

## **ECOLOGISTS OF DIVERSE PERSONAL BACKGROUNDS AND IDENTITIES**

**While there has not been any published report about demographic composition of ecology professionals equivalent to the recent *Nature Geosciences* paper about racial and ethnic minorities in earth, ocean, and atmospheric sciences, available information suggests that ecology has made little progress in various measures of diversity. Deliberate and well-designed interventions aimed at supporting and retaining diverse individuals in the field (in addition to conventional activities focused on recruitment) would provide practical support as well as signaling a more welcoming profession; in turn, a more diverse ecology workforce would likely improve both our science and its application. The suggestions below address aspects of Society activity that would be more inclusive of (and welcoming to) individuals from many demographic groups currently underrepresented in ESA: racial and ethnic minorities, international individuals, parents of young children, individuals with mobility and sensory disabilities.**

Annual Meeting	Sections and Chapters	Journals	Committees and Volunteer Activities	Awards and Fellow Recognitions	Certification	Other
<p>Holding Annual Meetings at locations outside USA.  Reduce cost of Annual Meeting registration for attendants from developing countries.  Include presentations in languages other than English.  Have ESA representatives at meetings of other scientific societies (e.g., a booth). At these meetings, ESA could offer discounted membership prices.  Allow virtual access to some of the content of the Annual Meeting (live streaming or recordings for asynchronous access); content available to ESA members only should increase membership numbers.</p> <ol style="list-style-type: none"> <li>1. Limiting access to real time only would prevent some of the international audience to participate due to differences in hours. Not being able to make it fit one's schedule may also be inconvenient in general.</li> <li>2. Recordings may be available indefinitely or for a limited time (e.g., for a year) on ESA's website. The IT team should be consulted on the pros and cons of each option.</li> </ol> <p>Send out meeting emails with a reminder about visa applications.  Family- or parent-friendly strategies at annual meeting or other events:</p> <ol style="list-style-type: none"> <li>1. Nursing rooms and facilities</li> <li>2. Pass for partner (or caregiver) and child to meet parent in meeting venue</li> <li>3. Sliding fee scale for childcare at meeting site</li> </ol> <p>Schedule plenary or other major timeslot for presentations by award recipients for Odum Ecology Education Award, Commitment to Human Diversity Award, Honorary Member Award, etc.</p>	<p>Communicate that leadership, volunteerism within sections is a pathway toward professional recognition, leadership experience, and further involvement with the Society.  Request that all sections and chapters nominate individuals for Society leadership and for recognition as Fellows</p>	<p>Consider either mandatory or optional abstracts in a second language for ESA journals (following example of Spanish-language abstracts for <i>Conservation Biology</i>)</p>	<p>Promote participation of members in nominating keynote speakers.  Encourage / advertise opportunities for leadership within the society - organizing sessions at meeting, section leadership, committee membership, governing board.</p>	<p>Modify Early Career Fellows program from honorary award to a "Leadership Institute" similar to SACNAS program (or create alternative program for diverse early career individuals), providing them with mentoring and professional development to strengthen their connection to ESA while increasing the likelihood of their continued career success.  Diversity and Education</p>		<p>Promote use of DiversifyEEB, the platform for Request a Woman Scientist from 500 Women Scientists, the profiles posted in 500 Queer Scientists, and similar compilations; uses could include journal editors searching for reviewers, nomination and awards committees exploring potential nominees, symposium</p>

<p>For annual meetings or other events: start meeting plenary with acknowledgment of indigenous land on which we are meeting, have brief welcome from local tribe or nation; invite local tribes or nations to meet with our TEK section or send attendees.</p> <p>For annual meeting: Identify a contact person to provide information and support for persons with disabilities considering attending meeting; publicize those accommodations that will be provided and highlight that we will provide additional accommodations for those who let us know what they need.</p> <p>Recognize early / mid career and late career ecologists for excellence in mentorship</p> <p>Require / use speaker diversity as a criterion in evaluating symposium and organized oral and poster sessions - include diversity statement as a part of application</p> <p>Ensure that contributed oral and poster sessions contain diverse participants</p> <p>Promote use of #DiversifyEEB or similar resources for those planning symposia or panels</p> <p>For annual meeting: add to the name badge preferred pronouns, and give training to presidors about how to introduce people by their preferred pronoun</p> <p>For annual meeting: add to the name badge or share a sticker for languages a given person can fluently speak (this could promote people speaking in other languages)</p> <p>Provide guidelines to presenters (oral and poster) for making presentations accessible to people with sensory disabilities; (<a href="https://esajournals.onlinelibrary.wiley.com/doi/full/10.1002/fee.1771">https://esajournals.onlinelibrary.wiley.com/doi/full/10.1002/fee.1771</a>) -- and include compliance with these guidelines as part of the judging for talk and poster award judging.</p> <p>Consult resource guides such as those available on-line presenting social science perspectives on creating inclusive meeting environments and preventing harassment of our members at meetings or in other settings; create ESA's own version of a checklist for assessing and assuring diversity and inclusion at our meetings.</p>	<p>or award recipients.</p>			<p>awards: consider whether public engagement/out reach activities, especially those reaching more diverse and non-traditional audiences, are adequately valued in the nomination criteria for these awards.</p>	<p>and organized oral session organizers searching for additional presenters, etc. Also explore how we can encourage ESA members identifying with these resources to post their profiles (thus increasing the visibility of ESA and ecology within those groups). Investigate whether we could use those posted profiles on ESA's own website (increasing the visibility of diverse individuals</p>
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<p>Resource guide for making meetings and other events as inclusive as possible: <a href="https://othersociologist.com/how-to-support-equity-and-diversity-in-academic-and-science-events/">https://othersociologist.com/how-to-support-equity-and-diversity-in-academic-and-science-events/</a></p> <p>Resource guide for preventing and responding to harassment, including race- and gender-based harassment: <a href="https://othersociologist.com/sociology-public-harassment-prevention-policies/">https://othersociologist.com/sociology-public-harassment-prevention-policies/</a></p>						<p>within our society). Create or return to series of profiles of ecologists, on website or in Bulletin, emphasizing diversity of backgrounds and demographics</p>
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