

## Waterbird Society Mid-Year Council Meeting Minutes

Virtual call, Zoom

Friday, April 23, 2021

10:00-14:00 (ET/New York/GMT-4)

**Officers and Councilors in attendance (voting):** Dave Moore [President], Patty Szczys [VP, Recognition], Chris Custer [Treasurer, Bylaws], Kate Shlepr [Secretary, Archives], Erica Nol [Past President, Publications, Nominating], Terry Master, Miyuki Mashiko, Clay Green [Past President, Nominating], Caroline Poli [Student Council Rep], Danielle D’Auria, Gail Fraser [Student Activities], Gopi Sundar, John Anderson [Archives], Don Lyons, Andy Kasner [Journal Editor], Jim Lyons

**Committee Chairs in attendance (non-voting):** Kate Sheehan [Research Grants], Juliet Lamb [Student Activities, Diversity], Sean Murphy [Conservation], Jim Fraser [Membership, Finance & Investment], Jonathan Cohen [Conservation], Liz Craig [Diversity], Chip Weseloh [Future Meetings], Jeff Costa [Publications member], Woody Woodrow [Texas Local Committee], Anna Vallery [Communications and Outreach], Marisa Martinez [Diversity], Ricardo Zambrano [Finance & Investment], Jeff Spendelow [Bylaws, Ornithological Council], Susan Elbin [Ornithological Council, Future Meetings], Pat Baird [Membership], Amanda Haverland [Communications and Outreach]

[Motion: Accept today’s agenda as shared by email \[full text in addendum to these minutes\]. Patty/Chris. Motion passes unanimously \[Note: Voting took place via Zoom Chat, saved in addendum to these minutes.\]](#)

[Motion: Approve the minutes from the last Council meeting \(10 Nov 2020\) with minor corrections \(typos\). Danielle/John. Motion passes unanimously](#)

### **Diversity Committee (Marisa Martinez)**

- Summary of Diversity Panel and Priority Actions and the DEI Consultant Proposal documents that were sent out by the Diversity Committee [full text in addendum to these minutes]
  - Background/synopsis: At the 2020 virtual conference, a Diversity Panel event was held over Zoom. This was made possible by the Council’s approval of money allocation toward honorariums. There were more than 80 participants, Marisa and Jamile Blake were co-moderator, and there were 3 panelists who shared their personal experiences of diversity, equity, and inclusion in the field of waterbird research and conservation.

- The Panel was not meant to be a stand-alone event; wanted it to turn into an actionable plan that WBS could implement
- Two documents generated, the Summary and Action Plan, and a Proposal on the Action Plan's top priority, which is to hire a DEI consultant.
  - Diversity Consultant would help create a strategic plan for the Committee and the Society. The topic of DEI is a current societal directive, but it is not our area of expertise. Our society does not have the qualifications to do this in-house.
  - Develop a plan centering around the topics of mentoring & outreach and Society governance
- To address DEI in WBS is to address it more broadly. These tasks cannot be tabulated and measured. The work is never done, and is an ongoing process. The proposal does not just benefit the Committee but all of us.
- The DEI Summary, Proposal, and a Letter of Support documents were sent to membership and Council by email
  - These documents could also get shared on social media
- Discussion
  - Thanks to Marisa and the Diversity Committee for their tremendous effort!
  - Complex proposal - range of dollars, range of priorities.

Motion: Accept the DEI proposal as-is. Erica/Caroline [Note: subsequent motions to table and reopen this motion are below]

- Guiding considerations
  - The strategic plan conversation we are trying to get moving is a plan to attract and retain diverse members. Maybe our past way does not work anymore, and change (such as hiring a consultant) is necessary. We need to decide how to make our money work for us and our members.
    - Council is at a breaking point in terms of volunteer hours.
    - To persist, we need to professionalize our Society (e.g., online journal submissions to professionalize our interaction with authors; Communications strategy to professionalize our use of social media; event software to professionalize virtual meetings). This requires investment (\$).
- Pro: DEI among the highest priorities of any organization right now.
  - A DEI expert can address representation at multiple levels, including international representation.

- They have expertise that the rest of us do not have and are trained in these kinds of conversations.
- An “outsider” perspective can highlight aspects of our Society’s workings that those of us in it may not be able to see.
- WBS is flush with money - \$1.8 mill in endowment.
  - Paying a consultant is key, because those with the necessary expertise are often overburdened with work already as they get asked to help on a volunteer basis
- WBS has kicked this can down the road for a long time. This is our chance to actually do something instead of talking about doing something.
- Failure to address DEI concerns puts the WBS at risk of falling behind other societies and losing members.
- We have lots of ideas about how to increase diversity in WbS, but a consultant has the expertise to help us prioritize those actions. Is the best strategy funding PhD scholarships and awards, or sponsoring travel, or is it by doing other activities listed in the plan?
- Con : Support in principle, but troubled by this as a matter of society business.
  - Council is in a position of trust to spend money wisely. This proposal does not fit into the core mission of the Society [“The Waterbird Society is an international scientific, not-for-profit organization dedicated to the study and conservation of waterbirds. This society was created to establish better communication and coordination between the growing number of people studying and monitoring aquatic birds, and to contribute to the protection and management of stressed populations or habitats of these species.”].
    - It will take time, sensitivity, and skill for an outside consultant to understand WBS. DEI committee has done a great deal of work already. We, the WBS, should continue it.
  - Hiring a Diversity consultant will make WBS a US-centric organization.
  - Consultants write lengthy reports and DEI is a growing industry, particularly in the US.
  - \$10,000 is a very large sum of money for a volunteer organization of 400 members. We are in good financial shape because we have been careful with our money management in the past.
    - We already have a great actionable summary from the DEI committee itself. A consultant is unnecessary.

- \$10,000 = 220 free student membership (as is in the current priority actions), or 5-10 all-expenses paid attendance to a meeting (as in the current priority actions).
- We need to put this proposal in the context of the rest of our Society's business before we can make an informed decision. What is our total budget? Other funding priorities that will be discussed [below] include:
  - Online meeting platform \$3,000-\$10,000/yr
  - Online journal submission management \$700-5,000/yr
- Alternative suggestions:
  - Write a separate grant proposal to fund actionable items, including one for a consultant, instead of spending WBS annual funds.
  - Combine the DEI consultant proposal with a hire that helps with the Strategic Plan
    - We have a declining membership with Councilors that stick around for a long time. We have tried to become more international but it is difficult. How can we better communicate as a society?
      - Look at hiring a consultant for the Strategic Planning that emphasizes DEI and/or has specific expertise in DEI issues
  - Fund other DEI activities instead of or in addition to hiring a consultant, e.g., sponsored travel
    - True, but those options also take a lot of work and do not guarantee the diverse engagement we would like to see. These actions might be good but they should not be all we do.
  - Ask other societies that hired a consultant if it was helpful, and how much it cost them to do so.
    - Ex. Pacific Seabird Group (PSG) had a DEI workshop at their last meeting and hired a DEI consultant. Their consultant worked hard to get to know the organization and brought a valuable outside perspective. She tailored her training to PSG. Having the outside perspective was good because it highlighted things that people in the organization did not see.
    - Collaborating with another society/organization on a consultant hire could be a way to mitigate costs.
    - Could we ask for/use the findings from other societies' consultant hires for our society? (Instead of hiring our own.)
- Specific questions about the proposal:
  - Is this proposal for a one-time only hire?

- Timeframe for implementation?
- What is a reasonable expectation to see change in our Society? For example, we might be quick to see a membership bump, but persistence and engagement of members is harder to gauge.
- What will be the process to select a consultant?
- Evolving thoughts
  - Be careful to vote on the actual proposal, not what you want the proposal to be. E.g., PSG consultant was well informed, but they were well informed because PGS councillors volunteered their time. A DEI officer has been discussed today, but the proposal is for a short-term consultant, not a permanent officer hire.
  - We need to make sure that expenses are for the long-term good of Society. Consider, what is the consultant going to do for us that we cannot do ourselves and have not already got in progress?

Motion: Table the DEI motion to accept the proposal as-is: John/Patty  
11 yay/3 nay Motion passes.

Motion: To move the DEI motion to the end of today's agenda. Don/Erica.  
Motion passes unanimously.

Motion: Endorse the DEI Panel Summary and Action Items document of the Diversity Committee separate from the financial component in that plan. John/Patty Motion passes unanimously.

**11:40 ET Treasurer's update**

- 2021 budget update: Chris Custer estimates that we have, at most, \$18,000 this year for special projects. In 2021, we will barely break even if we get caught up on publishing the journal (printing is currently 2 issues behind), so expect next year's budget to be close to \$0.
  - Q: What is the procedure to add line items to the operating budget, e.g., Zoom licenses and platforms for hybrid meetings going forward.
    - A: Requires a vote by Council to add a budget line moving forward for \$X.
  - Discussion: mailing out the journal is expensive - do we really need to be doing this still? Being electronic-only would likely save us money, but printing might be critical in terms of access (e.g., places with unreliable internet).
    - Note: If the journal went electronic-only, the budget line item will not go to \$0 because there is still a cost to produce journal

- **ACTION ITEM:** Publications Committee should explore the pros/cons of going fully electronic with the Journal.

### 2021 Texas, USA meeting update (Woody Woodrow)

- The 2020 meeting at Clear Lake, TX was canceled due to COVID-19, but Woody agreed to lead the Local Committee again in 2021.
- Woody reached out to the Harte Research Institute in Corpus Christi where Dale Gawlik and Kate Shlepr now work. He created a new proposal for a November 2021 meeting at the Omni Hotel in Corpus Christi, TX.
  - The price is good, and is cheaper than what was approved by Council for the 2020 meeting at Clear Lake.
  - The plan is still to host a joint meeting with the Texas Colonial Waterbird Society. This should boost local attendance.
  - The Local Committee has been having conversations about what the meeting might look like given continued uncertainty with COVID. For example, what would a hybrid meeting look like? Would all content be streamed live?
    - The Omni Hotel offers tech support and has hosted live conferences before.
    - More support from them = increased cost. Alternatively, could hire an outside vendor, or do more of the work ourselves.
  - The Wildlife Society (virtual meeting) dates overlap with our proposed dates in Nov.
  - Hotels: disposable plastics, everything. Think about sustainability for whatever hotel we are signing into.
  - A questionnaire was sent out to members to ask about their ability/willingness to travel given COVID uncertainties. Of 92 respondents, 45 said they would attend in person and 47 said they would only attend virtually. We need an estimated headcount to plan details like hotel room block reservations.
  - Hosting a virtual was great for us in 2020 - it brought in a lot of younger people who would not have otherwise attended.
    - We cannot keep it free all the time; electronic meetings still have a cost, so we should be willing to charge for it.
    - Ideally we would bring in an outside contractor to facilitate virtual meetings because it is a lot of work, but that is another cost.
      - \$3,000/day for tech support at Omni Hotel, \$3,000-\$10,000 for registration/online platform online
    - Hybrid meetings will require a lot of thought. Why would participants want to pay to sit in a room in TX (for example) on a Zoom call?

- We could be strategic about things like registration costs in order to attract participants to the in-person meeting.
- PSG as a good model for virtual meetings. It was expensive to attend but was very professional. They hired help (Whoova platform) and had a lot of volunteers (largest local committee in their history!).
- Seems dangerous to not have a virtual component - we expect it to be in demand moving forward.
- Patty is still compiling information about online event platforms.  
Preliminary numbers:
  - CVENT (PSG used this for registration; it integrates Zoom into an online user platform) \$10,000/year for all components of an online meeting + on-the-ground expense.
  - Dryfta (Harte Research Institute recommended; similar services as CVENT) \$3,000/year + on-the-ground costs.
  - Both have the capacity to do hybrid meetings, but also do fully virtual. Cost may come down if fully virtual, but unclear.
- Council usually votes on a budget for the meeting, but we do not yet have that and we are only 6 months out from the proposed meeting time. Decisions need to be made. Should we push the in-person meeting back another year?
  - Required in bylaws to have an annual meeting
    - “ARTICLE 8. Official Meetings 8a. Meetings for the presentation of scientific papers and for conduct of the Society’s business shall normally be held once per calendar year, except when meetings with other organizations or unforeseen circumstances preempt the annual schedule. In instances when the annual meeting schedule is preempted, the scientific meeting and general business meeting will be held at least once every two years. The dates and locations of the meetings shall be announced to the membership. 8b. At the discretion of the Executive Council special meetings on special subjects may be held under the auspices of the Society.”
  - In Canada, everything is delayed. We could think of this year as being a regional in-person meeting (TX Colonial Waterbird Society) and look at other societies on how to deliver a remote component in 2022.
  - Discussion: keep 2021 virtual due to all of these uncertainties.
    - Con: Worry about not having an in-person meeting 2 years in a row

- Pro: Virtual = engagement for a lot more people

Motion: To have a virtual component to the 2021 meeting. Patty/Gopi Motion passes unanimously.

Motion: 2021 WBS annual meeting be fully virtual. Patty/Erica 16 yay/1 nay Motion passes.

- Thank you Woody and team!
- Should a Texas meeting be bumped or skipped?
  - Should DEI concerns play a role in choosing meeting events? E.g., some people will not want to go to Texas for political reasons.
    - Opening Pandora's box by excluding locations because of a region's politics. Cancelling Texas could create a dangerous precedent.
  - Chip Weseloh says the 2023 meeting location is currently undetermined. We could push everything back: TX 2022, FL 2023, Costa Rica 2024

Motion: Plan 2022 annual meeting Texas, 2023 annual meeting in Florida. Patty/Chris Motion passes unanimously.

- **ACTION ITEM: Patty will send an email to Membership and the WBS student group to ask for volunteers for virtual meeting planning.**
- Chip says that there is potential for a joint meeting with the PSG in Nov 2024/Jan 2025. They usually meet in Feb-Mar.
  - Change in timing complicates our planning because we either have to have two meetings in a year or else skip a year. Bylaws require we meet every fiscal year.
  - Discuss this at a future Council meeting.

### Publications Committee

- **Journal update (Andy Kasner)**
  - There has been an uptick in submissions - good.
  - Andy expects to get caught up on the backlog from COVID delays and plans to publish the Jun issue in early summer (a little late), but at that point the journal will be back on schedule.
  - Online-only journal (Editor's perspective on earlier discussion)
    - Andy agrees that a print journal is expensive but important for international access. Another benefit is that it would save the editor time because online-only requires less formatting.



- Consider creating a strategy where the print edition is phased out over time.
- Consider how open access options might affect BioOne revenue
- **Editorial Management Systems (Jeff Costa)**
  - Currently, author instructions are on the website, authors submit manuscripts to the Editor by email, and correspondence is entirely over email.
    - Dangerous to have all of this information in just one person's email.
  - Alternative: WBS could pay a subscription fee for authors to submit their manuscripts online, and then the system would automatically generate deadlines and communications to get the manuscript through the editorial pipeline.
    - Advantage: These platforms centralize communication and are likely to improve our journal's reputation while preventing catastrophe to manuscripts mid-review.
  - Jeff contacted 3 companies (editorial management systems) for quotes.
    - Arises systems \$5,000/yr + additional costs with over limit submissions. Some tech support.
    - \$3,000-4,000/yr + 1-time fee of \$2,500. Full tech support.
    - Free software but hosting fees of \$700-3,000/yr. Manual/limited tech support. Used by ACE-ECO journal.
  - Which option seems like the best fit for Society? Automation saves time but is more expensive.
    - Jeff and Andy will work together to try free trials on each of the platforms.
  - Council endorses the idea, but more research is needed before we have a formal motion allocating the money. **ACTION ITEM: Jeff, Andy, and the Publications Committee will make a formal motion regarding their top choice by Jun 1.**

### **Strategic Plan (Dave Moore)**

- Draft Code of Conduct update - Dave contacted other ornithological societies and found that not all of them have a Code of Conduct.
  - Remaining hurdle: passing text through a lawyer.
  - We need a way to handle complaints and enforcement
    - Any volunteers for being on an ad hoc committee? Clay Green, Liz Craig, John Anderson volunteered themselves in earlier Council conversations about this.
    - **ACTION ITEM: Patty will ask for volunteers when she emails the whole membership about the virtual meeting.**

- ACTION ITEM: The ad hoc committee should make a recommendation to Council on what the enforcement process might be.

### DEI proposal discussion continued

Motion: I move to un-table the tabled motion. Patty/Gail Motion passes unanimously.

Motion: Accept the DEI proposal as-is. 5 yay/7 nay Motion fails.

- Motion that failed was focused on a DEI consultant, but the DEI proposal included lots of potential actions.
  - The Diversity Committee felt that hiring a consultant was the top priority, hence the proposal.
  - Next steps:
    - We could chat with the American Ornithological Society (who already hired a consultant) about whether it was worth it to them.
    - ACTION ITEM: Patty is willing to work on finding a consultant that can work on DEI and Strategic Plan as a whole.
    - DEI committee/others could revise and resubmit the proposal and/or integrate with larger Strategic Plan
  - Warning: delayed actions perpetuates the status quo.

Motion: I move to fund every part of the DEI Action Plan except for the consultant. Don/\_\_\_\_  
[retracted]

- Let us not vote on any funded actions until the budget is clearly laid out. Some items in the Action Plan do not have associated dollar amounts, and we have several other pending motions unrelated to DEI.
- We cannot let this conversation and action die. We [Council] do not want to send the message to the Diversity Committee that we are not serious, but we need to make sure we are being fiscally responsible.
  - Diversity Committee can guide us on a reasonable timeline to move on these actions.
  - Diversity Committee has done their part. Council should come to some consensus and bring it back to Diversity Committee, not the other way around.
- All the blue and green items in the Action Items list seem like no-brainers. Let us move ahead on those.

Motion: I move to accept the first action item in blue on the DEI Priority Actions document [provide one year of membership as part of student meeting registration] to a cap of \$1,500. Erica/John Motion passes unanimously.

- ACTION ITEM: Chris will notify Schneider about the free student memberships.
- Closing thoughts
  - Action plan needs a lot more attention from Council. Diversity Committee has put a lot of time in, so ball’s in Council’s court.
  - Several scenarios discussed today:
    - Broader strategic plan
    - Combine our actions with work by other societies
  - A lot of action items are things we could be doing already (e.g., low cost) - so do them!
  - ACTION ITEM: Dave volunteers to go through the action list and reframe as motions within the next month.
    - Yes, but Council should discuss the proposal that was on the table more fully. Specific feedback to the Diversity Committee will be crucial.

14:15 ET Adjourn

##### Supplementary communications #####

**AGENDA**

Sent by Kate Shlepr in email to Council and Chairs on 4/23/2021:

**Waterbird Society Council Meeting  
 Zoom Virtual Meeting  
 Friday, April 23rd, 2021  
 10:00-14:00 ET/New York/GMT-4**

10:00	Welcome and Introductions	Dave Moore
	Vote to approve agenda	Dave Moore
10:05	Nov. 2020 Council meeting minutes	Dave Moore
10:10	2021 Budget/Special Projects update	Chris Custer
10:15	Diversity, Equity and Inclusion Proposal	Marisa Martinez, Juliet Lamb
11:15	Coffee break	
11:30	2021 Texas/virtual meeting update	Patty Szczys, Clay Green, Woody Woodrow
	Meeting Platform	Patty Szczys
	Hybrid meeting format	Kate Shlepr, Woody Woodrow

12:30	Publications Committee	
	Journal update	Andy Kasner
	Online submission platforms	Jeff Costa
12:45	Strategic Planning	Dave Moore
	Moderator hire	Kate Shlepr
	Code of Conduct update	Dave Moore
	2nd Student Council seat	Dave Moore
	Schneider emails receipt check-in	Kate Shlepr
	Communications strategy	Dave Moore, Clay Green
14:00	Adjourn	

### DEI PROPOSAL

Sent in email to Membership by the WbS Diversity and Inclusion Committee (3/25/2021; hyperlinked pages are copy-pasted below):

"Dear XXX,

At our recent meeting, many of you participated in a panel discussion focused on diversity, equity, and inclusion, both in the Waterbird Society and in waterbird science and conservation at large. Following that discussion, the WbS Diversity and Inclusion Committee created a [summary and action plan](#) with concrete steps toward achieving greater representation. While we are working to move our plan forward, we are increasingly aware that we lack the expertise to fully address diversity issues on our own.

To help us achieve our goals, the committee has prepared a [proposal](#) to hire a consultant with the professional experience to guide our actions and create a plan for measuring our success. We would welcome any suggestions from the membership, which you can add directly to the document as comments. Two Society members have also drafted a [Letter of Support](#) with further background on the importance of this initiative. If you agree and would like to express your support, you can [add your signature here](#).

Thank you for your thoughtful engagement and continued commitment to working together on these complex challenges. If you have questions for the Diversity and Inclusion Committee or would like to get involved, please reach out any time to committee co-chairs Liz Craig ([ecc79@cornell.edu](mailto:ecc79@cornell.edu)), Marisa Martinez ([marisamartin2015@fau.edu](mailto:marisamartin2015@fau.edu)), or Juliet Lamb ([jslamb@uri.edu](mailto:jslamb@uri.edu))."

### Summary and action plan

#### Waterbird Society Diversity Panel Summary and Action Items

## November 2020

**General Summary:** During the 2020 virtual Waterbird Society meeting, the Diversity and Inclusion Committee hosted a three-hour panel discussion on diversity, equity, and inclusion in waterbird biology. The panel consisted of a conversation among the panelists (Moderator Jamila Blake, Facilitator Marisa Martinez, and Panelists Rena Borkhataria, Juita Martinez, and Ricardo Zambrano) about their personal experiences as Waterbird Biologists of color, followed by a Q&A for the panelists, ending with a breakout session in which groups of 5-6 participants met with a facilitator from the Diversity and Inclusion Committee to discuss potential actions and next steps. The discussion was attended by at least 60 meeting participants. Although the discussion was focused on racial diversity, many of the issues identified and discussed by the panelists apply across other axes of diversity traditionally underrepresented in our field, including socioeconomic, gender, sexuality and gender identity, disability, and others.

Below is a summary of major takeaways and associated action items developed by the Diversity and Inclusion (D&I) Committee subsequent to the November 2020 panel discussion. Color coding of the action items refers to the following:

Action items to be completed internally by the WBS D&I Committee

Action items to be completed internally across multiple WBS committees (potentially with input from a DEI officer/consultant)

Action items to be completed with/by a hired DEI officer/consultant

**Panel Takeaway #1: A real commitment to improving Diversity, Equity and Inclusion (DEI) requires funding.** DEI efforts that fall on volunteers (who are often themselves members of underrepresented groups) are likely to be ineffective and increase burnout and inequality. DEI professionals should be hired and compensated. Financial barriers to meeting participation and membership, which fall heavily on students, early-career scientists, and international participants, should be removed or reduced via targeted funding.

- **ACTION ITEM:** Engage the consulting services of a DEI officer to assess the current landscape of the Society, assist with the development and implementation of a strategic action plan with clear objectives and performance metrics, and gather and facilitate incorporation of feedback and suggestions from members. This will provide professional expertise to guide our activities and Society towards benefiting the membership and communities it serves. [Coordinators: Council, D&I Committee. Cost: depends on salary and time requirements; likely \$5,000 - 10,000]
- **ACTION ITEM:** Provide one year of membership as part of student meeting registration. Also provide free or reduced-cost membership renewals for student and early-career members. This will improve student retention and engagement and help reduce barriers to participation. [Coordinators: Membership Committee, Local committee. Cost: Lost income from student dues (\$1450 in the most recent year). Could be partially offset through voluntary donations or by asking senior members to “sponsor” students.]
- **ACTION ITEM:** Increase travel award funding. Offer a certain number of application-based fellowships to promising students/early-career professionals that include covering the cost of meeting travel, potentially paired with a year-round mentoring program. This

will help early-career scientists feel that the Society is investing in them and values their engagement. [Coordinators: Finance and Investment Committee, Student Affairs Committee, D&I Committee. Cost: Variable; fully funding meeting travel would likely require ~\$1000 - 1500/person depending on location.]

**Panel Takeaway #2: The human element is critical.** Even small interpersonal interactions can be formative (in either positive or negative ways, depending on the interaction). As a small society, interpersonal relationships are the most valuable thing we can offer to students, and the reason members keep coming back. We must always keep this in mind in our interactions with colleagues/peers/students, and as a general guiding principle at our meetings.

- **ACTION ITEM:** Publicize the code of conduct. Offer a webinar rollout to go over questions with members. [Coordinators: Council, Communications Committee, Web Editor. Cost: requires year-round Zoom license.]
- **ACTION ITEM:** Identify a Society liaison who members can go to with issues. Create a pathway for anonymous reporting and action. [Coordinators: Council. Cost: none.]

**Panel Takeaway #3: Representation is key.** It is easier for people to imagine themselves in positions when they see others like them in those roles. Improving representation can help in confronting and overcoming stereotypes and can create a positive feedback loop, encouraging a greater diversity of people to engage with Waterbird Society and stay engaged. Within the Waterbird Society, a council and executive board that is diverse in race, geography, and age will help to attract and form a more diverse Society. Improving pathways for members to take on leadership roles is crucial to achieving this goal.

- **ACTION ITEM:** Increase inter-committee communication and collaboration and identify additional collaboration opportunities and gaps [Coordinators: Diversity, Student, Nominations, Future Meetings, Membership and Communication/Outreach committees. Cost: none]
- **ACTION ITEM:** Provide council members, committee chairs, and committee members with opportunities for diversity training. Require this training wherever possible for all current and incoming councilors and committee members. Suggested trainings are provided under Recommended Resources. [Coordinators: Council, D&I Committee. Cost: free or variable depending on the training.]
- **ACTION ITEM:** Add a second student or early-career position to council (i.e., each year a student is elected to a two-year term). This will allow more students to be involved in the governance of the society. [Coordinators: Council, Bylaws Committee, Nominations Committee. Cost: none.]
- **ACTION ITEM:** Improve openness and transparency around elections. Calls for nominations should go out to the entire membership for any open positions. Contact those whose membership has lapsed *before* ballots are sent out so individuals can renew and vote. Members should be able to self-nominate or nominate others (potentially via the website). This will create opportunities for a more diverse slate of candidates to run for board positions, rather than relying on the nominating committee to identify candidates, and make it clear that governance positions in the Waterbird Society are open to all members, including students. Add term limits to committee chair

positions to promote turnover. [Coordinators: Council, Nominations Committee, Membership Committee, Communications Committee. Cost: none.]

- **ACTION ITEM:** Include a “committee fair” at meetings to introduce participants to the work of the different committees and recruit new members. This will facilitate the involvement of new attendees in committees and make them feel welcome. [Coordinators: Local committee, Communications Committee, committee chairs. Cost: Printing informational materials.]

**Panel Takeaway #4: Ongoing mentoring relationships improve recruitment and retention.**

Good mentorship is not a one-time thing. It’s about building ongoing relationships. Mentors can be valuable advocates for students and expose them to networks and opportunities that they otherwise could not access. As a small society, our best option may be to work with others to create a pathway for long-term mentoring relationships

- **ACTION ITEM:** Follow up with Waterbird Society student members and meeting participants to determine how existing efforts have worked for them. Ask them what types of resources, support and mentorship do they need or could benefit from. Gauge interest for an in-depth mentoring program. [Coordinators: Student Affairs Committee, D&I Committee. Cost: to be determined.]
- **ACTION ITEM:** Identify existing mentorship programs through other organizations (e.g., SEAFWA, Minorities in Natural Resource Conservation) and/or potential partners who could collaborate on a joint effort (e.g., OSNA). Reach out to contacts to determine the feasibility and costs of developing or participating in a year-round mentoring program. [Coordinators: Student Affairs Committee, D&I Committee. Cost: to be determined.]
- **ACTION ITEM:** Develop or join a mentorship program for students to meet with society members outside of meetings and foster ongoing mentoring relationships. [Coordinators: Student Affairs Committee, D&I Committee. Cost: to be determined.]
- **ACTION ITEM:** Create a directory of society members and/or meeting registrants and share with members/registrants to facilitate communication and networking [Coordinators: Local committee, Membership Committee, Communications Committee, Council. Cost: none.]
- **ACTION ITEM:** Put on a virtual mentorship/networking panel to pair students with senior members ahead of meetings so that they have a chance to meet online before attending the meeting. The senior member can take the lead in introducing students to others at the meeting. [Coordinators: D&I Committee, Student Affairs Committee, Local Committee. Cost: none.]

**Panel Takeaway #5: People who don’t hear about the Waterbird Society will never become engaged.**

As a small society, we rely on word of mouth and personal connections for recruitment, which limits our pool of potential members. We can proactively reach out to potential members, targeting groups that are currently underrepresented or may not know about the Waterbird Society through personal connections. At the same time, we can broaden awareness and participation through virtual events like this year’s conference, which was attended by many people who did not previously know about the Society or would not have been able to attend in person.

- **ACTION ITEM:** Develop a distribution database of HBCUs and minority-serving institutions for meeting information. Identify specific contacts at institutions. Use “Handshake” as a potential tool for this purpose. [Coordinators: Communications Committee, D&I Committee. Cost: none.]
- **ACTION ITEM:** Create a fact sheet or informational poster for students (what is the Waterbird Society, why would they want to be part of it) and distribute to institutions. [Coordinators: Communications Committee, Student Affairs Committee, D&I Committee. Cost: printing and mailing.]
- **ACTION ITEM:** Work with meeting organizers to identify local colleges, community colleges, and high schools near the meeting location. Contact them with meeting information. Offer free or reduced-cost one-day registrations to targeted groups of undergraduates (e.g., ornithology classes). [Coordinators: Local committees, Future Meetings Committee, Communications Committee, D&I Committee. Cost: 20-30 single-day registrations.]

**Panel Takeaway #6: Waterbird Society members must be advocates on an individual level.**

BIPOC scientists, and members of underrepresented groups more broadly, face a variety of barriers to success in their careers including (but not limited to) racism, discrimination, explicit and implicit bias, bullying, feeling unsafe in field situations, isolation, exclusion, tokenism, elevated expectations or pressure, stereotype threat, and imposter syndrome. Creating a climate that supports and uplifts these scientists cannot be accomplished through a single institution or society. Individual society members should be aware of direct actions they can take at their own home institutions, including advocating for performance metrics that reflect the importance of DEI work, participating in and requiring diversity training, asking students and colleagues about their individual experiences, listening to their concerns and suggestions, and providing support.

- **ACTION ITEM:** Offer online seminars/workshops on specific actions that society members have taken (e.g., developing a lab code of conduct, instituting mandatory reading or training in diversity, etc.) [Coordinators: D&I Committee, Communications Committee, individual members. Cost: Zoom registration.]

**Recommended Resources (panel and participants)**

- Harvard implicit bias test: <https://implicit.harvard.edu/implicit/takeatest.html>
- Good resource on members of underrepresented groups in conservation and natural history: <https://untoldstories.net/about/>
- [https://twitter.com/IBIS\\_journal/status/1268496220970004482?s=19](https://twitter.com/IBIS_journal/status/1268496220970004482?s=19)
- Safe fieldwork strategies for at-risk individuals, their supervisors and institutions: <https://www.nature.com/articles/s41559-020-01328-5>
- Black Faces, White Spaces, by Carolyn Finney
- Black Faces In White Spaces by Randal Pinkett
- Outdoor careers online toolkit/guide created by USFWS and collaborators: <http://mytyo.org/resources/outdoor-recreation-and-conservation-careers-toolkit/>
- Another career resource: <https://diversityinconservationjobs.org/>
- Diversity training resources:



- <https://www.diversitytalkspd.com/antiracism>
- <https://www.crrf-fcrr.ca/en/programs/education-and-training>
- <https://everfi.com/diversity-equity-inclusion/>

### Action Plan Resources

<https://www.racialequitytools.org/resources/plan/action-plan/determining-action-and-strategy>

<http://www.nonprofitinclusiveness.org/files/Module%203.pdf>

<http://viablefuturescenter.org/racemattersinstitute/assessment-2/>

### Proposal

*Funding Request: Engage a Diversity, Equity, and Inclusion consultant to help develop a long-term, strategic plan for promoting diversity in the Waterbird Society and in waterbird science*

**Amount: \$10,000**

A real commitment to improving Diversity, Equity and Inclusion (DEI) requires funding. The responsibility of DEI efforts that falls on volunteers, who are often themselves members of underrepresented groups, increases burnout and perpetuates inequality. Moreover, while the Diversity and Inclusion Committee is passionate about our work, our members do not have the professional expertise or qualifications to effectively develop and implement diversity initiatives. Therefore, our Committee is requesting special projects funding to engage the services of a DEI consultant to 1) objectively assess the current culture and practices of the Society, 2) assist with the development and implementation of a strategic action plan with concrete objectives and performance metrics, and 3) facilitate feedback and incorporate suggestions from members of our Society. The funding to hire a professional consultant will directly benefit the membership and the communities our Society serves by guiding its policies, activities, and ethos towards a diverse, equitable and inclusive organization aligned with the mission “to establish better communication and coordination between the growing number of people studying and monitoring aquatic birds”.

The following are among the [priority activities](#) that our Committee has identified that would benefit from the expertise of a dedicated DEI consultant:

#### *Mentoring and outreach:*

- Follow up with Waterbird Society members and meeting participants to determine how existing outreach and mentoring efforts have worked for them. Ask them what types of resources, support, and mentorship they need or could benefit from.
- Identify existing mentorship programs through other organizations (e.g., SEAFWA, Minorities in Natural Resource Conservation) and/or potential partners who could collaborate on a joint effort (e.g., OSNA), and determine the feasibility and costs of developing or participating in a year-round mentoring program.
- Develop a distribution database of Historically Black Colleges and Universities and minority-serving institutions to disseminate Annual Meeting information and other events, and include specific contacts at these institutions.

- Develop guidelines for future meeting organizers to identify colleges, community colleges, and high schools near the meeting locations and provide the local students with opportunities to attend meetings. Identify other opportunities for meeting-associated outreach.

*Society governance:*

- Assess dimensions of diversity across various Society metrics (e.g., representation, recruitment, engagement) to establish baseline measures; develop performance measures to track DEI efforts, progress, and outcomes; set specific diversity targets that facilitate lasting impacts; and establish accountability at various levels of leadership.
- Recommend and help implement a diversity training framework for members of council and interested Society members.
- Develop or identify seminars, workshops, and other resources on specific actions that Society members can take to increase diversity, equity, and inclusion within their own institutions (developing a lab code of conduct, instituting mandatory reading or training in diversity, etc.).
- Review the current and planned activities of the Diversity Committee, recommend additional potential activities and opportunities for inter-committee collaboration
- Help to create a structure within the Waterbird Society for enforcement of the code of conduct, including anonymous reporting.

We propose to engage a DEI professional as a consultant to help our committee work on these objectives. We would engage the consultant for ~80-100 hours at \$100-125/hour, for a total cost of \$10,000 (consistent with industry rates: <http://www.nonprofitinclusiveness.org/budgeting-consultant>). We expect that the consultant's time would be divided relatively evenly among objectives; however, we also expect that the individual hired would help us to determine how we can best use their time to meet our priorities.

### Letter of support

March 16, 2021

Council of the Waterbird Society

#### **RE: Letter of support from WBS Members toward the DEI committee's proposal**

We are writing today in response to the Diversity and Inclusion Panel held on November 19th, 2020 during the 44th Waterbird Society Annual Meeting. To start this letter, we want to show immense gratitude to the Waterbird Society (WBS) and the WBS Diversity, Equity, and Inclusion (DEI) Committee for putting this panel together. We thank all the panellists, moderators and event coordinators who took the time to share their experiences and provide answers to difficult and personal questions. We believe they offered the WBS real, tangible solutions. This letter addresses some of the solutions brought up by the panellists and provides support to the DEI committee regarding their proposal on hiring a DEI Consultant. We feel these are the first steps toward establishing equity and diversity within the WBS.

The Waterbird Society has expressed interest in reaching out to BIPOC, LGBTQ2S+, international researchers and other underrepresented groups to broaden the Society's research scope and membership. We believe this goal will help foster a robust and diverse community

and working relationships for the future. To achieve this goal, we believe the WBS needs to hire a DEI Consultant, ideally a person whose career and expertise surround DEI consulting. Having a DEI Consultant will help the DEI Committee, Council, and Officers work toward goals laid out in the WBS strategic plan. We agree with the panellists' recommendation and highlight again best practices with moving forward post-panel discussion:

1. Reflect and Unlearn: the first step to dismantling inequalities and achieving racial justice within society and within the Waterbird Society is for all members to reflect on their own subconscious biases and how they inform the way we see the world. Most importantly, how can we challenge the way we understand the world? With this reflection and internal work, we can collectively understand how to be better for groups that face discrimination. We recommend all Officers, Council Committee Chairs and Committee Members complete anti-racist and implicit-bias training.
2. Pay a Professional; we must collectively accept that researchers are busy. Further, not every researcher is trained to reach out to marginalized groups. We should not expect people within marginalized groups to perform that work without compensation. Therefore, it is in the Waterbird Society's best interest to hire a trained professional as a DEI Consultant. With WBS resources, the DEI Officer's primary duties should be to address WBS DEI concerns and shortfalls and implement solutions. Hiring a DEI Consultant will provide another level of opportunity for WBS to better understand the targeted demographic of BIPOC, LGBTQ2S+, international researchers and other underrepresented groups.
3. Listen and Act; once the Waterbird Society hires the DEI Officer, we recommend all WBS leadership and members listen and act in accordance with the suggestions put out by the Diversity Officer. Unfortunately, it is common for societies or organizations to hire a coordinator to produce a document but never carry out the tasks. We ask that the WBS follows through with the suggestions put forth by the DEI Consultant and the DEI Committee for maximum success in this endeavour. As a society, we must hold ourselves accountable as we progress toward actionable goals set out in the strategic plan.

We understand that some folks may feel uncomfortable by issues and concerns during the Diversity and Inclusion Panel. But we kindly ask that we sit in the discomfort and begin to ask ourselves why. As a small society with a strong community of Waterbird researchers, managers, and conservationists, we believe the WBS can bring forth significant advancements in equity and inclusion into the future. To that end, it is paramount that all members understand the need for change within ourselves and the Waterbird Society. Below is a list of signatures from WBS members in solidarity and agreement with this letter of support.

We thank the WBS Council for their time.

Gill Holmes and Juita Martinez

ZOOM CHAT (in-meeting)

09:00:36 From Jim Fraser to Everyone : I apologize in advance, I will have to step out for a Dr. appointment. Will return asap.

09:00:43 From Jonathan Cohen (SUNY-ESF) to Everyone : Hi all,

09:01:04 From Jonathan Cohen (SUNY-ESF) to Everyone : I have to step out again right at 10:15, they scheduled search committee activities today, which I am on

09:01:13 From Jonathan Cohen (SUNY-ESF) to Everyone : But I'll be in and out

09:01:26 From Erica Nol to Everyone : Hello everyone!

09:01:35 From Caroline Poli (she/her) to Everyone : Hi All!

09:01:44 From Elizabeth Craig (she/her) to Everyone : Hello hello!

09:06:39 From Patty Szczys to Everyone : Approve agenda first?!

09:08:43 From Patty Szczys to Everyone : Yes to Approve Agenda

09:08:44 From Caroline Poli (she/her) to Everyone : yea

09:08:44 From John Anderson to Everyone : yay

09:08:46 From Danielle D'Auria to Everyone : Yes

09:08:46 From Kate Sheehan - Frostburg State University to Everyone : yay

09:08:46 From Gopi Sundar to Everyone : Yes

09:08:48 From Andy Kasner to Everyone : yes

09:08:50 From Don Lyons to Everyone : Yea

09:08:51 From Miyuki Mashiko to Everyone : yes

09:08:51 From Erica Nol to Everyone : yay

09:08:52 From Gail Fraser to Everyone : Yay motionto approve agenda

09:08:52 From Jeff Costa to Everyone : Yes

09:08:59 From Terry Master to Everyone : Terry Master - Yes

09:09:19 From Dave Moore to Kate Shlepr(Direct Message) : yes

09:09:36 From chris custer to Everyone : yes

09:10:22 From John Anderson to Everyone : so moved

09:10:27 From John Anderson to Everyone : secnd

09:10:31 From Gopi Sundar to Everyone : second

09:10:50 From chris custer to Everyone : Yes, to approve the minorly edited minutes

09:10:52 From Andy Kasner to Everyone : yes

09:10:59 From Danielle D'Auria to Everyone : yes

09:10:59 From Patty Szczys to Everyone : Yes to approve the minutes

09:11:02 From John Anderson to Everyone : yes

09:11:03 From Miyuki Mashiko to Everyone : yes

09:11:05 From Caroline Poli (she/her) to Everyone : yea

09:11:10 From Gail Fraser to Everyone : yay

09:11:10 From Don Lyons to Everyone : yes to approve the minutes

09:11:10 From Anna Vallery to Everyone : Yes

09:11:12 From Terry Master to Everyone : Terry Master - approved

09:11:12 From Dave Moore to Kate Shlepr(Direct Message) : yes

09:11:14 From Erica Nol to Everyone : yes

09:11:16 From Gopi Sundar to Everyone : yes

09:14:31 From Jonathan Cohen (SUNY-ESF) to Everyone : Sorry have to drop off for a little while

09:18:03 From chris custer to Everyone : is that action plan available on our web page or was it distributed via an email. If an email what is the approximate date?

09:18:51 From Elizabeth Craig (she/her) to Everyone : An email was sent to council on Feb 17

09:18:59 From Elizabeth Craig (she/her) to Everyone : it is not on our web page

09:19:09 From Elizabeth Craig (she/her) to Everyone : The document is also included in today's email from Kate

09:20:02 From Elizabeth Craig (she/her) to Everyone : under "summary of action plan"

09:20:47 From Caroline Poli (she/her) to Everyone : These docs could also go up on social media to reach all participants, not just members.

09:21:55 From Elizabeth Craig (she/her) to Everyone : It went out to the full membership on March 25

09:22:11 From Elizabeth Craig (she/her) to Everyone : but yes - social media is another great idea

09:23:34 From Caroline Poli (she/her) to Everyone : Thanks Marisa!

09:24:11 From Don Lyons to Everyone : Thanks Marisa and the entire committee for bringing this to Council!

09:27:05 From Gopi Sundar to Everyone : second

09:29:20 From Elizabeth Craig (she/her) to Everyone :  
<https://docs.google.com/document/d/1mnlAL6kzQRmCRmcwdkZQAijVKnTLabIH1UkbBIQ8K68/edit>

09:35:53 From Jeff Spendelow to Everyone : Agree w/ John that WbS itself needs to do the work itself.

09:36:45 From Gopi Sundar to Everyone : Appreciate the point that John has made that this DEI discussion is USA-centric. It will certainly take a much larger perspective to include other countries. Very good and important point.

09:37:25 From Caroline Poli (she/her) to Everyone : But a DEI expert can address representation at multiple levels, including international representation.

09:38:03 From PB to Everyone : I think that John brings up some very good points and I think we should go slowly and not spend money on a consultant at this time. The report is very detailed and suggests points where some of us could do the work. As well, his points of giving free membership to >250 students and/or giving some people free meeting attendance.

09:38:15 From Gopi Sundar to Everyone : International representation will take a much longer duration and, in terms of a consultant, will be expensive beyond \$10,000 (I strongly suspect).

09:39:45 From PB to Everyone : And also - John is correct. This is indeed a growing industry and there might not be someone clued in to what the WBS is and how it works and whom it serves.

09:39:46 From Danielle D'Auria to Everyone : I would hope an expert/ consultant can identify the "work" that we need to do as a society. I don't know if any of us are qualified to recognize what work needs to get done and what will be the most effective means of doing so.

09:42:08 From John Anderson to Everyone : Danielle, I am really concerned about the whole question of "qualifications" -who is better qualified, people who are actively involved with the society, in some cases for years, or someone who is involved for weeks?

09:48:03 From Elizabeth Craig (she/her) to Everyone : I might suggest adding some more explicit language about promoting international participation in the DEI consultant request

09:50:49 From PB to Everyone : Caroline / Erica - Good points about other societies doing the same outreach. Why can't we just wait to hire a consultant and first use some of the work that Wilson & AOS do and see if that works for us. Money seems flush right now, but as membership chair, I see the membership slowly decreasing each year and income from membership at the current level is not guaranteed.

09:51:26 From Ricardo Zambrano to Everyone : Current balance in our investments:  
\$1,768,271.38

09:51:42 From chris custer to Everyone : how do I raise my hand?

09:52:03 From John Anderson to Everyone : please note though that much of that is dedicated endowment for vert specific things and is not available for general use

09:52:04 From Erica Nol to Everyone : In reactions Chris..

09:52:07 From Jeff Spendelow to Everyone : Chris: Go to Reactions

09:52:11 From Elizabeth Craig (she/her) to Everyone : From the proposal: We would engage the consultant for ~80-100 hours at \$100-125/hour, for a total cost of \$10,000 (consistent with industry rates: <http://www.nonprofitinclusiveness.org/budgeting-consultant>). We expect that the consultant's time would be divided relatively evenly among objectives; however, we also expect that the individual hired would help us to determine how we can best use their time to meet our priorities.

09:52:11 From Patty Szczys to Everyone : Ricardo and Chris should put the investment vs spendable part of it

09:52:26 From chris custer to Everyone : Ok, I figured it out

09:52:40 From Terry Master to Everyone : I agree that the excellent action plan really does provide an outline of actions society members can facilitate to promote DEI, a consultant might be necessary to organize efforts and provide suggestions for action items we might not have considered to this point. It would be nice to find out from some other society that has used a consultant how valuable they thought the consultant was in their effort and to get an idea of exactly how much it might cost.

09:53:01 From Patty Szczys to Everyone : I agree with Terry

09:55:19 From Jeff Spendelow to Everyone : Agree w/ Terry & Patty

09:57:25 From Patty Szczys to Everyone : Anna, can you give us an example?

09:57:43 From Erica Nol to Everyone : Do you know, Anna how much that consultant cost? She sounded great.

09:57:49 From PB to Everyone : Re Anna's comments: why can't we use the knowledge that PSG gleaned from their consultant? Each society does not need to reinvent the wheel. We could compare results of what Wilson, PSG, AOS found.

09:58:13 From Anna Vallery to Everyone : I can definitely pull the costs associated with her developing and hosting the workshop and share with the group

09:58:38 From Jeff Spendelow to Everyone : "Ditto" to Pat Baird's comment.

09:58:53 From chris custer to Everyone : I agree with Pat. We can learn from other organizations in this regard.

09:59:27 From John Anderson to Everyone : it also sounds like it took a lot of time from PSG members to educate the consultant -so, the consultant gets \$120/hr to meet with volunteers...



09:59:41 From Patty Szczys to Everyone : That is a place to start, with what PSG has learned...

09:59:48 From Marisa Martinez to Everyone : Hi Anna, thank you for sharing that. I would love to chat with you and learn more about your experience.

10:00:44 From Anna Vallery to Everyone : Hi Marisa, yes! Let's definitely connect!

10:01:17 From Terry Master to Everyone : Thanks Anna for your perspective regarding the experiences of another similar organization

10:01:58 From Anna Vallery to Everyone : Of course!

10:02:51 From Gail Fraser to Everyone : Re: DEI training for Board members -almost all of us are associated with institutions that provide DEI training. What about asking Board members to ensure that they take DEI training at their home work/institution/organization?

10:04:57 From chris custer to Everyone : This is our mission statement and where our members want their money to go

10:06:06 From chris custer to Everyone : The mission of the Waterbird Society is to foster the study, management and conservation of the world's aquatic birds. The Society's primary goals are to: (1) promote basic and applied research on waterbirds and their habitats, (2) foster science-based waterbird conservation globally, and (3) enhance communication and education at all levels among professionals, policy makers, and citizens. To accomplish these goals, the Society publishes an international peerreviewed journal, hosts scientific meetings, provides grants and awards, and facilitates other activities.

10:07:35 From PB to Everyone : I don't see how a consultant could recruit members. By that I mean warm bodies, not just a theoretical way to do this.

10:09:36 From Patty Szczys to Everyone : Gail- very good point re: training happening at our institutions.

10:10:28 From woody woodrow USFWS Coastal Program Texas to Everyone : Did you guys already discuss the time period needed to improve diversity in Waterbirds?

10:13:56 From Don Lyons to Everyone : Not sure the question "what is a consultant going to do for us that we can't do ourselves" is best...might be "what is a consultant going to do for us that we don't have the capacity or expertise to do for ourselves".

10:14:20 From Erica Nol to Everyone : Yes, good point Don.

10:15:18 From Erica Nol to Everyone : Marisa said it is ongoing without a deadline!

10:15:32 From Jeff Spendelow to Everyone : It sounds to me like what we need to do first is to revise our Strategic Plan and then consider hiring a consultant to help us implement it..

10:15:51 From Patty Szczys to Everyone : We could make it happen in the member numbers pretty quickly, but I'm more interested in engagement and persistence in the society....

10:16:10 From PB to Everyone : The BOU has a "Diversity Blog" where members commented on Diversity issues. Might be good to check out to see what they say. <https://bou.org.uk/blog-diversity-vickery-introducing-the-bou-diversity-blog/>

10:16:42 From Caroline Poli (she/her) to Everyone : It seems like we can make change immediately and over long timelines if we move on multiple levels.

10:19:22 From woody woodrow USFWS Coastal Program Texas to Everyone :

file:///C:/Users/wwoodrow/Documents/ADMIN/PS\_2021.04.01\_diversity-in-STEM\_REPORT.pdf

10:20:09 From woody woodrow USFWS Coastal Program Texas to Everyone : This is a more recent study from the one I had looked at.

10:22:33 From Patty Szczys to Everyone : John moves to table the motion

10:22:41 From Patty Szczys to Everyone : second  
10:22:48 From Chip Weseloh to Everyone : I have to step out for about 1.5 hours. I'll try to be back for 1:00. If the Future Meetings Committee material comes up before then, Jeff, Susan or Don can comment on the latest developments re potential joint WbS and PSG meeting.  
10:22:59 From Caroline Poli (she/her) to Everyone : Nay to delaying  
10:23:03 From Gail Fraser to Everyone : Tabling motion of 10K for consultant - yay  
10:23:05 From John Anderson to Everyone : yeah for tabling  
10:23:08 From Patty Szczys to Everyone : Yes to motion to table DEI funding request  
10:23:15 From Terry Master to Everyone : I vote yes for tabling the request for funds for a consultant  
10:23:15 From Erica Nol to Everyone : Yay for tabling.  
10:23:15 From chris custer to Everyone : Yes, to table the DEI consultant motion  
10:23:16 From Kate Shlepr to Everyone : yay to table  
10:23:16 From Gopi Sundar to Everyone : yes re John moving to table  
10:23:18 From Dave Moore to Kate Shlepr(Direct Message) : yes on tabling motion  
10:23:19 From Danielle D'Auria to Everyone : yes for tabling motion  
10:23:20 From Don Lyons to Everyone : Nay to tabling the DEI funding request  
10:23:27 From Jim Lyons to Everyone : yea to table motion  
10:23:33 From Anna Vallery to Everyone : Nah to tabling DEI funding  
10:24:25 From Anna Vallery to Everyone : So if it is tabled, when do we come back to the conversation?  
10:24:36 From Patty Szczys to Everyone : Don moves to adjust agenda  
10:24:40 From Patty Szczys to Everyone : Seconded by erica  
10:25:20 From Jim Lyons to Everyone : yea to adjust agenda  
10:25:21 From Gopi Sundar to Everyone : Yes to adjust agenda  
10:25:24 From Patty Szczys to Everyone : add DEI tabled motion to end of agenda  
10:25:26 From Gail Fraser to Everyone : Yay to amend agenda to add DEI tabled motion at end  
10:25:28 From Andy Kasner to Everyone : yes adjust agenda  
10:25:28 From Danielle D'Auria to Everyone : Yes  
10:25:30 From Don Lyons to Everyone : Yay to agenda adjustment  
10:25:31 From Patty Szczys to Everyone : Yes  
10:25:31 From Caroline Poli (she/her) to Everyone : yay  
10:25:32 From Erica Nol to Everyone : Yes to adjust agenda to today's meeting end.  
10:25:34 From John Anderson to Everyone : yay to adjust agenda  
10:25:40 From Dave Moore to Kate Shlepr(Direct Message) : yay to moving vote to end of meeting  
10:25:43 From chris custer to Everyone : Yes, to add an agenda item to reconsider the tabling motion  
10:25:48 From Terry Master to Everyone : I vote yes to adjust agenda to the end of the meeting  
10:27:35 From Michael Green to Everyone : yeah  
10:28:56 From Dave Moore to Kate Shlepr(Direct Message) : yes to action plan  
10:29:01 From Patty Szczys to Everyone : I (JOHN/Patty) move that council endorse the DEI committee Action Plan separate from financial component in that plan.  
10:29:03 From Erica Nol to Everyone : Yes to endorse (wholeheartedly) action plan



10:29:18 From woody woodrow USFWS Coastal Program Texas to Everyone :  
<https://www.pewresearch.org/social-trends/2018/01/09/diversity-in-the-stem-workforce-varies-widely-across-jobs/>

10:29:24 From woody woodrow USFWS Coastal Program Texas to Everyone : Here is the 2018 report

10:29:54 From Sean Murphy - PGC to Everyone : Thank you, Woody.

10:30:01 From John Anderson to Everyone : yay to endorsing the action plan separate from the financial component

10:30:29 From Patty Szczys to Everyone : YES to endorse action plan as stated in motion

10:30:37 From PB to Everyone : Agree with John and Chris re: money.

10:30:44 From Gail Fraser to Everyone : yes to endorse action plan as stated in motion

10:30:45 From chris custer to Everyone : Yes, to endorse the plan with the financial aspects removed.

10:30:52 From Kate Shlepr to Everyone : yes endorse the action plan as stated in motion

10:30:54 From Terry Master to Everyone : I agree to endorse the action plan minus the financial commitments therein

10:30:54 From Jim Lyons to Everyone : yes to endorse the action plan

10:31:05 From Caroline Poli (she/her) to Everyone : yea to endorse action plan

10:31:07 From Danielle D'Auria to Everyone : yes to endorse action plan

10:31:07 From Gopi Sundar to Everyone : Yes to endorse the plan with the finance component separated

10:31:17 From Andy Kasner to Everyone : yes to endorse action plan

10:31:46 From Don Lyons to Everyone : Yes to endorse action plan without the financial component, but I'm not sure this accomplishes much

10:31:52 From woody woodrow USFWS Coastal Program Texas to Everyone : Sorry about links - sent you an email

10:31:53 From Miyuki Mashiko to Everyone : Yes to the plan

10:31:58 From Michael Green to Everyone : yes to plan

10:37:21 From Gail Fraser to Kate Shlepr(Direct Message) : Kate; have you used polls before? It may simplify your work post meeting

10:37:38 From Anna Vallery to Everyone : WBS Board and Committees Slack Workspace:  
[https://join.slack.com/t/thewaterbirds-qxm6438/shared\\_invite/zt-o855htmu-lhLNWY4aEiazUAhf4d5v1g](https://join.slack.com/t/thewaterbirds-qxm6438/shared_invite/zt-o855htmu-lhLNWY4aEiazUAhf4d5v1g)

10:38:00 From Anna Vallery to Everyone : This workspace can be used for continued discussion and for other communications between this group!

10:38:23 From Jeff Spendelow to Everyone : And once the chat is saved, please send it to the rest of us.

10:40:16 From Patty Szczys to Everyone : Everyone should know that the private chats show up in the transcript...

10:40:31 From Caroline Poli (she/her) to Everyone : lol

10:43:26 From Jeff Spendelow to Everyone : Maybe the chat can be edited so that the private chats are deleted before it is sent to everyone?

10:44:02 From Kate Shlepr to Everyone : Jeff, can do.

10:47:39 From Patty Szczys to Everyone : Maybe an action item for publications committee is to investigate these numbers- perhaps we can minimize rather than eliminate right now

10:48:15 From Michael Green to Everyone : @Patty, yes, I like that idea. We looked at this on the pubs committee many moons ago but would be something to re-investigate

10:48:29 From Patty Szczys to Everyone : Can we contact people who are getting the hard copies and ask if they would be able to go electronic

10:48:37 From Gopi Sundar to Everyone : It has become much easier now to access publications electronically

10:48:57 From Gopi Sundar to Everyone : ResearchGate is helping enormously as is Sci-hub.

10:49:01 From Caroline Poli (she/her) to Everyone : I favor an option to opt out

10:49:02 From Don Lyons to Everyone : It has a completely different business model, but Marine Ornithology (supported by PSG) is electronic only

10:50:23 From Erica Nol to Everyone : More and more journals are electronic only. Even formatting has become less expensive but yes, it does not go to zero.

10:51:03 From Miyuki Mashiko to Everyone : Gopi: Yes, it's easy to access journal electronically from Japan too

10:51:32 From Andy Kasner to Everyone : I'll log out and come back

10:51:35 From woody woodrow USFWS Coastal Program Texas to Everyone : Andy - type your comment

10:52:04 From Patty Szczys to Everyone : Can you unsure- Chris?

10:52:09 From Patty Szczys to Everyone : unshare your screen

10:54:46 From chris custer to Everyone : Am I still sharing? It does not look like it from my end.

10:55:11 From Kate Shlepr to Everyone : you're good chris, thanks

10:56:53 From Patty Szczys to Everyone : Im curious how many of US HERE TODAY will attend

10:57:03 From Andy Kasner to Everyone : I plan to attend

10:57:12 From Gail Fraser to Everyone : I will not

10:57:22 From John Anderson to Everyone : if it is that first week of Nov, I can't

10:57:26 From Jeff Spendelow to Everyone : I hope to attend in person.

10:57:28 From Don Lyons to Everyone : I plan to attend

10:57:29 From Gopi Sundar to Everyone : I will not

10:57:31 From Patty Szczys to Everyone : I probably cannot attend

10:57:44 From Patty Szczys to Everyone : But that could change

10:58:27 From Danielle D'Auria to Everyone : Depends on my agency's travel policies at the time of my request.

10:58:40 From Andy Kasner to Everyone : Not sure if it will work out, but one or two of our Mexican colleagues have expressed to me they may try to attend the Texas meeting.

10:59:08 From Ricardo Zambrano to Everyone : Ditto what Danielle said.

10:59:52 From Caroline Poli (she/her) to Everyone : I plan to attend

11:00:10 From Elizabeth Craig (she/her) to Everyone : i hope to attend

11:00:15 From Amanda Haverland to Everyone : Most likely, I will not attend.

11:00:27 From Erica Nol to Everyone : Depending on border travel restrictions, I would want to attend.

11:02:51 From Michael Green to Everyone : Week of Oct 31 - Nov 6

11:03:23 From Jim Lyons to Everyone : Most likely not attend (TWS conflict and travel uncertainty)

11:03:45 From Jonathan Cohen (SUNY-ESF) to Everyone : I would hope to attend that week

11:04:22 From Michael Green to Everyone : @Jim, in your opinion, do you think TWS poses bigger conflict that I am assuming?

11:07:13 From Don Lyons to Everyone : PSG is planning an in-person meeting in San Diego for February 2022

11:08:44 From Anna Vallery to Everyone : Yes, I second the suggestion by Gail to limit the amount of single-use plastic at in-person meetings

11:10:08 From John Anderson to Everyone : aren't we required under our articles of incorporation to have some sort of annual meeting?

11:10:22 From Erica Nol to Everyone : Yes John.

11:10:41 From Jonathan Cohen (SUNY-ESF) to Everyone : But we had our 2010 meeting in early 2011, I can't recall why

11:11:11 From Erica Nol to Everyone : I think because we couldn't get a taker to host the meeting earlier??

11:11:31 From PB to Everyone : Re: virtual meetings... not addressing specifically 2021, but looking into the future, would it be good climate-wise to have maybe 3 meetings in a row virtually and then one in-person? Or some such balance?

11:11:35 From Elizabeth Craig (she/her) to Everyone : Also timing with the sandhill cranes :)

11:11:36 From chris custer to Everyone : There is some wiggle room, i.e at least a meeting at least everyone 2 years. I'll look at the By-Laws and provide more clarity.

11:12:02 From Dave Moore to Everyone : I think we're require to have a Council meeting/business meeting annually; will check on requirement for annual conference

11:12:20 From PB to Everyone : Sigma Xi last November had a very good virtual platform for their November 2020 meeting. I will find out what they used.

11:13:43 From PB to Everyone : Woody et al: can there be a "covid" clause to get all our money back if variants increase and travel is restricted?

11:14:04 From chris custer to Everyone : bylaws on meeting

11:14:13 From chris custer to Everyone : 8a. Meetings for the presentation of scientific papers and for conduct of the Society's business shall normally be held once per calendar year, except when meetings with other organizations or unforeseen circumstances preempt the annual schedule. In instances when the annual meeting schedule is preempted, the scientific meeting and general business meeting will be held at least once every two years. The dates and locations of the meetings shall be announced to the membership.

11:14:52 From John Anderson to Everyone : good. I think we are looking at "unforeseen circumstances"

11:15:41 From Caroline Poli (she/her) to Everyone : Patty I would be ok with that as long as I could socialize with Some people!

11:15:51 From Don Lyons to Everyone : I think the decision between in-person and virtual should be a risk-management decision, not what is optimal for participants.

11:16:02 From Gail Fraser to Everyone : separate day for remote/international at mid year?

11:18:01 From Don Lyons to Everyone : Also, I think a hybrid meeting is so new and novel that there is significant risk/work. Not sure I would feel comfortable with proposing to do that with 6 months to figure it out.

11:18:02 From Gail Fraser to Everyone : I agree with what Don says

11:19:28 From Gail Fraser to Everyone : in an in person meeting usually registration is not the biggest cost it's travel and lodging

11:21:06 From Jeff Spendelow to Everyone : Andy: Yes, you no longer sound like Alvin the Chipmunk.

11:21:30 From Gail Fraser to Everyone : I would support paying a higher registration fee if there's a strong platform like the one used in PSG

11:21:53 From woody woodrow USFWS Coastal Program Texas to Kate Shlepr(Direct Message) : Please voice any ideas that you have.

11:23:30 From Jeff Spendelow to Everyone : FWIW: I'm not sure what platform they used, but the AFO-WOS-Northeastern Natural History Conference just hosted 580 people at their meeting.

11:24:15 From Terry Master to Everyone : As Dave mentioned, I would worry about the inertia aspects of not having some in-person component for two years in a row.

11:25:19 From Erica Nol to Everyone : But many organizations have had to do this and hopefully they are still viable? But it could be a risk (either way).

11:25:56 From chris custer to Everyone : Hopefully, like the future meeting committee, that we can have a group that is responsible for the electronic aspects for each meeting each year, i.e. become familiar with the Drifta or Cvent software and can take care of that each year.

11:26:21 From Kate Shlepr to Dave Moore(Direct Message) : Time check: 1.5 hours left with Publications update, Strategic Plan, DEI motion still on table

11:26:54 From Kate Shlepr to Patty Szczys(Direct Message) : Time check: 1.5 hours left with Publications update, Strategic Plan, DEI motion still on table

11:28:56 From Patty Szczys to Kate Shlepr(Direct Message) : I know!!!! I don't know what to do!

11:29:07 From Patty Szczys to Kate Shlepr(Direct Message) : Trying to wrap this up

11:29:13 From Gail Fraser to Everyone : I would support a fully virtual meeting for this year given the time line and risk.

11:30:32 From Gail Fraser to Everyone : that is professionally supported by an IT company?

11:30:51 From Patty Szczys to Kate Shlepr(Direct Message) : I move that we have a virtual component to the 2021 meeting

11:31:04 From Patty Szczys to Everyone : I move that we have a virtual component to the 2021 meeting

11:31:04 From PB to Everyone : I agree with Anna - I felt that our 2020 meeting was great and that it was easier to connect with others that way vs attending in-person concurrent sessions. It would be great if we could record talks and allow attendees to view those later.

11:31:14 From Gopi Sundar to Everyone : second

11:31:51 From Gail Fraser to Everyone : Yes to Patty's motion

11:31:58 From Miyuki Mashiko to Everyone : Unfortunately I don't think I can visit the US in Nov because of Covid-19 situation is still hard.. Younger people don't have vaccine at all. Virtual option please!

11:32:01 From Danielle D'Auria to Everyone : yes

11:32:02 From Caroline Poli (she/her) to Everyone : Yay to virtual  
11:32:02 From John Anderson to Everyone : aye  
11:32:02 From Patty Szczys to Everyone : Yes to virtual component  
11:32:02 From Don Lyons to Everyone : Yes to Patty's motion  
11:32:06 From Jim Lyons to Everyone : yes to virtual component  
11:32:06 From chris custer to Everyone : Yes, to have a virtual component to the 2021 meeting.  
11:32:06 From Kate Shlepr to Everyone : yes to having a virtual component  
11:32:06 From Terry Master to Everyone : I vote yes for a virtual component  
11:32:07 From Andy Kasner to Everyone : yes virtual component  
11:32:08 From Gopi Sundar to Everyone : yes for virtual  
11:32:08 From Erica Nol to Everyone : Yes  
11:32:09 From Dave Moore to Kate Shlepr(Direct Message) : yes to virtual component  
11:34:07 From Ricardo Zambrano to Everyone : would the regional meeting have a registration fee?  
11:34:30 From Anna Vallery to Everyone : The Texas Colonial Waterbird Society meeting normally does have a registration fee, yes  
11:38:54 From Jeff Spendelow to Everyone : I suggest keeping the motions as simple as possible. Do multiple motions rather than one big complex one.  
11:39:11 From Patty Szczys to Everyone : I move that the 2021 WbS annual meeting be fully virtual.  
11:39:13 From John Anderson to Everyone : agree with Jeff  
11:39:25 From Erica Nol to Everyone : I second Patty's meeting  
11:39:26 From Gopi Sundar to Everyone : second  
11:39:28 From Erica Nol to Everyone : motion  
11:39:31 From woody woodrow USFWS Coastal Program Texas to Everyone : TCWS will be happy to connect and do whatever with Waterbirds. Not a problem.  
11:39:54 From Gail Fraser to Everyone : Yes to a fully virtual meeting in 2021.  
11:40:05 From Don Lyons to Everyone : Yes to fully virtual 2021 WbS annual meeting  
11:40:15 From Caroline Poli (she/her) to Everyone : Yea to fully virtual . I'm sorry Woody!  
11:40:15 From Patty Szczys to Everyone : Yes to fully virtual  
11:40:18 From chris custer to Everyone : Yes, for fully virtual meeting in 2021  
11:40:18 From John Anderson to Everyone : yes to fully virtual meeting in 2021  
11:40:21 From Jim Lyons to Everyone : yes to fully virtual  
11:40:24 From Terry Master to Everyone : Yes to a virtual meeting  
11:40:24 From Patty Szczys to Everyone : Very Very sorry Woody!  
11:40:30 From Danielle D'Auria to Everyone : Yes for full virtual  
11:40:31 From Dave Moore to Kate Shlepr(Direct Message) : no to fully virtual  
11:40:32 From Andy Kasner to Everyone : yes to virtual meeting  
11:40:32 From Gopi Sundar to Everyone : yes to fully virtual  
11:40:34 From Michael Green to Everyone : Reluctant Yes  
11:40:36 From Erica Nol to Everyone : Yes sorry Woody!  
11:40:44 From Miyuki Mashiko to Everyone : Yes to fully virtual  
11:41:25 From Gail Fraser to Everyone : Sorry Woody! Thanks for all your work on this.  
11:43:18 From chris custer to Everyone : Thanks Woody !

11:43:18 From PB to Everyone : Yes Woody - thanks for all of your work. Much appreciated.  
11:43:52 From Don Lyons to Everyone : Yes, thanks Woody. So sorry for yet another Covid disappointment...  
11:43:53 From Gopi Sundar to Everyone : thank you Woody and team  
11:44:42 From Miyuki Mashiko to Everyone : I would love to visit Texas after Covid!  
11:45:24 From Danielle D'Auria to Everyone : I think considering all the work Woody has done, we should think about Texas for 2022.  
11:48:54 From Jeff Spendelow to Everyone : I agree with Danielle.  
11:48:57 From Chip Weseloh to Everyone : From Chip, I am back online.  
11:49:44 From Gail Fraser to Everyone : Didn't mean to raise your blood pressure Clay!  
11:50:07 From Patty Szczys to Everyone : I don't want to shut this down  
11:50:12 From Patty Szczys to Everyone : But we have limited time!  
11:50:16 From Michael Green to Everyone : LOL, thanks Gail. Probably too much coffee is raising my blood pressure  
11:50:16 From Anna Vallery to Everyone : Houston is one of the most diverse cities in the US!  
11:50:25 From Patty Szczys to Everyone : Do we want to keep Woody on the hook for 2022?  
11:51:26 From Michael Green to Everyone : And I hope everyone knows I would love to have a meeting in Cuba. Fortunate to have been there already and would be a great place to meet.  
11:52:11 From Erica Nol to Everyone : Yes to a meeting in Cuba at some point.  
11:53:29 From Ricardo Zambrano to Everyone : Probably not Miami. Most likely Fort Lauderdale.  
11:53:50 From Jeff Spendelow to Everyone : I agree with Chip.  
11:54:53 From Michael Green to Everyone : Woody you have my support for 2022  
11:55:02 From Patty Szczys to Everyone : I move that we plan the 2022 Annual meeting in Texas and 2023 in Florida  
11:55:16 From Danielle D'Auria to Everyone : second  
11:55:19 From Caroline Poli (she/her) to Everyone : yea to 2022 texas, 2023 fl  
11:55:19 From John Anderson to Everyone : second  
11:55:20 From Anna Vallery to Everyone : I know Houston Audubon will be happy to help with any Texas meetings@  
11:55:30 From Patty Szczys to Everyone : Yes to Annual meeting agenda  
11:55:37 From Dave Moore to Kate Shlepr(Direct Message) : yes 2022 Tx, 2023 FLA  
11:55:37 From Erica Nol to Everyone : Yes to meeting plan.  
11:55:38 From Danielle D'Auria to Everyone : yes  
11:55:39 From John Anderson to Everyone : yeah  
11:55:41 From Gail Fraser to Everyone : yes  
11:55:42 From Don Lyons to Everyone : Yes to meeting plan  
11:55:42 From Miyuki Mashiko to Everyone : yes  
11:55:44 From Andy Kasner to Everyone : yes to meeting locations/years  
11:55:45 From Patty Szczys to Everyone : THANK You WOODY for being so flexible and amenable!  
11:55:45 From Michael Green to Everyone : Yes  
11:55:46 From chris custer to Everyone : Yes to TX in 2022 and FL in 2023  
11:55:46 From Jim Lyons to Everyone : yes to meeting locations



11:55:50 From Gopi Sundar to Everyone : yes for future meeting schedule 2022 and 2023  
11:56:02 From Terry Master to Everyone : I vote yes for Texas in 2022 and Florida in 2023, I have to run to class, hope everyone has a nice weekend!  
11:57:03 From Anna Vallery to Everyone : I am happy to post things on social media whenever needed as well!  
11:57:12 From Erica Nol to Everyone : Thanks Terry.  
11:57:22 From Danielle D'Auria to Everyone : I sincerely apologize but I have to leave for a medical appointment and may not be done before the end of the meeting. Great to see everyone's faces and I look forward to reading the minutes for the rest of the meeting.  
11:57:32 From Dave Moore to Everyone : Thanks you so much Woody & the local comm for all the work that you've put into this, w/ so much uncertainty & disruption! Thank you Woody & Ricardo for your patience and flexibility!  
11:58:11 From Don Lyons to Everyone : PSG meets in February most often, occasionally in January, not in March  
11:58:29 From Gail Fraser to Everyone : jan feb in CR is way more attractive!  
11:58:41 From Michael Green to Everyone : Do we need to consider a Non-North American meeting location for 2024. Because of Covid-19 and pushing our in person meetings in 2020 and 2021, recommend we think about non-NA meeting in 2024 or 2025  
11:58:56 From John Anderson to Everyone : Given that we are now virtual. Is there any way that we could move the date to later in Nov? I would be more than willing to help organize if it was mid to late nov or later  
11:59:52 From PB to Everyone : PSG in the beginning used to meet in December  
12:00:15 From Patty Szczys to Kate Shlepr(Direct Message) : I cannot believe how much business we seem to have!!!! We needed a full 8-hr mid-yr meeting!  
12:00:26 From Michael Green to Everyone : There is also precedence here, didn't we meet in Nebraska and Maryland and 2011. Nebraska was our 2010 meeting, Maryland was our 2011 meeting  
12:00:36 From Kate Shlepr to Patty Szczys(Direct Message) : yes aghh  
12:00:53 From Patty Szczys to Everyone : I think we can decide this in November during Council meeting  
12:01:14 From Kate Shlepr to Patty Szczys(Direct Message) : save strategic planning update for email??  
12:01:28 From Kate Shlepr to Patty Szczys(Direct Message) : leaves us with publications update (5-10 min) plus DEI motion  
12:01:32 From Patty Szczys to Kate Shlepr(Direct Message) : Yes, will have to cut that out  
12:01:44 From Patty Szczys to Kate Shlepr(Direct Message) : Strategic planning  
12:01:50 From Patty Szczys to Kate Shlepr(Direct Message) : Just reports  
12:02:18 From Kate Shlepr to Patty Szczys(Direct Message) : ok  
12:02:20 From Patty Szczys to Kate Shlepr(Direct Message) : I'm sorry that I have another meeting starting at 2pm so I will have to leave.  
12:02:27 From Kate Shlepr to Patty Szczys(Direct Message) : no prob  
12:02:33 From woody woodrow USFWS Coastal Program Texas to Kate Shlepr(Direct Message) : So will there be committees for the virtual meeting and chairs of those?

12:03:21 From Jeff Spendelow to Everyone : We didn't hold a meeting in 2010 because of the World Seabird Conference.

12:03:30 From Kate Shlepr to woody woodrow USFWS Coastal Program Texas(Direct Message) : 2020 was an ad hoc committee with patty as de facto chair. don't know if this will be different

12:03:37 From John Anderson to Everyone : we can't decide the date of a November meeting in Nov

12:05:00 From woody woodrow USFWS Coastal Program Texas to Kate Shlepr(Direct Message) : Can you suggest an alternative to that approach?

12:05:05 From Michael Green to Everyone : TWS is Nov 1-5. Can we move ours to the following week, before SETAC?

12:05:13 From woody woodrow USFWS Coastal Program Texas to Kate Shlepr(Direct Message) : or an evaluation of alterntaives

12:05:51 From Patty Szczys to Everyone : Nov 8-12?

12:06:22 From Michael Green to Everyone : Yes, propose Nov 8-12. That is after TWS and before N Am SETAC meeting.

12:06:32 From Kate Shlepr to woody woodrow USFWS Coastal Program Texas(Direct Message) : let's chat after this meeting, I'm interested in what you're thinking but have to take notes!

12:07:16 From Patty Szczys to Everyone : Andy- when do we anticipate being caught up and publishing on-time?

12:07:58 From Patty Szczys to Everyone : Thank you!

12:08:59 From Patty Szczys to Everyone : Part of the strategic plan could be to phase-out printed journals?

12:11:45 From Erica Nol to Everyone : Can I suggest that the Pubs committee look into this and get back to council given our agenda?

12:11:56 From Patty Szczys to Everyone : I agree

12:12:13 From Dave Moore to Everyone : agree

12:12:16 From Patty Szczys to Everyone : We need to entertain Jeff's submission management request

12:12:21 From Michael Green to Everyone : I agree, something Pub committee could investigate further

12:12:40 From Kate Shlepr to Everyone : This has been added to minutes as an action item for Pubs

12:12:51 From Caroline Poli (she/her) to Everyone : Thanks Kate!

12:12:59 From Erica Nol to Everyone : Thanks Kate.

12:18:37 From PB to Everyone : Jeff - I've used Scholar One and it works well.

12:19:24 From Chip Weseloh to Everyone : From Chip - Does Andy want to be modernized?

12:21:02 From Jeff Spendelow to Everyone : Are any of the 3 you looked at being used by other ornithological societies?

12:21:41 From Erica Nol to Everyone : Yes, Scholar One is used by other ornithological societies (but can't remember one).

12:22:30 From PB to Everyone : There is also the eponymous Manuscript Manager platform



12:22:46 From Gopi Sundar to Everyone : Sorry everyone but I am turning into a vegetable as it is getting late here. Good night from here and look forward to seeing the minutes and catching up later. Stay safe and healthy.

12:23:24 From Michael Green to Everyone : Goodnight Gopi! Thanks for joining

12:23:26 From Jeff Spendelow to Everyone : What system does Journal for Ornithology use?

12:24:25 From Kate Shlepr to Patty Szczys(Direct Message) : We should return to the DEI motion, but I wonder if we should vote over email for people like Gopi who've had to peel out. It might be a close vote.

12:24:35 From PB to Everyone : Jeff et al. <https://www.editorialmanager.com>

12:25:01 From Dave Moore to Everyone : bye Gopi!

12:25:10 From Patty Szczys to Kate Shlepr(Direct Message) : Yes- maybe best to formalize the motion here and then send to all voting members for email vote

12:25:11 From Erica Nol to Everyone : Goodnight Gopi!

12:25:56 From Caroline Poli (she/her) to Everyone : I could vote today I think.

12:27:01 From Michael Green to Everyone : Thanks Jeff for your work on this

12:27:10 From Patty Szczys to Everyone : This is exciting- thank you!

12:27:12 From Caroline Poli (she/her) to Everyone : This is exciting.

12:27:35 From Jeff Costa to Everyone : Thanks everyone!

12:27:40 From PB to Everyone : <https://www.manuscriptmanager.net/> But they are undergoing maintenance right now so you can't view the website...

12:27:41 From Jeff Costa to Everyone : be back in 10 minutes..

12:29:35 From Kate Shlepr to Dave Moore(Direct Message) : Dave, we only have 30 minutes left. Can we table a lot of the Strategic Planning and move to DEI? I think we should try to formalize a motion on the zoom call and then vote electronically so that everyone has a chance to vote. e.g., Gopi had to leave. it might be a close vote.

12:30:03 From PB to Everyone : PSG's Code of Conduct: <https://pacificseabirdgroup.org/about-us/code-of-conduct/>

12:30:10 From Patty Szczys to Everyone : John- would you convene an ad hoc committee?

12:30:35 From Michael Green to Everyone : I will Dave

12:30:43 From John Anderson to Everyone : Patty I am not sure what that means

12:32:01 From John Anderson to Everyone : I would like to make sure that any committee that deals with complaints be as broadly representative as possible & include at least one non-US member

12:32:39 From Michael Green to Everyone : @John, yep, agree on committee representation

12:33:35 From Dave Moore to Kate Shlepr(Direct Message) : yes

12:33:53 From Patty Szczys to Everyone : Yes to untable DEI motion

12:33:57 From Erica Nol to Everyone : Yes

12:33:58 From Michael Green to Everyone : Vote yes

12:34:03 From Gail Fraser to Everyone : yes

12:34:03 From Andy Kasner to Everyone : yes untable

12:34:04 From Jim Lyons to Everyone : yes

12:34:04 From Don Lyons to Everyone : Yes to untable DEI motion

12:34:12 From Kate Shlepr to Everyone : yes to untable the tabled DEI motion

12:35:16 From chris custer to Everyone : sorry my connectivity keeps conking out.

12:35:44 From Caroline Poli (she/her) to Everyone : Accept proposal as is: YES  
12:35:52 From Caroline Poli (she/her) to Everyone : yea  
12:36:01 From chris custer to Everyone : No  
12:36:02 From Patty Szczys to Everyone : No - to accept the DEI proposal as is  
12:36:03 From Don Lyons to Everyone : YES, accept DEI proposal as is  
12:36:04 From Erica Nol to Everyone : Yes  
12:36:05 From John Anderson to Everyone : no  
12:36:15 From Michael Green to Everyone : No  
12:36:16 From Gail Fraser to Everyone : Yes to accept the DEI proposal as is for consultant  
12:36:16 From Andy Kasner to Everyone : No - to accept as is  
12:36:18 From Kate Shlepr to Everyone : no on motion to accept DEI proposal as it  
12:36:18 From Dave Moore to Kate Shlepr(Direct Message) : yes - on DEI proposal as is  
12:36:28 From Jim Lyons to Everyone : No to accept as is  
12:43:09 From PB to Everyone : Yes - as I said, why should every society do this? It sounds as if Wilson & PSG have already addressed this. And that AOS will be doing the same thing.  
12:43:53 From Jeff Spendelow to Everyone : I think you need to look at this from the broader perspective of revising and then implementing things in the Strategic Plan.  
12:45:29 From Erica Nol to Everyone : I think people are balking at the consultant. Suspicious about folks that may just write a report.  
12:45:37 From Patty Szczys to Everyone : I really don't think this will die  
12:45:54 From Caroline Poli (she/her) to Everyone : I feel it's not acceptable for this to die.  
12:46:02 From Ricardo Zambrano to Everyone : Thank you Don!  
12:46:06 From Patty Szczys to Everyone : We endorsed the report and it's principle  
12:46:21 From Jonathan Cohen (SUNY-ESF) to Everyone : Have to leave for a another meeting  
12:46:49 From Patty Szczys to Everyone : Can we move one item at a time?  
12:46:57 From Patty Szczys to Everyone : Let's take memberships first  
12:50:38 From Patty Szczys to Everyone : I was hoping right now!  
12:54:15 From Patty Szczys to Everyone : I'm so sorry that I have to go to another meeting starting at 2 that I cannot get out of.  
12:54:22 From Patty Szczys to Everyone : I like Ricardo's suggestion  
12:54:29 From Patty Szczys to Everyone : And we can have a June 1 date  
12:55:05 From Patty Szczys to Everyone : I need to go but I support Erica's motion  
12:59:25 From Kate Shlepr to Everyone : Motion: move to accept blue action items up to \$5000 (#1: \$1500, #2: \$3500) combined  
13:00:41 From Kate Shlepr to Everyone : Motion: move to accept blue #1 with a cap of \$1,500  
13:01:50 From Anna Vallery to Everyone : PSG has a program called PSG HELPS that provides free memberships like what Caroline is describing.  
13:03:14 From John Anderson to Everyone : yeah on student memberships  
13:03:15 From Dave Moore to Everyone : yes to Erica's motion  
13:03:15 From Don Lyons to Everyone : I have to leave the meeting, but I support the current motion (i.e. vote YES). If any subsequent votes occur, if I am allowed (not sure what the by-laws say on this), I would like to designate Caroline Poli to vote as my proxy.  
13:03:18 From Erica Nol to Everyone : yes

13:03:20 From Michael Green to Everyone : <https://pacificseabirdgroup.org/about-us/psg-membership/>

13:03:38 From Caroline Poli (she/her) to Everyone : I vote Yea to accept the action item

13:03:41 From Kate Shlepr to Everyone : yay on student memberships

13:03:48 From Gail Fraser to Everyone : Yes. I support the motion to accept 1500 cap for student memberships

13:03:48 From Caroline Poli (she/her) to Everyone : I vote yea for Don Lyons

13:03:49 From Andy Kasner to Everyone : yes- on blue #1 DEI

13:03:50 From Michael Green to Everyone : Thanks for sharing Anna, I like what PSG is doing for student/early career memberships

13:03:51 From Jim Lyons to Everyone : yes to blue items task #1

13:03:55 From chris custer to Everyone : Yes, to allow free student memberships for the remainder of the calendar year

13:03:55 From Michael Green to Everyone : YES