

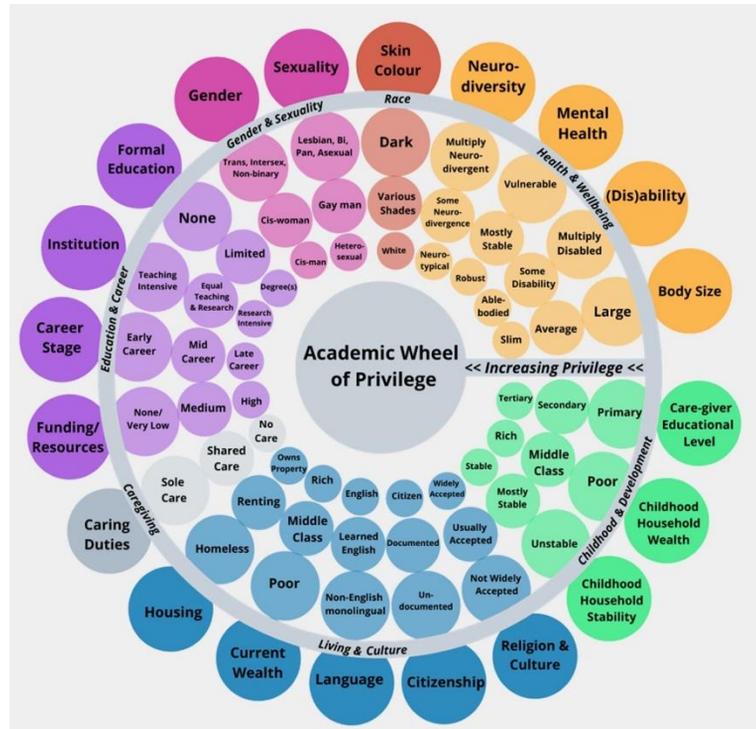
IN THIS LETTER

OUR MISSION

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Source: NASA science, Interview with Dr. Flavio Azevedo

OUR MISSION

CEOC's goal is to promote an **equitable science** where all individuals can thrive and be justly acknowledged for their contribution. We provide opportunities for early career researchers within the URPP GCB to share experiences. We also provide support throughout the challenges emanating from academia.

Feel free to reach out to us anytime, either individually, via teams or e-mail at: [ceoc.gcb@uzh.onmicrosoft.com](mailto:ceoc.gcb@uzh.onmicrosoft.com)

S&B Meetups

We are thrilled to announce the first **S&B** meetup that will take place at the **Irchel Bar** on the **2<sup>nd</sup> of November** from 13:15 to 14:15. Early-career URPP GCB'ers are invited to get a coffee and meet with fellows to discuss about anything that feels important for you. This should be an informal and safe space to share struggles, to vent and to provide peer-to-peer mentoring. During this first meetup, we are interested in **YOUR** needs so we can develop activities to support you. We are looking forward to hearing from you!

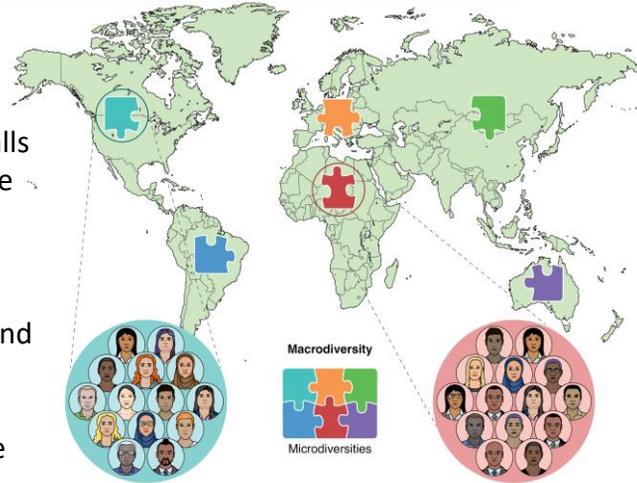
P.S: Join the meetup to discover what's behind the name S&B!

## Diversity at the World Biodiversity Forum

### WHY?

The theme of the second World Biodiversity Forum was '*Inspiring for action*': a good opportunity to discuss how to answer recent calls to increase diversity in biodiversity research. We were particularly interested in thinking about these parts of [the challenge](#):

- 1) Increasing *macrodiversity*: how to avoid parachute/helicopter science and brain drain, and promote capacity building
- 2) Increasing *microdiversities*: what are the benefits of diverse lab groups, and what are the main barriers to forming them?

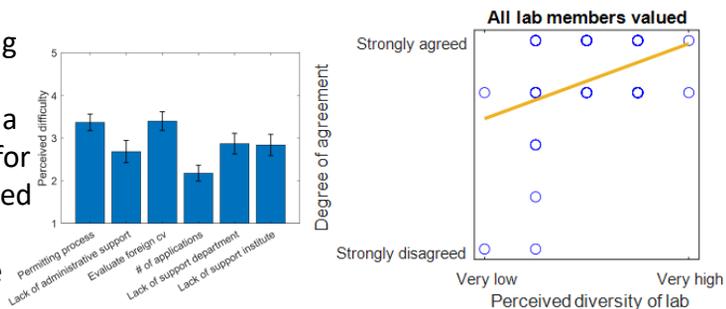


### HOW?

- 1) We organized a panel discussion including experts on advocating diversity and inclusion, creating diverse lab groups, local capacity building and inclusive research
- 2) We held a survey among Forum delegates about perceived benefits of diverse working environments, and challenges to achieve this.

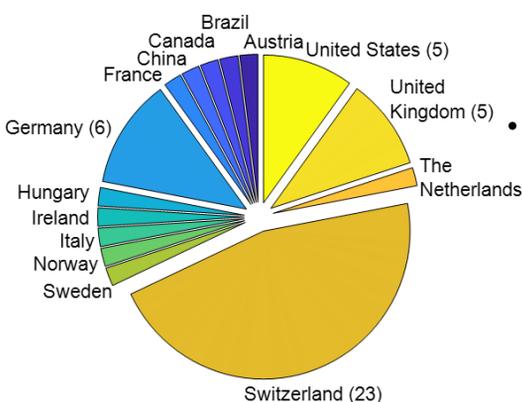
### WHAT?

- 1) The discussion highlighted that: i) being an advocate for diversity and inclusion is for many not a choice but a necessity or a moral imperative. Extending to pushing for institutional changes; ii) Community-based research can promote macrodiversity.
- 2) Survey results highlighted the positive effects of lab diversity on the working environment; yet barriers to creating such diverse labs remained elusive



### SO WHAT?!

- The panel discussion provided a good opportunity to share experiences on how to promote change, within institutes and beyond.
- Survey participants were willing to increase their efforts to promote diversity and inclusion
  - Only a small part of the delegation (5-10%) actively engaged. Also, our survey pool was not as diverse and representative as we hoped for, which may partly explain why no clear barriers to increasing diversity have yet been identified; we are currently thinking about alternative data collection methods. Ideas are welcome!





**Cheng Li**

I am a PhD student within the URPP GCB, in the spatial genetics group of Meredith Schuman. I am a bioinformatician and am interested in using remote sensing technologies to better understand plant ecological genomics under global change. I was excited to join the CEOC in 2021 and I hope more people would get involved and benefit from what we have been trying to do.

**Debra**

Management Representative: I joined UZH as a masters student in 2008 and went on to do a PhD with Bernhard Schmid. I started working for the URPP GCB in 2015. My research career began in natural science as an ecologist, but I have become more interested in an interdisciplinary approach to ecological questions. I hope to be able to help GCB'ers develop their career.

**Zuppinger-Dingley,**



**Alizée Le Moigne**

Newbie postdoc, I did my PhD within the URPP GCB, in the group of Jakob Pernthaler at the limnological station. I am investigating microbial communities in aquatic environments, in particular Arctic shallow ponds. I am thrilled to join the CEOC in order to help young researchers to thrive and change the current face of academia towards a more inclusive one.

**Simon Landauer**

Hello there, I am a PhD student in the URPP GCB, supervised by Pascal Niklaus. I study diversity at the landscape level and effects thereof. I believe that discourse and honest exchange of experiences are at the heart of structural change – applying particularly to academia. I am extremely happy to join the CEOC and foster such development of 'support culture'.



## Who are we ?



### Sofia van Moorsel

Hello everyone! I am a Postdoc and group leader at the Department of Geography. I have been a member of the URPP GCB since 2013, when I started my PhD in plant community ecology at the IEU. Apart from biodiversity and ecology, I am also passionate about equality and social justice. The CEOC gives me the chance to bring up issues of diversity and inclusion within the URPP GCB and beyond.

### Maarten Eppinga

Hi everyone! I am a senior scientist in the Earth System Science group of Maria Santos, and an affiliated member of the URPP GCB since I arrived in lovely Zurich in 2018. It still amazes me that there is such emphasis in academic research on being unbiased in our endeavors, but comparatively little attention to the bias created by who are (able to) doing that research in the first place. Happy to see more attention being paid to this issue and excited to try to contribute as part of the CEOC!!



### Nathalia Perez

Hi everyone! I am a PhD student within the URPP GCB, supervised by Maria Santos and Meredith Schuman. I am a tropical forest ecologist interested in tree communities and their changes concerning human management via different spatial and temporal scales. I believe that the inclusion of different aspects of diversity in science is essential to accomplishing good science. I'm delighted to be part of CEOC to foster this conversation.

## Thank you!

We would like to thank the former members **Mollie Chapman, Matt Barbour and Sarah Mayor** for their leadership, time, insights and valuable contributions to the CEOC and the URPP GCB. We wish them all the best for their future and that they will continue to advocate for equal opportunities in science.

