3 March 2022 JEDI Committee Meeting

Attendance:

1. Employees: Luke Hecht, Cat Kerr
2. Board: Nik Vetr, Stien van der Ploeg

1. Retreat follow-up

Discussion goals:

1. Action items or issues that arose at the staff and board retreats that require the committee's attention are identified.
2. We have next steps with assigned roles and deadlines for all ORCA related items.

Discussion:

1. Was JEDI incorporated in the retreat?
   a. JEDI-focused session in the retreat (1hour) + integration in other components
   b. High-level planning for where & how to prioritize JEDI aims – explicitly separate them out from other goals, or include them as a consideration of all goals?
      i. More relevant to certain broader aims than others
      ii. English-fluency in research proposals – idea to offer editing services to researchers whose first language isn't English
2. Were there any issues?
3. Did the retreat lead to specific tasks or projects for the JEDI committee?
   a. Long list of ideas that resulted from all-staff brainstorm session. Will need to consult teams to figure out which ideas to implement.

2. Grantmaking

Discussion goals:

1. We reflect on how JEDI the grantmaking process was, and how diverse the grantees are.
2. We decide if a more formal review and possible changes are required.

Discussion:

1. Minimum bound on non-minority groups in CfP is fairly low, though demographic information not likely to be missing at random (1/6th did not report)
a. Funded proposals more likely to be white, though demographics were blinded to reviewers  
   i. Still possible to glean information from writing style, location, etc.  
   ii. Per-diem costs stratify along economic variation between countries  
2. How does this compare to demographics of other funding opportunities?  
   b. Main JEDI-related change will be in outreach — where we post grant opportunities  
3. Otherwise in the evaluation process we likely won’t make big changes  
4. We will eventually hire a grants manager, who might look into this further  

WAI policy is to not collaborate with organizations that are not consistent with our broader values.  

Do something similar for individual labs? Logistical / willingness difficulties.  

Request a diversity statement for grant proposals? Targeted (how does \textit{this} research enhance JEDI) or generic (how does \textit{your lab} enhance JEDI)?  

\textit{3. Freelance hiring}  

\textbf{Discussion goals:}  

1. We reflect on how to ensure equity as teams at WAI (immediately, the communications team) hire for freelance positions.  

\textbf{Discussion:}  

Looking at boards/websites that include freelancers from all over the world increases diversity of the pool we’re searching  

Evaluating primarily based on past work samples is probably better than evaluating based on reviews, since some groups of people might be less likely to be associated with people who would give reviews that sound good to us.  

Since most of our staff positions have happened to be filled by white people (not intentionally), selecting a freelancer for this project allows an opportunity to “hire” (temporarily, for one project) someone with a different identity.  

\textit{4. Achievements since last meeting}  

1. Sent an email newsletter in December with a JEDI highlight
2. Cat & Stien read and discussed GARE toolkit for communications to determine transferable tools
3. Blog post about diversity and inclusion in the field
4. JEDI issues and ideas were discussed during all-staff strategy retreat
5. Operations Director work test included question on equity, diversity, and inclusion
6. Applicants were compensated for time spent on work tests at the same rate as the salary for the position they’re applying for