

Sea Grant Presents: The Invasive Species Language Workshop

February 27-28, Washington DC (exact location TBD)

Tuesday February 27

- 1 pm: **Welcome and introductions (EI)**
 - Set intentions for meeting, introduce in-person participants
- 1:30-3:30 pm: **Hybrid presentations (one session Tim, one EI, one Sam)**
 - [participant list and titles of talks to be finalized]
 - Stage setting presentations
 - Overarching talk
 - Summary of grant and goals
 - Research that shows impact of language and names
 - Similar efforts that we can learn from
 - Topics from outside invasion biology
 - 15-20-minute talks with at least 5 minutes for discussion after each
 - Allow virtual participants to submit questions, comments, and prompts for discussion later through Poll Everywhere platform
- 4 pm: **Discussion (Tim leads Poll Everywhere questions, EI leads in-person questions)**
 - Poll Everywhere audience questions
 - A few we can pose to people
- 5 pm: **Adjourn (EI)**
- 6 pm: **Dinner out somewhere**

Wednesday February 28

- 9 am: **Welcome and review of previous day's discussion (EI)**
- 9:30 am: **Small group discussion (Tim set up, get 3 volunteers for notes, make sure Tim, Sam, EI aren't in the same group)**
 - What is the work that you do and how does it apply to problematic or inclusive language re: invasive species or ecology more broadly?
 - What is your understanding of "problematic language that reinforces societal inequities"?
 - To what extent has your work/discipline/agency addressed the issue of non-inclusive language or metaphors that perpetuate inequities? Share what you know about specific examples from your work.
 - (Include a break in here, maybe right before large group)
- 11 am: **Large group debrief (Tim)**
 - Take notes on issue identification
 - Sticky note exercise
- 12 pm: **Break for lunch**
- 1 pm: **Developing shared understanding for a research & intervention roadmap (EI)**
 - Participants will engage in a series of conversations designed to develop shared understanding and reach conclusions about emerging research areas and interventions to eliminate the use of non-inclusive language and to intentionally use inclusive language in science communication around invasive species.
 - (1) What do we know about the effects of problematic language in STEM and scicomm?

- Peer-reviewed literature
 - Lived experiences
 - Anecdotes
- o (2) What might be done (taught/created/researched, etc.), and by whom, to eliminate the use of non-inclusive language and to intentionally use inclusive language in environmental science/invasion biology and scicomm? Consider professional societies, funding agencies, universities, and more.
 - Building a reading list
- 2 pm: **Continue building research and intervention roadmap (Tim)**
 - o (3) What are the possibilities for interdisciplinary collaboration on the issue of problematic/inclusive language in environmental science/invasion biology?
 - o (4) What do scientists and researchers find persuasive? What will be most impactful in persuading colleagues to eliminate the use of non-inclusive language and intentionally use inclusive language? Who are the appropriate people or organizations to engage in this effort?
- 3 pm: **Coffee break**
- 3:30 pm: **Identify prioritized research areas and/or interventions and self-organize into groups to begin in-depth planning (EI)**
 - o For small groups with a research focus: (EI)
 - (1) Given the research area/issue, what question or set of questions, if answered, will make the greatest contribution to inclusive language use in invasion biology and environmental science more broadly?
 - (2) What research methods are most useful for answering these questions?
 - (3) What new collaborations might foster research in this area?
 - o For small groups with an intervention focus: (Tim)
 - (1) Begin designing the intervention, including problem definition, purpose, stakeholders, audience, content outline, distribution of intervention, impacts, etc.
 - (2) What new collaborations might foster the greatest success for this type of intervention?
- 4:30 pm: **Report-outs from groups to share about their ideas and planning (Tim)**
- 4:45 pm: **Workshop review and next steps (EI)**
- 5 pm: **Adjourn**