



National
Science
Foundation

DEI Recruiting Working group

How do we address all the aspects of
Diversity, Equity, and Inclusion in AgBioData?

Annarita Marrano, Ph. D.
amarrano@phoenixbioinformatics.org

2023 AgBioData Community Workshop
May 1st, 2023
Chicago (IL)



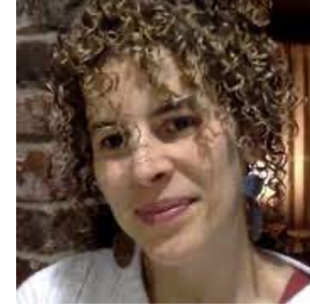
Annarita Marrano
Chair



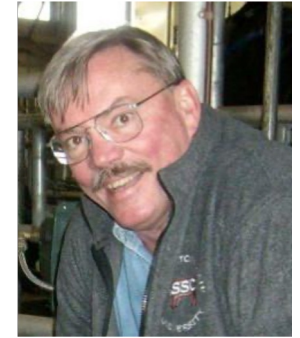
Marrette Pearsall



Rita Hayford



Rosa Marks

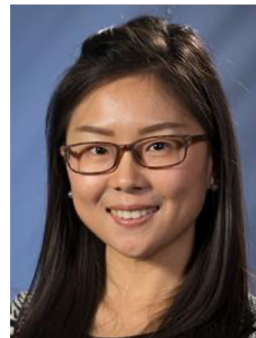


John P. McNamara

The DEI Recruiting WG



Susan McCarthy
Champion



Jingqiu Chen



Margaret Young

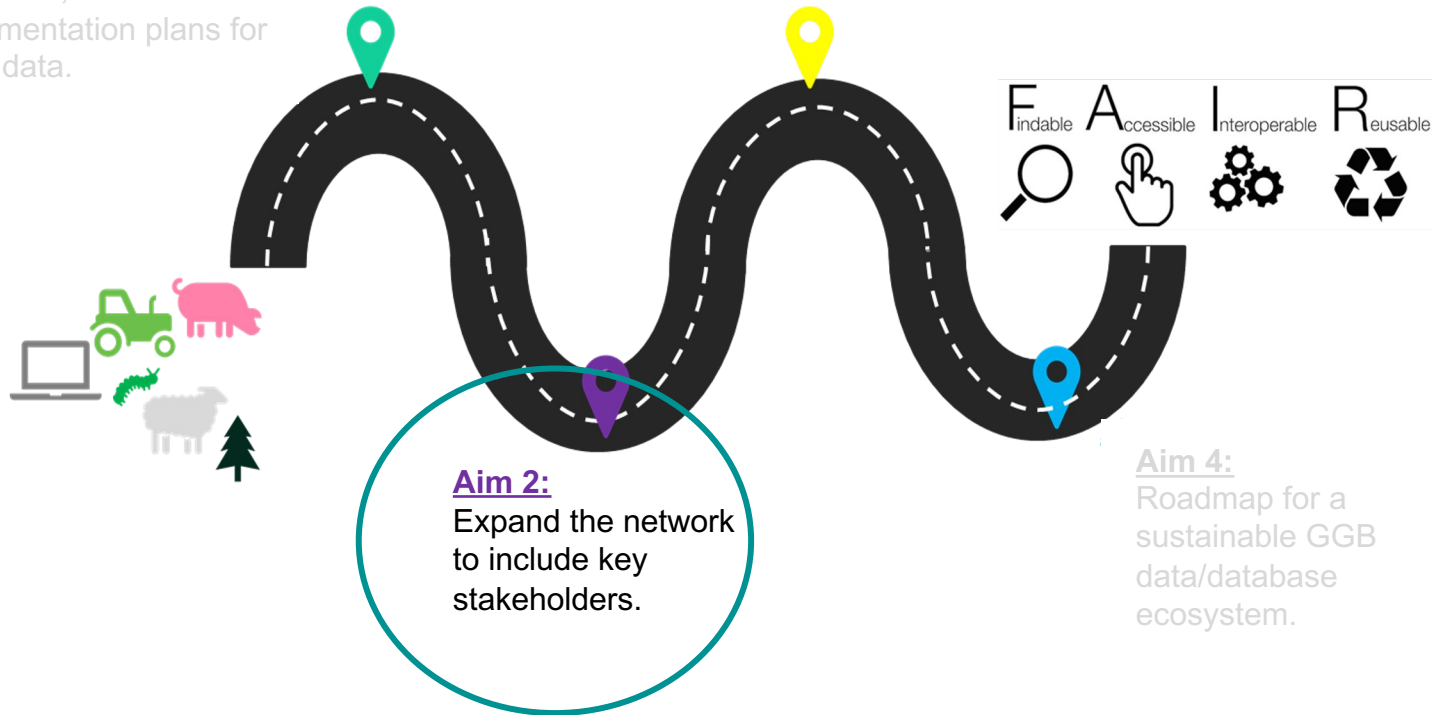


Leonore Reiser

Our focus and goals

Aim 1:
Recommendations,
standards, and
implementation plans for
FAIR data.

Aim 3:
Educational and training materials
for researchers.



Aim 2:
Expand the network
to include key
stakeholders.

Aim 4:
Roadmap for a
sustainable GGB
data/database
ecosystem.

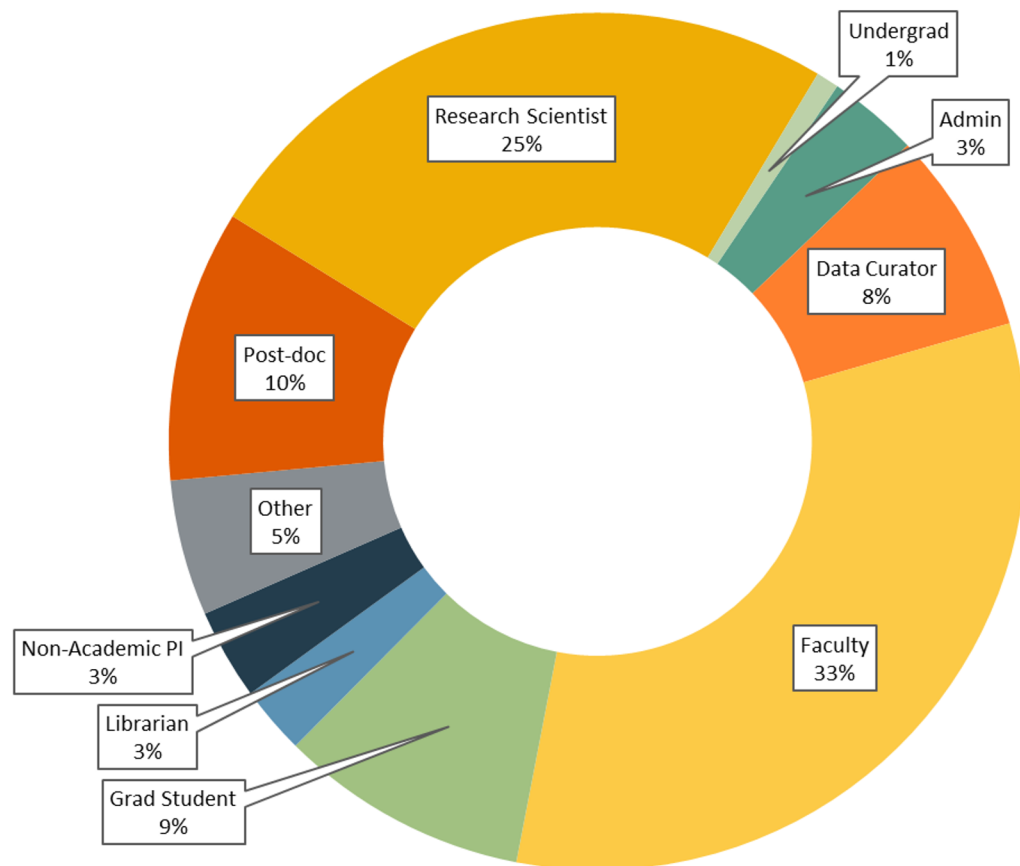
1. Recruit members for the existing AgBioData working groups and the consortium
2. Develop outreach resources and material to educate about AgBioData, what we do, and how we support the ag research and education community.

DEI at all levels

- **Recruit key stakeholders in agricultural research**
 - *Data generators*
 - *Biocurators*
 - *Librarians*
 - *Publishers*
 - *Etc.*
- **Specific target**
 - *Underrepresented communities in ag research*
 - *Early-career researchers*
 - *Scientists from less well-funded institutions*
(domestic and internationals)
- **New database resources and scientists representing the large diversity of species used in agriculture**



Stakeholders in the AgBioData working groups (YR1 and 2)



Type of Employer	Number
Higher Education	64%
Government	16%
Research Institute	10%
Non-Profit Organization	4%
Publishing	3%
Industry	2%
Other	1%

CHALLENGE!!

THE MAJORITY ARE PLANT SCIENTISTS!

Credit: Megan O'Donnell

Actions to involve HBCU and MSI institutions

- A list of HBCUs and MSIs with ag programs
- Invite them to an informal meeting
 - *Who is AgBioData and what we do*
 - *Their issues with data sharing, management, and reuse*



Marrette
Pearsall



John P.
McNamara



Susan
McCarthy

CHALLENGE!!

LACK of RESPONSE

LIMITED INTEREST in
PARTICIPATING in AGBIODATA



LACK of RESPONSE from the institutions contacted

LIMITED INTEREST in PARTICIPATING in AGBIODATA

Professional development

Networking

Money

Educational material

Webinars

Mentoring program

Support with DMP

Grant consulting

Why did this approach not work? What should we do differently?

"...who are often last to benefit and are least protected from intellectual property claims"
K. Tsosie, AgBioData webinar (April 5, 2023)

How can AgBioData best serve the needs of our diverse communities?

- *What are the benefits of joining AgBioData?*
- *What AgBioData can offer that can be helpful to "you" as a scientist?*

Achievements

- **112 new AgBioData members** since the beginning of the grant
- **New database resources contacted or joined the consortium**
 - microPublication
 - Grapedia
 - Ensembl
 - The European Variation Archive
- **Active plan to engage with HBCUs, MSI, and PUIs**
- **Invited key speakers** to the monthly webinars

Future projects

- Assess the most effective approaches to engage underrepresented groups
- Explore new products/services that AgBioData can offer to the community
- Reach out to new databases resources and projects not part of the consortium yet
- Combine outreach and educational training (?)

We need feedback on:

- **What are the most effective ways to engage underrepresented groups in AgBioData?**
- **How can AgBioData best serve the needs of our diverse communities, according to the different stakeholders? What are the benefits of participating in AgBioData?**
- **Are there other ag data management groups we should contact?**

Acknowledgements

Current members

- Annarita Marrano
- Susan McCarthy
- Jingqiu Chen
- Rita Hayford
- Rose Marks
- John P. McNamara
- Murette Pearsall
- Leonore Reiser
- Margaret Young

Past members

- Daureen Nesdill
- Adrienne Brown
- Erin Sparks
- Jacqueline Campbell

amarrano@phoenixbioinformatics.org
agbiodata@gmail.com

