

# Committee for Diversity, Equity, Inclusion & Belonging

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# Recommendation to rename *Copeia*

The flagship society journal *Copeia* is named for a known racist and misogynist. This is unacceptable and we recommend the name be changed. ASIH also owes an apology to every BIPOC and woman who has published in *Copeia*. We recommend:

- The inaugural issue of the newly named journal (and journal homepage) include an apology that explains the history of the journal name choice, why changes were not made previously, and why they are being made now.
- The editor actively solicit contributions from women, BIPOC and other underrepresented groups for the inaugural issue and waive their publication fees (regardless of membership status)
- ASIH make all archived articles (>3 years old) authored by women or BIPOC open access

# New Journal Name Suggestions

- The Journal of the American Society of Ichthyologists and Herpetologists
- American Society of Ichthyologists and Herpetologists
- Vertebrate Ectotherm Biology
- Biology of Amphibians, Reptiles, and Fishes
- Ichthyology & Herpetology
- Suggestions from the members of the society ...

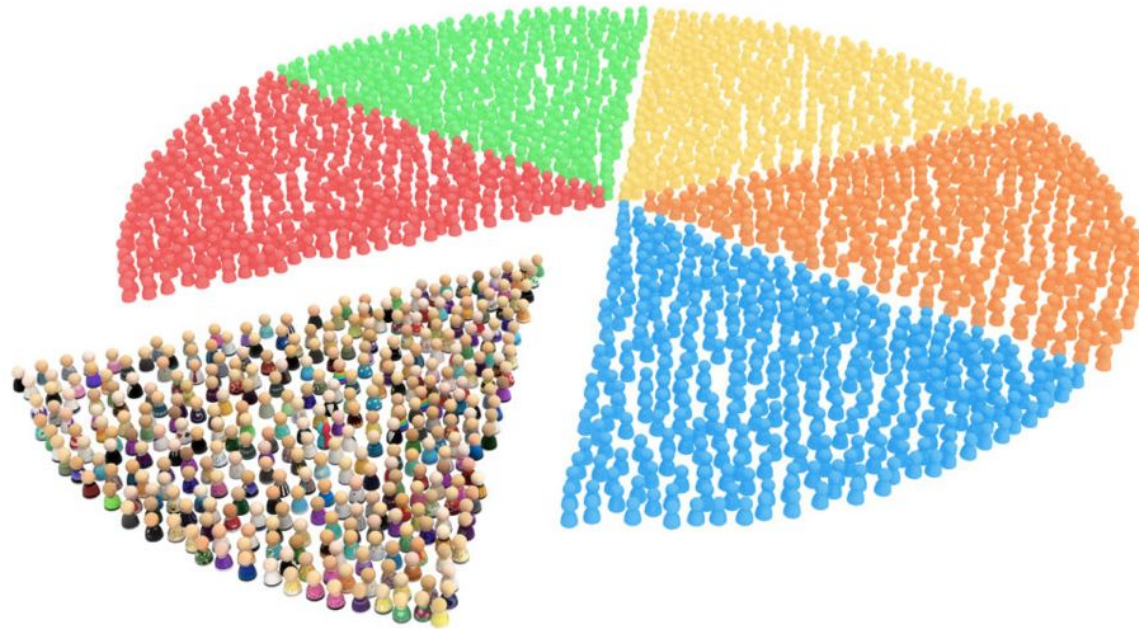
# 2019 Survey Goals

1. What is the composition of the Society's membership?
2. How to support the needs of our members?
3. How to recruit and sustain a more diverse membership?



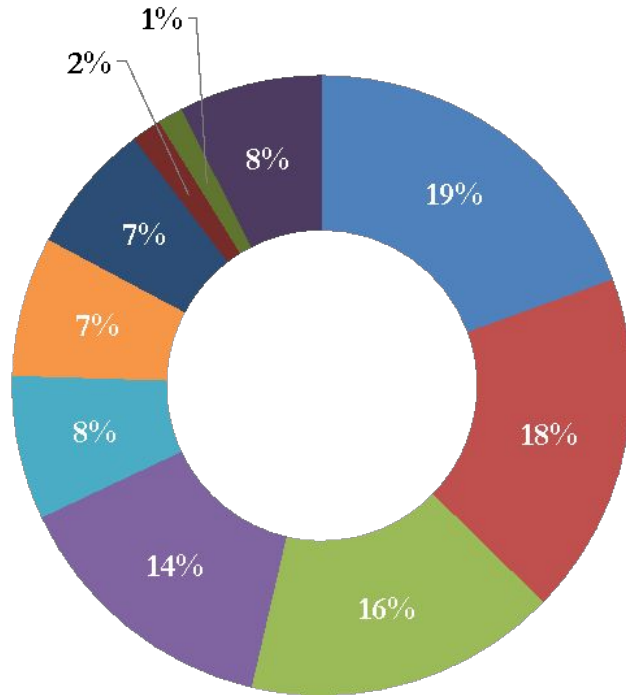
# Survey Demographics

453 participants / 1484 members = 30.5% response rate



# Survey Results

## Career Stage & Profession



- Faculty at a research intensive university
- Emeritus / Retired
- Graduate student
- Faculty at a teaching focused university
- Post-Doctoral / Temporary science-related job
- City, state or federal scientist
- Permanent job in a non-profit, science-focused organization
- Permanent job in industry
- Undergraduate student
- Other

# DEIB Recommendations

All people in the Society should feel that membership is a worthwhile investment and that they belong in ASIH and at JMIH.

- Discussion with each of the main career groups and stages to get feedback on the perceived benefits of membership and what types of society activities would be most relevant to them.
- Input from members that are faculty at undergraduate-focused institutions, in non-profit and/or wildlife management-focused careers, and international members who have never attended meetings to understand how ASIH membership and JMIH could be more relevant to these groups.

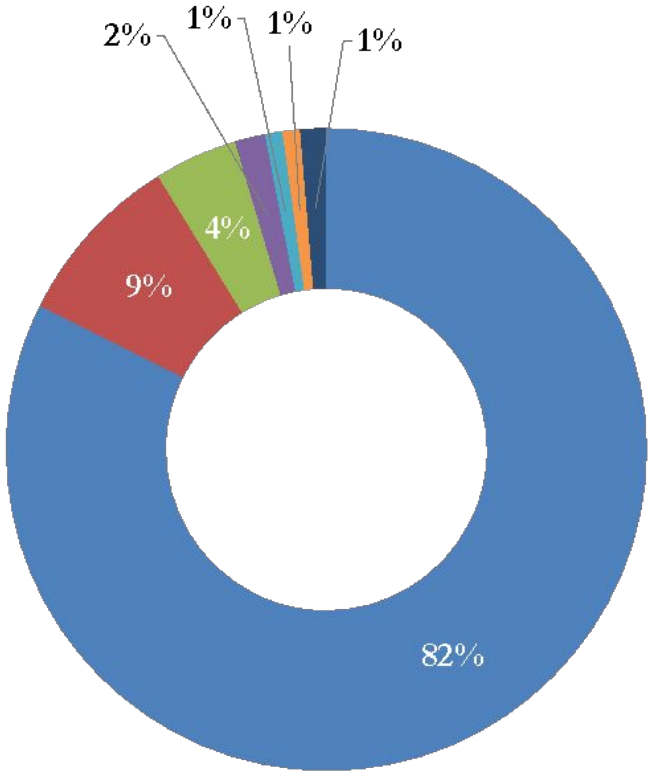
# DEIB Recommendations

- More explicit and variable opportunities for networking within and between career paths (undergraduate/graduate students and postdoctoral researchers). This could include mixers/speed-networking/panels at JMIH and virtual networking events for those unable to attend JMIH.
- Symposium and keynote speakers that reflect the diversity of careers within our membership (we have started a list of speakers).
- Voluntary recording of oral presentations at JMIH made available on YouTube so that members unable to attend JMIH may participate remotely.



# Survey Results

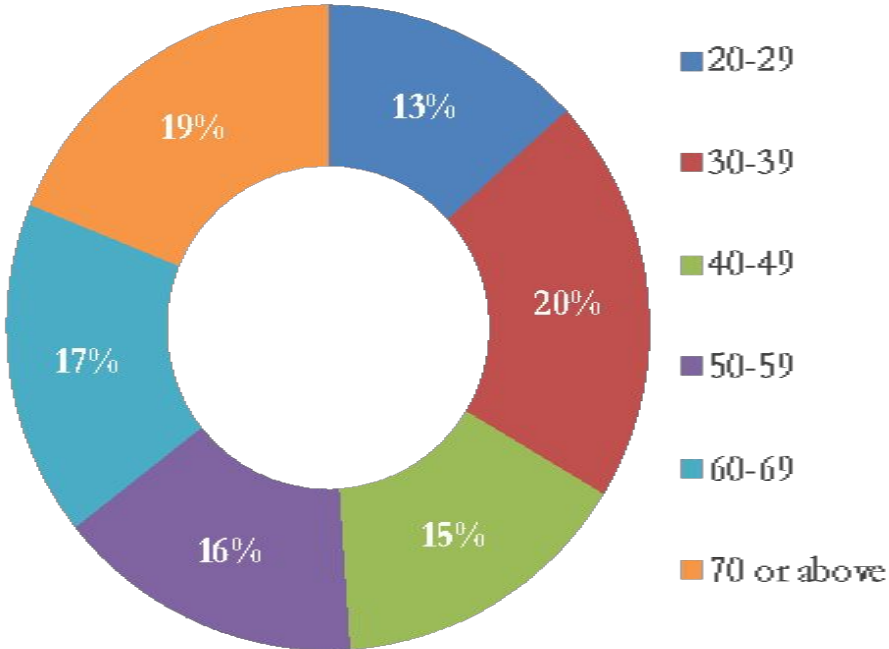
## Race & Ethnicity



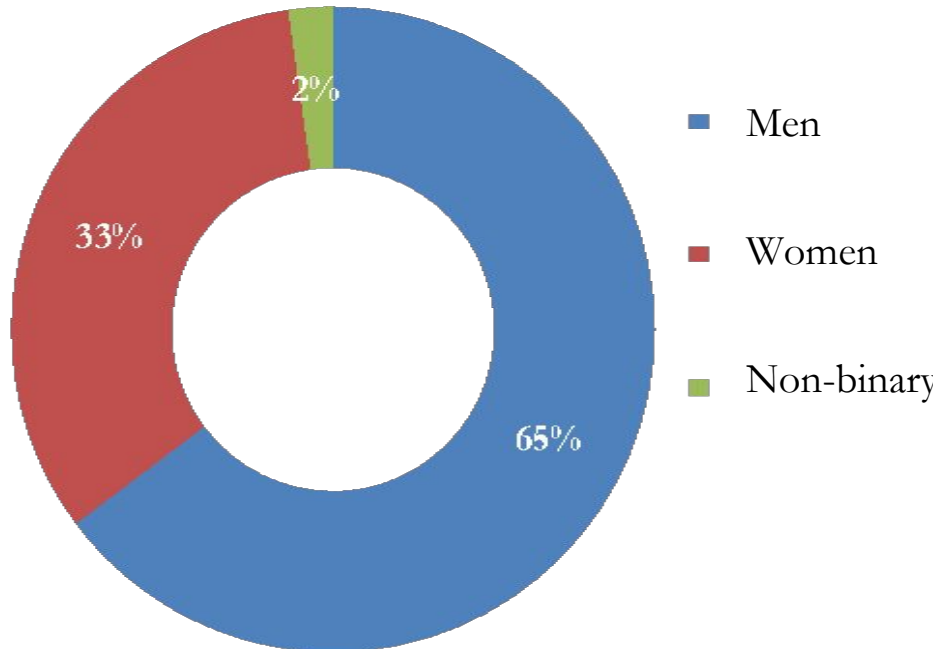
- White, not Hispanic
- Hispanic or Latino or Spanish Origin
- Asian
- American Indian or Alaska Native
- Black African American
- Middle Eastern or North African
- Do not wish to provide

# Survey Results

## Age Group



## Gender



# ASIH compared to STEM graduates

Very low representation of traditionally underrepresented groups in STEM among ASIH membership

| Survey            | Previous (2015 - 2016) |                    | Current  |
|-------------------|------------------------|--------------------|----------|
|                   | ASIH (%)               | (%) U.S. Graduates | ASIH (%) |
| Black / African   | 0.8                    | 8.7                | 0.9*     |
| Hispanic / Latino | 8.4                    | 12.1               | 8.9*     |
| Asian             |                        | 9.5                | 4.2      |
| Women             | 31.9                   | 50.0               | 33.0     |

\* Overestimated percentages - some individuals were counted more than once because they identify as belonging to more than one of the underrepresented groups.

# DEIB Recommendations

The DEIB remains deeply concerned that ASIH membership is not representative of the demography of the United States.

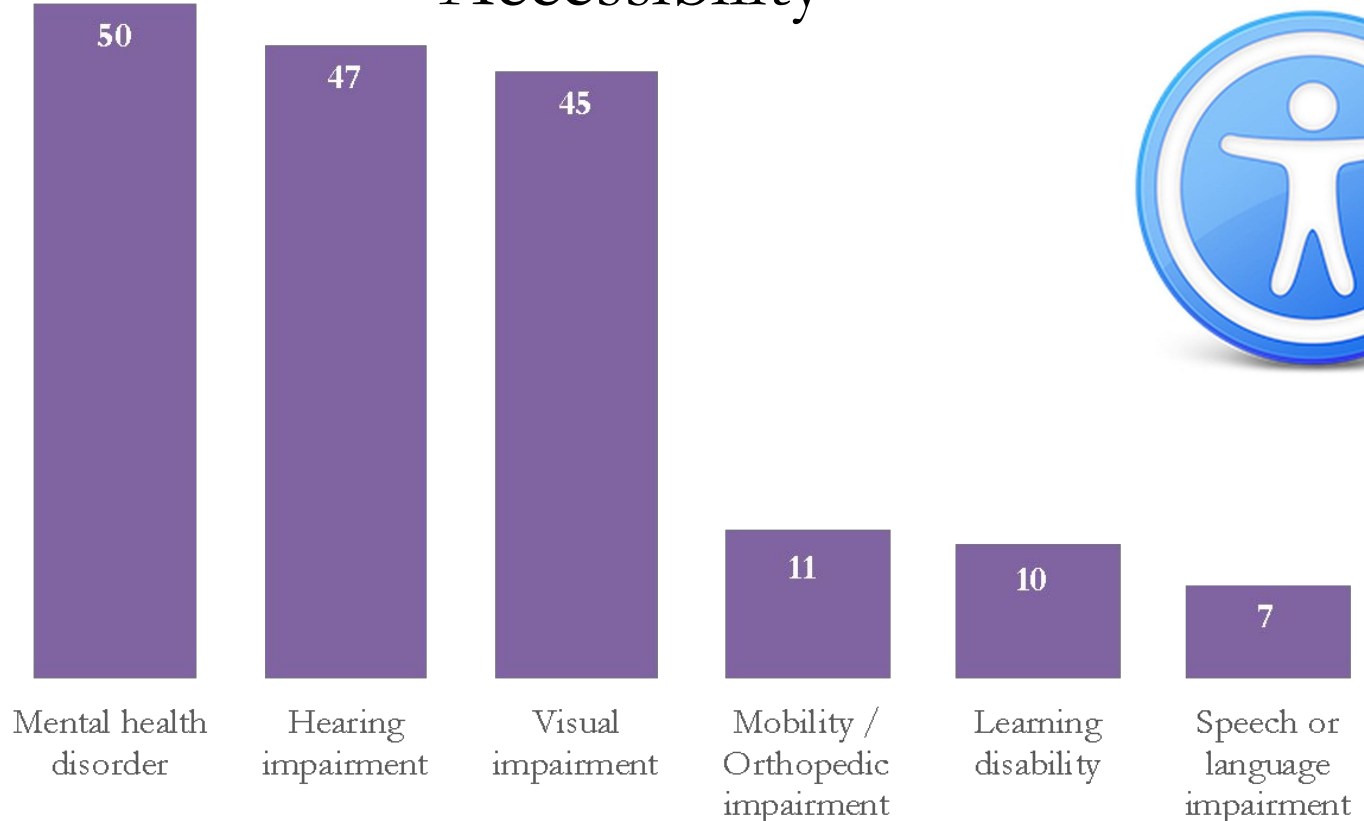
- Assessment of the diversity composition of ASIH leadership, Board of Governors, and committees. Annual, professionally-led cultural competency training for all elected positions.
- Cashner Student Awards - 10 awards per year (5 fishes, 5 herps). A mentor for each student recipient and quarterly virtual meetings for current and past recipients to enable peer-to-peer mentorship.
- Financial support for ASIH representation at national conferences that promote diversity in STEM (e.g., the Society for Advancement of Chicanos / Hispanics and Native Americans in Science).

# DEIB Recommendations

- Professional development workshops at JMIH with a focus on mentoring and leadership skills for early-career faculty at research and undergraduate-focused institutions.
- Travel awards for early-career faculty at undergraduate - only institutions to defer the cost of attending JMIH and professional development workshops.
- Social gatherings for members of underrepresented groups and allies at JMIH.
- Religious holidays should be taken into consideration when scheduling conference dates, conference facilities, and dates of other events.

# Survey Results

## Accessibility\*



\* These are number of responses, not percentages

# DEIB Recommendations



- Online registration including accessibility measures implemented and the option for registrants to list accommodation requests.
- The local conference planning committee should audit conference venue offering:
  - ▣ **ADA standard accommodations** (e.g. a compatible microphone or assistive listening system where speech can be transmitted directly to some hearing aids and cochlear implants)
  - ▣ **Projection offerings** to ensure that screen size is scaled appropriately to the size and configuration of the presentation room.
  - ▣ **Easy access** (e.g. moving between sessions was challenging at the JMIH in Snowbird for members of all abilities, but especially challenging for those with mobility /orthopedic impairments).

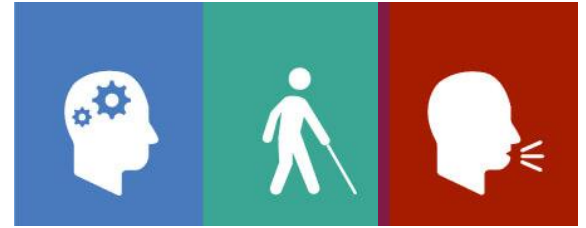
# DEIB Recommendations



- The use of microphones is not optional: >10% of membership is hearing impaired.
- Promote assistive listening technology among participants (e.g., remote microphones, speech-to-text apps) and recommend use of presentation platforms that create subtitles as you present .
- Poster sessions are especially challenging. One solution might be arranging poster sessions into multiple, smaller spaces rather than one large auditorium/exhibition hall.



# DEIB Recommendations



- JMIH should provide instructions for those preparing oral and poster presentations specifying that >10% of our membership is visually impaired and provide guidance on minimum font sizes and color combinations for effective communication.
- JMIH should provide instructions for those preparing oral and poster presentations with guidance on formats that are accessible for those with dyslexia and other learning disabilities.
- Solicit feedback from members with mental health disorders and learning disabilities on how ASIH can better support them.

# DEIB Recommendations



If there is interest, organize social gatherings for members of these groups and allies at JMIH with opportunities to provide feedback to JMIH on the effectiveness of accessibility initiatives.

# Overall Recommendations



**Increasing transparency** around DEIB initiatives and **improving cultural competency** by...

- Increasing awareness and understanding of DEIB initiatives.
- Increasing inclusion and representation of underrepresented /minoritized groups.
- Improving accessibility for JMIH.



# Who Would benefit?

ALL...

- including members of ASIH who have felt attacked (e.g., older, white, men) by statements and initiatives surrounding DEIB that were not communicated fully or effectively in the past.
- Members of underrepresented and minoritized groups that do not feel welcome and/or part of ASIH and at JMIH.



