Strengths, **W**eaknesses, **O**pportunities, **T**hreats (**SWOT**) analysis

Strengths:
What aspects of this group's work are well-supported at the site or network level?
What unique perspectives can group members bring to bear on the issue?

Weaknesses:
What aspects of this group's work lack support at the site or network level?
What added expertise or knowledge seems necessary to carry out this group's function?

Opportunities:
What pre-existing structure (networks, groups, seminars, training, curricula, etc.) can this group leverage to build momentum?
What external interest/support can be brought to bear on this group's work?

Threats:
What are the major obstacles to this group's work? Are these at the societal, network, site, or personal level?
What prevents progress on this group's issue on a short-term and long-term basis?

Scroll down for sheets for each working group to fill in while discussing!

For the **Community** working group:

Strengths

- Platform for someone who's underrepresented to have their voices heard.
- Cross-site nature: sites, research, and people
- Focus on participant's research and JEDI opportunities, issues

Weaknesses

- Initially there may be a high proportion of students and early-career folks instead of cross-stage representation
- Entrenched dynamics may create pushback on controversial issues like decolonization
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Opportunities

- Platform for someone who's underrepresented to have their voices heard.
- New connections between students/early-career folks and later-career folks
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Threats

- Pushback on controversial ideas
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- Issues that go beyond what members of the group has power to address

Other notes or needs:

For the **Allyship** working group:

Strengths

- Engage more participants in DEI activities, increase confidence and competency in discussing DEI topics
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Weaknesses

- Is it wise to separate allies from minoritized when we are trying to support each other?
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Opportunities

- Support learning and support for minoritized folks
- Having this group can demonstrate that there is a supportive group that can help with learning
- Listen, gather information, develop guidance
- Share across sites
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Threats

- Preparation to facilitate discussions (avoid performative work, etc)
- Shouldn't we be listening in on minoritized experiences to learn and improve?
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Other notes or needs:

A proposed model: 1) a support group (maybe of 'just' allies, not mixed) that meets periodically, has Slack or other kind of confidential exchange channel, etc.; 2) collecting/vetting resources, perhaps tailored to specific 'challenges' or opportunities that are somewhat LTER-specific (e.g., long-term relationships, multi-institution challenges, remote field site challenges, etc.); and 3) working together with others on strategies that combine the 'interests' and concerns of the allies and the 'marginalized' folks.

For the **Funding** working group:

Strengths

- Funding to support DEI efforts are site specific - we need more emphasis at the network level is unclear. Not evident that we can articulate strengths.
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Weaknesses

- Lack of knowledge about what resources are available for funding to support initiatives
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Opportunities

- There are local opportunities at specific sites but need transparency on opportunities that are broader in scale
- NSF opportunities e.g. ADVANCE, RET/REI
- Foundations might also support network level activity: sloan, Doris Duke charitable Trust
- Individual homework - researching foundations/funding agencies targeting network-level efforts (assigned through a Google doc)
    - Nameer - investigate foundation/private funding sources via KBS/LTER outreach coordinators
    - Linda - reach out to Marty, investigate options through Harvard Forest Foundation
    - Jonathan - will talk to program officer about NSF options, and local foundations
    - Jenn - non-NSF public funding agencies interested in DEI?

Nameer will touch base next week with a shared doc for homework notes

Threats

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Other notes or needs:

For the **Resources** working group:

Strengths

- Some resources already available
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Weaknesses

- Limited number of examples
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Opportunities

- Annotated examples of DEI statements and other resources
- What do students need.
- “Buckets” of resources

Threats

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Other notes or needs:

For the **Wildcard** working group:

Strengths

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Weaknesses

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Opportunities

-

Threats

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Other notes or needs:
Participants:

- Vanessa Lougheed, BLE
- Gretchen Gerrish, NTL/ Trout Lake
- Renee Brown, MCM
- Chris Hintz, GCE
- Laura Gough, Toolik / ARC
- Monique? LUQ

Potential topics to discuss in this working group:

- inclusion
- Safety
- Remote field sites
- Traveling through unsafe areas
- Personal hygiene
- Mental health
- Risk assessment and including “inclusion”
- Incorporating diversity

Potential goals of this working group:

- Develop best practices?
- Share our experiences?
- Incorporating DEI into risk assessments at (polar) sites
- Development of a broad template that sites could adapt to their needs