supervisor, EastLansing@fws.gov

We are currently working on securing these individuals to speak about specific recruitment and retention programs at their organization/institution that we wish to highlight.

Following these talks, the invited speakers will help supervise small group discussions to brainstorm specific steps we can take to increase diversity within AOS and our respective institutions.

5. Preferred duration (half or full day; morning or afternoon session for a half-day duration) and format (regular or lightning symposia):

half day (3 hrs); morning session; regular symposium

6. A description (500 word maximum) of the objectives and topics to be covered during the event, including a brief explanation of the steps taken to achieve diversity in the line-up of invited speakers for the symposium:

This symposium is designed to 1) introduce the AOS membership to the newly-formed Diversity Committee and highlight committee goals, 2) highlight existing diversity in AOS and challenges faced by AOS by members of various underrepresented groups, 3) provide an opportunity for AOS members to learn about programs aimed at increasing diversity in STEM at all career stages (undergraduate, graduate, postdoc, faculty, and non-academic biologist levels of training), and 4) provide a venue for a thoughtful set of group discussions about concrete steps AOS can take to address diversity issues in the study of ornithology.

The panel of speakers for this symposium represents a diverse set of ornithologists representing many underrepresented groups and individuals directly involved in programs aimed at increasing diversity in various STEM fields.

7. Rationale for why the symposium/tool talk is timely and why it would be interesting to a large number of attendees:

Promoting the recruitment and retention of underrepresented groups in science is important. This symposium will discuss strategies for increasing diversity at various career stages in both the academic and non-academic sectors and provide concrete ideas for initiatives that will increase diversity and inclusion. The AOS Diversity Committee is newly formed, and increasing diversity in ornithology is a key goal of the current AOS leadership. As such, this symposium is timely and will be of interest to a large number of meeting attendees.