

## STEAC MEETING REPORT

(04/19/2023)

The STEAC met on April 19th, 2023, with a quorum of eleven members attending (Meghan Avolio, Henry Bart, Rich Fiorella, Sparkle Malone, Jackie Matthes, Kim Novick, Steve Petruzza, Sydne Record, Daniel Rubenstein, Sydne Record, and Adrienne Sponberg). Two NEON-Battelle staff attended (Darcy Gora, Bonnie Meinke).

The meeting was virtual, and the following topics were discussed: I. Approval of the minutes, II. Potential DEIA Technical Working Group, III. the Agenda for the May Meeting, and IV. STEAC Member Recruitment.

- I. **Approval of previous minutes for March 2023:** Minutes approved (Unanimous vote).
- II. **Potential DEIA Technical Working Group:** Bonnie Meinke proposed a new Technical working group for NEON focused on diversity, equity, inclusion, and accessibility. Battelle has an internal project team that works on internal DEIA challenges and opportunities. The DEIA TWG would initiate a system to incorporate community feedback, connections, and advice related to DEIA. NEON has looked to the Woods Hole Diversity Advisory Committee and the ESA Diversity COmmittee and would perform the following key functions:

- Advise on NEON's strategic diversity, equity, inclusion, and accessibility priorities and related budget needs.
- Educate and engage the NEON community in implementing NEON DEIA principles and values.
- Encourage collaborations and or coordination across NEON staff, researchers, and committees to elevate the visibility of NEON's DEIA initiatives and use of DEIA resources.
- Address issues of particular concern to underrepresented and marginalized groups in ecology, including promoting their participation in all aspects of NEON and the wider ecological community (e.g. working with ESA, etc.)
- Advise on metrics to assess and track diversity in data use and publications.

The members of the STEAC were overwhelmingly supportive of a DEIA TWG for NEON and appreciated the thoughtful assessment of DEI groups in other organizations. It is nice to see NEON looking outside on DEIA and NEON might consider working with ESIIIL. There also may be opportunities for NEON to contribute to Safe and Inclusive work environments and advance work on safe and inclusive field work. The STEAC recommends that NEON compensate TWG members for the service. The STEAC also discussed adding DEIA expertise to the STEAC to ensure the group has authority.

- III. **Agenda for the May Meeting:** The members of the STEAC proposed the following agenda items for the May meeting:
  - New Member Recruitment.
  - Update on the Competition for the Management of NEON
  - DEIA TWG and their authority to make changes.
  - NEON Stream data paper update on the mis-use of data and what is being done to reduce chances.
  - Update on action items from the last in person meeting.
  - Look at the original vision for NEON and discuss if we are moving towards it.
  - Review of major synthesis work supported by NEON.

- Updates from the TWGs
- Meetings with NEON staff.
- STEAC leadership
- Organization chart of expertise needed for NEON and does it match the future goals of NEON to ensure recruitment aligns with NEON needs.

IV. **STEAC Member Recruitment:** The STEAC identified a few priority areas of expertise needed on the STEAC, and non-academic focused individuals.