

December, 2021
Committee Report
Diversity, Equity and Inclusion Report

SSB Diversity Committee (2021): Janet Buckner, Tim Colston, Alonso Delgado, Anahí Espíndola, Manpreet Kohli, Luca Pozzi, Jessica Ware

Meetings:

We held 5 meetings, each of which had a half hour closed meeting and a half hour open meeting to which all SSB members were invited (January, March, May, November, December); between meetings we communicated via a slack account, and email. Additionally, we met as a committee with the president's council once and with McKinley Associates four times to plan for a culture survey (described below).

Website update and social media:

The committee updated the DEI section of the website and are working on generating content for this site. We would like to be able to post social media updates should the council agree.

NSF LEAPS proposal:

The DEI committee discussed ideas for a LEAPS proposal. In the end Jessica Ware was invited to join the Tri-Society LEAPS proposal that will be submitted in May 2022.

DEI session at 2021 Evolution meetings

We organized a DEI-themed session at the 2021 Evolution meetings, where a diverse group of speakers were invited to present their research and how it intersects with their identities, followed by a round table to answer questions from the public and from the moderators. The session was very well-attended, and we received very positive feedback from both the speakers and the audience.

Future Evolution Meeting Events

We discussed having activities at the Evolution meetings that could be held in conjunction with the ASN and SSE DEI committees. We held a joint meeting with 17 members from across the 3 societies' DEI committees in December 2021. We are planning a two-part symposium, a workshop, and LGBTQAI2S+ collaborative events.

Awards

We discussed doing a formal assessment of who has been nominated for SSB awards versus who has won SSB awards, to get an idea of whether there is gender or racialized bias. We inquired about gathering such data (with the awards committee) and worked with them on a question that would help us gather demographic information for future analysis of awards.






Special issue of new SSB journal:

The DEI committee met with Bryan Carstens about a proposal for a DEI themed special issue of the new SSB journal. We plan to advertise this starting in January 2022 and are writing an editorial about our vision for SSB DEI work.

McKinley Associates Tri-Society member survey and interviews:

This was a large undertaking by the 3 societies in collaboration. We arranged for 30 interviews with members from ASN, SSB and SSE in total; in the end there were 10 ASN interviews completed, 8 SSE interviews completed, and 8 SSB interviews completed for a total of 26 interviews. In addition, we sent out a survey to our membership aimed at assessing the culture and demographics of each society, and trends across all three societies. There were 1238 member responses.

1. Which of the following best describes your membership status. Select all that apply

Value		Percent	Responses
I am currently a member of the Society of Systematic Biologists (SSB)		21%	257
I am currently a member of the American Society of Naturalists (ASN)		29%	355
I am currently a member of the Society for the Study of Evolution (SSE)		63%	778
I was a member of one or more of these organizations, but I am no longer a member		15%	181
I have never been a member of any of these organizations		4%	54
Total Responses			

1238

The results showed no variation among the 3 societies in terms of overall responses to culture questions. We are sending the report and results to the presidential council.