

June 15, 2021  
Committee Report  
Diversity, Equity and Inclusion Report

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

The interim committee developed a list of goals in 2020 and worked to expand the committee mid year. In preparation for the DEI standing committee, the interim committee produced a planning document for the next three years. Below we discuss the work undertaken by the interim committee, the modified interim committee, and the new diversity committee, respectively.

### **Committee meetings**

We have held two open and closed session meetings this Spring (March and May). These meetings were attended by the DEI committee (closed sessions) and SSB members (open sessions). We advertised the meetings in the SSB newsletter, and through social media. The goal of these meetings has been to generate ideas for our long term DEI strategic plan.

### **General Discussion**

- We discussed revisiting the Code of Ethics for SSB.
- We discussed how increasing DEI efforts may bolster the membership numbers for SSB,

### **Assessment**

- We discussed the importance and value of collecting baseline data about SSB membership, and culture.
- We discussed having an open forum with the membership to hear what people's thoughts are on SSB DEI plans.

### **Future Evolution Meeting Events**

- We discussed having an activities and plenary events we will propose for future meetings

### **Awards**

- We will do 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.

### **Visibility and Communication**

We have organized a symposium to be held at Evolution 2021.

**Title:** Diversifying Evolution

**Format:** talks that combine research and DEI practice, followed by roundtable panel discussion.

### **Speakers:**

1. Bryan Carstens, Scientific Societies and the Publishing Ecosystem
2. Gabriel Bernardello, A South American naturalist in the 21st Century
3. Lauren Esposito, Identity as a Pathway: Scorpion Evolution and Queer Advocacy
4. Herve Sauquet, Queering Science

5. Kory Evans, The Evolution Mosaic of the Fish Skull: a Quest for Answers and Identity
6. Chris Hamilton, Understanding *Aphonopelma* diversity across the Madrean Pine-Oak Woodlands Hotspot by integrating Western science and Traditional Ecological Knowledge (TEK)
7. Ambika Kamath, Stronger Together: Lessons for DEI from Union Organizing
8. Panel/round table discussion session

### **Collaborative work**

We have a proposal for funding several DEI data collection initiatives, which will benefit the Tri-Societies. SSB DEI met with McKinley Associates to formulate the survey proposal, ASN met with the 90-minute-training group, and SSE met with the roundtable-discussion group and we have generated a proposal and budget for these initiatives.

### **Proposal for Tri-Society DEI Initiatives in 2021**

The ASN/SSB/SSE Diversity Committees would like to pursue the following three initiatives:

1. **A custom 90 day training on how to navigate difficult conversations (\$17k; led by ASN):** The goal of this training by DEI consultant Krystle Cobran (<https://www.krystlecobran.com/>) is to provide individuals with the tools for engaging in respectful and productive conversations with people from different backgrounds and perspectives, with the ultimate hope of creating culture change in our fields. This educational experience will be designed flexibly, to meet people where they are along the spectrum of comfort level with this type of work and thus educate members at a variety of career stages. It will include both a 24/7 online training website with on-demand video lessons, reflection questions, as well as small and large group coaching sessions, with in-depth support for members from marginalized groups. Krystle developed and facilitated a workshop at Virtual Asilomar in January on talking about race. A detailed proposal is attached (see Option 2).
2. **A demographic and culture survey of the Tri-Society membership (\$31k; led by SSB):** We would like to assess the membership of the tri-societies via a culture assessment and demographic survey. We have decided to go with McKinley, a firm that has a strong record in this area of research. They will conduct a survey of members of all three societies, followed by one-on-one telephone interviews with members from specific underrepresented groups to discuss culture in our societies. The goal of the survey is to let us get baseline data on who we are, and where we need to make changes to be our best versions of each society. The goal of the telephone interviews is to obtain in-depth understanding of member experiences. McKinley would help us develop rigorous questions for the survey and would analyze the results which we could then use to (a) provide a report to the members, (b) assess our DEI strategic goals, and the raw data will be provided for (c) scientific/research analysis for publications. The cost of the survey and interviews for the tri-societies is \$31,000 (detailed proposal is attached).

3. **Round tables for members from marginalized groups (\$25k; led by SSE):** SSE diversity consultant Kim Mulligan will moderate a series of group discussions following the climate survey among members of historically excluded or otherwise non-majority communities (e.g., graduate students). The goal for these round tables is to discuss what different groups want to see—what they think works and what they want more of—to ensure that historically excluded groups have a voice in designing the progress they know will work for them. Given the extremely low representation of some historically excluded groups (the 2019 conference survey produced 4 responses from Black members and 1 response from a Native American members—self-reported and non-random—from all 3 societies), tri-society round tables are needed to ensure a larger pool of participants. This would also allow for a broader conversation about what members of these groups want to see at our conferences, and more generally what they want to see in evolutionary biology. See quote and description attached.

#### **Proposed funding scheme:**

The three initiatives together will cost \$73,000. The proposed funding scheme is below.

We note that the cost of the 90 day training program is primarily an upfront cost to create the program. If we ask people enrolling in the 90-day custom training to pay a small registration fee (which is good to ensure engagement anyway, and we can of course provide waivers for those in need), we could fully cover the cost of Option 2. The current proposal is for up to 400 participants; each would have to pay an average of \$42 (e.g., \$25 for students/postdocs and \$50 for faculty) for us to recoup the costs of implementing the program.

<b>Proposed funding source</b>	90-day training (\$17k)	Climate Survey (\$31k)	Tri-Society Roundtables (\$25k)
Moore Funds		\$12,500	\$2,500
Go Fund Me	\$17,000	\$5,000	
SSE budget			\$15,000*
ASN Budget		\$6,000	
SSB Budget		\$7,500*	\$7,500*
<b>Making money back?</b>	Estimated \$16,800 earning for the 90-day program (to get paid back into GoFundMe)	No	No

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\*Already approved by SSE/SSB DEI council