

Inclusion, Diversity, Equity, and Anti-bias Committee Annual Report

Committee members: C. Calderon Acevedo, J. Alston, E. Beasley, A. Cheeseman, L. Dizney, E. Flaherty, R. Jakopak (chair), A. Jensen, J. Laney, B. Rowe, L. Siciliano, R. Stein, D. S. Taylor, K. Thorington, J. Varner, A. Weller

Mission:

The mission of the IDEA Committee is to ensure the opportunity for active participation in the ASM by all members, regardless of gender, race, ethnic background, age, physical disabilities, or sexual orientation.

This Committee serves the Society by working to encourage and facilitate an increase in the diversity of active participants of the Society by working to reduce any and all barriers to participation, service, and governance (especially those associated with under-represented groups). Accordingly, the Committee is examining approaches and efforts to increase diversity within the Society, especially the diversity of the participants in societal activities and functions. This Committee also plans and conducts various workshops, symposia, and other activities associated with its mission.

Information items, August 2023 to date:

- (1) Capacity building: We revised our web pages to be easier to navigate, in an effort to make information more accessible to award applicants and to garner more committee participation. We continued to document our application processes and take diligent notes to build a digital record of institutional knowledge.
- (2) Conference accessibility: We collated a list of suggestions for ways to make future ASM conferences more accessible and passed suggestions along to the Program Committee. This included suggestions like identifying and clearly indicating gender-neutral/family bathrooms in the program, indicating whether there is presenter mode, indicating that people who submit abstracts that do not get accepted will be refunded the registration fee, and making sure that committee members who are not attending the conference can still have meaningful ways to participate in meetings.
- (3) IDEA-related resources: We built a list of resources to link to on the IDEA webpage. Resources included peer-reviewed articles, blog posts, and more and should serve as a jumping off point for those interested in learning more about IDEA-related topics in mammalogy. This list is available on the IDEA Committee website, and we will add resources to this list periodically.
- (4) Maintain a list of minority-serving institutions: We revised our list of mammalogy contacts at minority-serving institutions, which we use to spread the word about our various programs. Thanks to Rachel Stein for updating this list.
- (5) Accessible conference presentations: We revised the Guide for Accessible and Engaging Conference Presentations, which is available on the [conference website](#). Thanks to the Program Committee (especially Patrice Conners) for adding it to the conference website.
- (6) Black and Indigenous Scholars in Mammalogy Award: We received 13 applications and selected 2 recipients for the Black and Indigenous Scholars in Mammalogy Award. Deandra Jones (University of

Arizona) and Tabitha McFarland (Explora Science Center and Children's Museum) each received \$1,500 to support their research and communication goals, respectively. Thanks to Leila Siciliano and Amanda Cheeseman with the IDEA Committee, and Asia Murphy and Christine Wilkinson with Black Mammalogists Week.

(7) Rising undergraduates in mammalogy travel support: We received 21 applicants and selected 7 recipients for the rising undergraduates in mammalogy travel support. Thanks to the Board of Directors' support, this award covered travel, lodging, food, and conference registration for 6 undergraduate students interested in pursuing a career in mammalogy. We selected Ivan Beck, Nicole Bonello, Ashley Castro, Roche Espadron, Sophia Koutsogiannis, Alana Owings, and Ryan Grutsch. Thanks to Laurie Dizney and Amanda Weller for their help with reviewing and selecting applicants.

(8) Field Futures Harassment and Assault Prevention in the Field Workshop: We submitted a workshop proposal to bring the FieldFutures training to the Boulder meeting. This workshop helps participants learn to prevent, intervene in, and report incidents of sexual harassment and assault in scientific or field settings. Thanks to the Board of Directors and the Program Committee for funding this workshop. Rhiannon Jakopak and Jesse Laney submitted the proposal.

(9) Develop field safety survey proposal: Fieldwork is an essential component of data collection for many mammalogists, yet it also presents a variety of hazards. Although data are currently lacking, mammalogists can create safer, more inclusive field experiences if we have a better understanding of the hazards mammalogists face in the field, the prevention and response measures that they implement, and whether they have institutional support in creating these measures. We have been working to develop a proposed survey that will be administered to all ASM members, to better understand the state of field safety hazards in our profession. We submitted and, if accepted, will deliver a poster presentation at the 2024 annual meeting. In the budget request below, we are requesting funds to hire a survey consultant to improve the survey, and the prospectus is attached at the end of the document in Attachment A. Jesse Laney, Emily Beasley, Alex Jensen, and Rhiannon Jakopak have led survey development efforts.

Goals for June 2024 - June 2025:

(1) We will continue to administer the Black and Indigenous Scholars Award.

(2) We will continue to administer the J. Mary Taylor Award.

(3) We will translate ASM's statement of inclusion and code of conduct into Spanish.

(4) With Board support, we hope to bring another round of Rising undergraduates in mammalogy to the 2025 annual meeting, with a focus on individuals who have backgrounds that have been marginalized in society or in science. We hope to connect with local and nearby undergraduate students, and we will work with ASM members that have connections in relevant places to solicit applicants.

(5) We will continue to update the resource list that is available on the ASM website.

(6) We will provide logistic support to Black Mammalogists Week, starting the week of September 16, 2024. [Black Mammalogists Week](#) seeks, "[t]o provide opportunities for current and aspiring Black mammalogists across the Diaspora to form conscious, fruitful connections, in addition to illuminating historical and present-day Black contributions to the field of Mammalogy." Attendance and engagement metrics are detailed in Attachment B, but overall these events solicited over 25,000 views from videos and multiple social media takeovers from prominent organizations (Amy Poehler's Smart Girls, National Geographic Society, Real Scientists) prompting thousands of likes and reposts. In addition to helping to

ensure that mammalogy becomes a more diverse and accessible field, all of these efforts help to spread the message about ASM to a broader audience.

(7) With Board support, we hope to administer a survey assessing the field safety hazards, the frequency with which they are encountered, and the resources mammalogists have to prevent and mitigate these hazards. This will provide the American Society of Mammalogists with a society-wide hazard assessment, which can inform future society actions, such as hosting workshops and trainings, organizing symposia, and developing resources and recommendations that will help professional mammalogists draft their own field safety plans. The prospectus is attached at the end of this document.

(8) We will lead ASM's participation in the BioLEAPS initiative.

Action items:

(1) Budget request

a) \$350 - to purchase the physical award for the J. Mary Taylor Award.

b) \$10,000 - to support undergraduate students to attend the 2025 annual meeting (the Rising undergraduates in mammalogy travel support, which has been generously supported by the Board in previous years).

c) \$3,300 - to contract a survey professional to ensure the field safety survey is conducted in line with best practices (\$3,000) and to purchase raffles to incentivize members to respond to the survey (\$300 for 3, \$100 e-gift cards)

Respectfully submitted,

Rhiannon Jakopak

Inclusion, Diversity, Equity, and Anti-bias Committee Chair

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