

ENSURING THE LONGEVITY OF THE PAL(A)EOPERCS SEMINAR SERIES IN AN EQUITABLE, DIVERSE, INCLUSIVE AND ACCESSIBLE WAY

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Pal(a)eoPERCS (Paleo EaRly Career Seminars) is a weekly, virtual, inclusive, accessible, grassroots, institution-independent, global seminar series featuring Early Career Researchers (ECRs) in all fields of pal(a)eo-sciences. We launched the series in June 2020 in response to the COVID-19 pandemic, and have had a very positive response from the palaeo community, with over 2000 sign ups to our mailing list from individuals from all career stages and paths worldwide. Seminars are held weekly on zoom, and have an asynchronous participation option via our YouTube channel.

We are an international coalition of early career researchers and professionals, and are highly committed to showcasing the wide diversity in our community. Pal(a)eoPERCS is an independent endeavour and does not reflect the views of our respective affiliated organisations, institutions and financial supporters. We are grateful for the support of the QRA Outreach Award, which allowed us to support a wide diversity of speakers on Quaternary themed research topics.

The series is interdisciplinary by nature, with an aim of broadening the frameworks and networks of those interested in Earth's past across the geologic timescales by bringing those working under the "Pal(a)eo-umbrella" and related fields, while highlighting diversity in thought and presenters. Seminars feature a 30-minute talk, a 15-20 minute question-and-answer discussion, and informal "tea-time" to foster collaboration and networking. We actively ensure diverse speaker demographics, with a specific focus on the participation of historically excluded groups in the geosciences (those who identify as women, ethnic minorities, having a disability, LGBTQIA+, first generation, from a low-income background). We are now sponsored by seven international learned societies and groups, and were very grateful to the Quaternary Research Association

for their support over the past year.

Through the generous support of a QRA Outreach Grant, we were able to increase accessibility of these seminars by providing high-quality transcriptions of Quaternary Science seminars that are publicly available on YouTube and through the Pal(a)eoPERCS Website, as well as provide modest speaker honoraria for several speakers who gave talks on their Quaternary-focused research. The QRA funding has been imperative to continue supporting early career individuals globally. It enabled us to acquire transcripts for nine Quaternary talks and provide honoraria for seven ECRs who presented a talk with a Quaternary Science focus from a range of topics including micropalaeontology, vertebrate palaeontology, geochemistry, palaeoanthropology, and palaeoclimatology. These speakers were affiliated with universities in Chile, India, Germany, Norway, South Africa, Sweden, Morocco, UK, and USA at the time of their presentations.

Our seminars are open to those from all stages and workspaces, but feature early career speakers: those in the more precarious stages of their career, and who are generally funded on short-term contracts and studentships. The majority of our speakers are late-stage graduate students or in non-faculty post-Ph.D. positions. Occasional seminars are given by assistant professors/permanent lecturers, early-stage graduate students and individuals who do palaeo-science work outside academia. Our audience base consists of individuals from varying career stages and palaeo-disciplines. An asynchronous participation option is provided for those who cannot join live, via posting the seminars on the Pal(a)eoPERCS YouTube Channel, following speaker preferences on length of time their seminar remains available. We encourage speakers to use colour-blind friendly graphics, providing resources to help. If particular accessibility requirements are requested from speakers/attendees,

we work with them to find an option that best supports their participation.

We advertise the series to universities and learned societies globally, and palaeo-focused mailing lists, and leverage social media to connect with the wider palaeo-community. Nominations, including self-nominations, are openly invited from the community. ~80% of speaker invitations so far have been to community-nominated ECRs, with remaining invitations coming from committee suggestions to ensure that each season of Pal(a)eoPERCS maintains our standards of topic, speaker, and geographic diversity.

Our efforts have been recognised internationally. Particular highlights include an invited interview with Communications Biology, an invitation to co-author the most recent edition of the 500 Women Scientists Inclusive Meetings Guide and being mentioned in Professor Roy Plotnick's book (Explorers of Deep Time: Paleontologists and the History of Life).

While Pal(a)eoPERCS began as a response to the COVID-19 pandemic in 2020, its growth and community engagement have grown into a community resource, and we intend for Pal(a)eoPERCS to be a long-term feature in the broader Palaeo research community for years to come. It has been a key feature of many early career palaeoscientists' lives over a continually challenging time. We would also like to stress that inclusion, diversity, equity and accessibility are imperative to scientific success, and we centre this in our series. We are incredibly proud to have created an inclusive initiative which is highly valued by the palaeo-community, has supported many early career individuals at a particularly precarious time in their careers, and are excited to see how it evolves in the future.

QRA-supported publicly available seminars can be viewed below. Please note that while we encourage speakers to allow their seminars to be recorded and circulated to improve asynchronous participation, many speakers elect to have their seminar removed from Youtube after a brief interval, usually 1 week. The seminars listed below are the speakers who have elected to have their seminars available publicly and indefinitely.

- Vijayananda Sarangi (Sweden): "Neglecting vegetation fires as a geochemical process could undermine the reliability of paleoecological

interpretations" <https://youtu.be/NABqP1Qno5Ed>

- Robert Patalano (USA): "Usambara Mountains Archaeology and Palaeoecology Project (UMAPP)" <https://youtu.be/y2yWn16KCfl>
- Natalia Villavicencio (Chile): "Late Quaternary extinction in South America: different approaches, one quest" <https://youtu.be/dyOh7motuQo>
- Marion McKenzie (USA): "Differential impacts of subglacial bed conditions on paleo-ice flow and subglacial processes" <https://youtu.be/8-9CAH40eoU>
- Melissa Kemp (USA): "Extinction, Colonization, and Conservation in a biodiversity hotspot: Lessons from the Caribbean fossil record" <https://youtu.be/trE5BzsXUrE>
- Sofía Barragán Montilla (University of Bremen, Germany): "Climate change in the North Atlantic Ocean: Lessons from the Recent Past" https://youtu.be/_JIP6KRdNvA
- Abraham Dabengwa (South Africa): "Examining resilience and long-term rangeland health using multiple-proxy palaeoecological methods: an example from a South African grassland" https://youtu.be/_pqlm6hj6JE
- Tyler Kukla (USA): "Terrestrial ecosystem resilience in the geologic past" <https://youtu.be/DO1JIACIXHk>
- Jihad Rachid (Morocco): "Tracking climate variability and environment changes of carbonate mounds sediments in the western Mediterranean over the last 14 000 years" <https://youtu.be/EjwRJYmk36Q>
- Andrew Christ (USA): "The Story of Camp Century: the Fossil Ecosystem Under Ice" <https://youtu.be/SIWthhoas60>
- Abdur Rahman (India): "History of the forest fire in the western Himalaya and its linkage to climate and human" <https://youtu.be/-uaoOUZATIQ>
- Nichola Strandberg (UK): "Biotic homogenisation of South Pacific Island vegetation through the Holocene" https://youtu.be/1Ea2LX2_jW