Who leads diversity efforts in science? Evidence of minority tax in DEI committees of international learned societies in Ecology and Evolutionary Biology

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Data accessibility:

Upon manuscript acceptance in a journal, the anonymised dataset will be made publicly available on a GitHub online repository and archived on the Zenodo Digital Repository. For review, the data file, code, and detailed methods and results descriptions are included as electronic supplementary materials.

Authors' contributions (following CRediT):

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The authors declare no competing interests except the society memberships listed below. To manage potential conflicts of interests team members did not extract or cross-check data from societies they are members of.

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British Ecological Society (BES): A.R.M., H.B., I.O., N.J.G., S.E.E., S.N., Z.B.Z.
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Abstract

Learned societies are key in shaping scientific communities, yet many face inequities rooted in their histories and governance. The inequities can be addressed by Diversity, Equity, and Inclusion (DEI) committees or officers, but little is known about these organisational structures. We present the first analysis of 70 DEI structures across 50 international ecology and evolutionary biology societies, based on public information for 558 named DEI committee members/officers. We found that DEI structures were primarily (94%) staffed by individuals affiliated with highly developed countries, but often with immigrant backgrounds (31%). Also, 11% likely originated from medium- or low-developed countries and 13% from non-English countries. Women and gender-diverse individuals (72%) were overrepresented in DEI structures, especially in leadership roles (82%). Public visibility of serving members is generally low. Overall, this pattern indicates that unpaid, undervalued service disproportionately falls on the groups DEI efforts aim to support, reflecting a "minority tax." Notably, during 2025, 13 out of 54 societies (24%) removed, renamed, or anonymised DEI web pages, coinciding with the political shift in the US. Our recommendations highlight the need for learned societies to formally recognise the labour, reward, empower, resource, and protect DEI efforts to ensure lasting, equitable impact.

Keywords

marginalised and underrepresented groups; meta-research; open science; professional and academic organisations; scientific societies; academic governance; geographic representation

1. Introduction

Learned societies (organisations of scholars and academics) are an integral part of academia, playing an important role in building scientific communities, developing international collaborations and supporting research activities. Despite their central role, many have historically contributed to exclusionary practices, for example, via institutionalised racism and sexism [1,2]. Today, many of these learned societies are actively confronting negative aspects of their legacies, striving to address persistent inequities and foster more inclusive scientific communities [3–7].

One of the main steps learned societies have taken to address these issues is establishing internal structures, such as committees, working groups, or officers, that are responsible for improving Diversity, Equity, and Inclusion (DEI). While these initiatives have been defined by a variety of names and acronyms (e.g., EDI, JEDI, IDEA, DEIA; note: J and A represent Justice and Accessibility), here we refer to them collectively as DEI structures. Despite differences in their names, their mission is typically to prevent discrimination, promote inclusion, and provide opportunities for underrepresented and marginalised groups [8].

The responsibilities of DEI committees and officers vary by society but, in general, they are tasked with initiating and coordinating policies and actions that recruit and support scientists from historically underrepresented or underserved groups [9]. Despite the importance of such DEI initiatives in levelling the playing field in science, our earlier collaborative study found that only 62 of the 173 eligible international learned societies in ecology and evolutionary biology (Eco-Evo) had an internal DEI structure [10].

Diversity, Equity, and Inclusion (DEI)-related roles are likely to be filled by members of marginalised groups, who, despite being tasked with driving institutional change, often have the least power to implement it [11]. The marginalised members of these committees often have the least power to enact change due to a lack of representation in higher positions in academia and an expectation to follow the status quo [12–14]. These individuals have also been historically marginalised by the very systems they are now being asked to fix, meaning this service often includes substantial emotional labour. The extra, often invisible workload and strain placed on

historically marginalised members can come at the expense of their research and academic success, a burden referred to as the "minority tax" [11,15,16]. The minority tax contributes to cumulative disadvantage, as this work is highly time-consuming, yet seldom recognised or rewarded in academic evaluations [17,18]. This pattern contrasts sharply with more prestigious service roles in the field, such as journal editorial boards and society leadership, which remain disproportionately occupied by men from the Global North countries, e.g. [14,19,20]. Therefore, learned societies must consider whether DEI structures are fair and effective, particularly when composed primarily of those who already face systemic inequities.

Evaluating the composition of DEI committees is key to understanding whether the minority tax concentrates unrewarded workload on the very people DEI efforts aim to support (e.g., women or gender-diverse scientists, underrepresented minorities, or researchers from the Global South). It is also important to consider the visibility and potential vulnerability of the members of DEI structures that are from marginalised or disadvantaged groups [21], especially in light of recent DEI crackdowns by the Trump administration. To our knowledge, no study has systematically investigated the composition of DEI structures or assessed the extent of the minority tax in learned societies.

Aims and approach

Our goal in this work is to investigate the characteristics of DEI committees. Building on our previous study (Lagisz et al., 2025), we surveyed the DEI structures of relevant international Eco-Evo learned societies. From publicly available information for each DEI structure (committee, working group, officer, etc.), we recorded: the official name, the number of listed members, the specific roles of these members, their names, their listed pronouns, and their current and past countries of affiliation.

We used these data to address the following five research themes:

1) **Overall characteristics:** How many DEI structures does each society have, and what are they called? How large are these structures, in terms of listed members and chairs?

2) **Country affiliations:** What is the geographical distribution of members and chairs? Are they primarily based in, or originally from, high-HDI (Human Development Index) countries, particularly Western and English-speaking nations?
3) **Gender composition:** What is the gender composition of DEI structures? Are members and chairs mainly women or men?
4) **Career stages:** What is the career stage of DEI members and chairs? Are they mostly early-career, mid-career, or senior researchers?
5) **Visibility:** How publicly visible are these members, based on available information (e.g., affiliation, photo, biography, pronouns)?

2. Methods

This project follows a preregistered protocol (https://doi.org/10.17605/OSF.IO/8465Y; https://osf.io/8465y), developed during an online hackathon organised as part of the 2024 annual Society for Open, Reliable, and Transparent Ecology and Evolutionary Biology (SORTEE) conference (https://osf.io/x4aqk/). Throughout the project, we recorded team member contributions using the "Dragon Kill Points" framework [22], with a detailed contributorship record provided in **Table S1**. We formatted author contributions statement using the CRediT framework implemented in the *tenzing* software [23,24].

To collate our dataset, from January to April 2025, we conducted a survey focused on publicly available information on the members of DEI structures of international Eco-Evo (including whole-organism biology and ecosystem and environmental sciences) learned societies. In **Table S2**, we present working definitions of the key terms used to define the scope of our work and inclusion criteria for data collection. We provide additional methodological details in the **Supplementary File 1**.

(a) Data compilation

The dataset of international Eco-Evo societies compiled by Lagisz et al. (2025)[10] defined a learned society as "international" if it had international reach, including having (or claiming to have) international chapters or activities in collaboration with societies from other countries. For this project, we built on earlier work [10] to compile the initial long list of potentially relevant learned societies and asked all our team members to suggest additional relevant societies. From the resulting long-list, we then excluded societies without a main biology-related focus (e.g., technology / policy / economics-focused societies), societies that appeared as inactive (no signs of activity on their websites within the last three years or non-functioning web pages), and societies without at least one DEI structure with a working web page. We used the Wayback Machine (https://web.archive.org) for web pages that were active at the beginning of data collection but later disappeared, likely in response to the changing political situation in the US [25]. This multi-stage approach resulted in a list of 61 societies for which we attempted to extract characteristics of their DEI structures and information regarding the members of these DEI structures (**Table S3**).

(b) Data collection items

Table S4 and **Table S5** detail the extracted data items in two steps, representing the information at the society-level and at the individual member-level, respectively. At the society level, the extracted data items included information about the society (full name, web page address, web page language, country of its headquarters / registration / incorporation) and the scope of its activities (society type). Additionally, for each society, we extracted data on the number of DEI structures on the society website, DEI structure names, weblinks (links to web pages with information about DEI structures), and sizes (number of listed member names). For DEI structures that did list the names of at least one person involved (e.g., DEI officer, committee chair, or member), we performed member-level data extractions. This process included collecting the following data from the structure web page for each named member: their name, presence of photo, bio, pronouns, and whether or not they were a DEI structure leader (chair or co-chair) or society leader (e.g., board member, president). We sought additional information on

each named DEI structure member from other publicly available web sources, including their ORCID profile, current and earliest professional or educational affiliations, and earliest publication year. From the extracted information, we inferred each person's gender (from pronouns, images, names), country of residence (based on their most recent affiliation), and presumed country of origin based on their first findable affiliation. First findable affiliations were most commonly the starting year of an undergraduate degree (369 people; 66%), followed by the finishing year of an undergraduate degree (98 people; 18%), starting year of a graduate degree (29 people; 5%), pre-university information (25 people; 5%), finishing year of a graduate degree (16 people; 3%), year of first publication (15 people; 3%), or year of first listed job (4 people; 1%), no info for 2 people (0.4%). If multiple affiliations were listed as current, we only used the first listed affiliation. Using most recent information indicating whether a person was a student, full professor, or worked in a non-research, non-academic role, we inferred and coded their career stage or role (student, professor, academic, non-academic). To make the data extraction process replicable, we recorded data sources (e.g., web platform names, web links), justifications for inferred values, and comments where extracted information was conflicting, unclear, or assumed. One team member extracted society-level data, a second cross-checked the extraction, and a third reconciled any differences. We extracted member-level data in duplicate (i.e., two team members independently extracted data from each included society) with a third team member reconciling any differences in extracted values. For data extraction, we only used publicly available documents, including society and professional websites or platforms, such as ORCID, Google Scholar, ResearchGate, LinkedIn, Academia, institutional profiles, lab/unit websites, and documents posted on such public websites (e.g., bios, news, bylaws, policies, forms, CVs). We did not extract any information from social media or strictly personal websites; work- and research-focused websites were considered professional.

(c) Data analysis

We analysed the final consensus datasets in the R programming environment v.4.5.0 [26] using RStudio (v.2025.05.1+513). We provide detailed R session information, package versions, and code in **Supplementary File 2**.

For the society-level data, we first noted and removed data on seven ineligible societies. We then summarised data on the remaining societies which met our inclusion criteria for the next step of data extraction (member-level data). For the member-level data, we tabulated coded data for each member and grouped them by society and DEI structure. We then linked data on the countries of current affiliation and earliest findable affiliation of DEI structure members to the 2023 Human Development Index (HDI) scores and country development categories [27]. We quantified and visualised the distribution of DEI structures' members and chairs across HDI categories and individual countries, genders, and career roles. We examined whether being in the chair position of the DEI structure was independent (or not) of gender using a Fisher's Exact Test. For this test, we grouped women and presumed non-binary individuals because of the low frequency of the latter identity.

(d) Deviations from the protocol

We followed our study protocol with one deviation: the extraction of additional information on potential changes to the publicly available DEI structure information in 2025. Since a large percentage of the societies studied here are based in the US (**Figure 1**), it was important to acknowledge recent changes in the national policy [25]. Between August and December 2025, we accessed the previously-surveyed web pages of the included societies to check whether the web links still worked, whether DEI structures are still listed on these web pages with the same names, and whether the names of DEI structures' members are still listed. We also noted any other obvious changes.

3. Results

Out of 61 societies that we initially considered, only 54 fulfilled all of our inclusion criteria at the initial data extraction round (society-level). Four societies did not list DEI structures' members by name, and were excluded from the member-level data extraction and analyses.

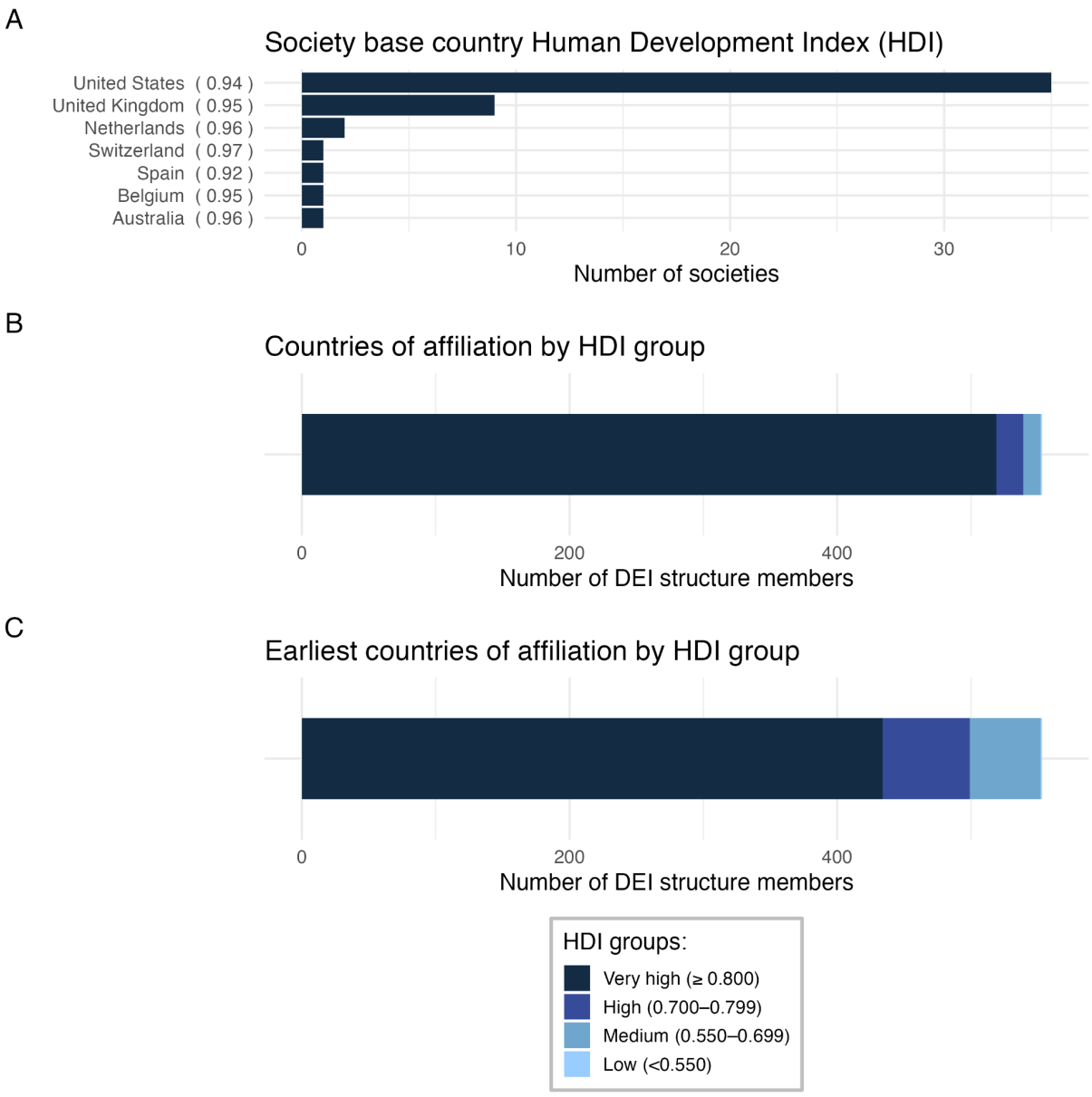

Figure 1.

Breakdown of 50 international Eco-Evo societies with DEI structures according to their base country and DEI structure members affiliations by HDI (Human Development Index) group. A – base countries (headquarters/incorporation) of societies and their country HDI scores. B – HDI categories of current country of affiliation of 553 DEI structure members. C – HDI categories of earliest found country of affiliation of 553 DEI structure members which are likely to be the

country members are originally from.

(a) Characteristics of DEI structures

Across 54 included societies (**Table S6**), we found 70 separate DEI structures. Most societies had a single DEI structure. However, we also found eight societies with two DEI structures (e.g., two committees with different DEI scopes, or a committee and a dedicated DEI officer), two societies with four, and one with five DEI structures (**Table S6**). In terms of DEI structure names, "Diversity, Equity, and Inclusion Committee" was the most common, with six exact instances among 70 structures (8%). There were many similar variants involving the words "diversity", "inclusion", "equity", "equality", "justice", and "inclusivity" (**Table S7; Figure S1**). The remaining DEI structure names were varied and unique to a single society, demonstrating the wide range of DEI efforts across societies. Examples include: "Equity and Diversity for all Genders in Ecology (EDGE)", "Equity in Awards", "Family and Caregiver Support", "Human Diversity Committee", "Equal Opportunities Committee", "2024 CO3 Allies", "Inclusive Culture Council", "International Representation", "LGBTQIA+", "Out In The Field", "Neurodiverse and Differently Abled", "Racial and Ethnic Equality and Diversity (REED)", "Socioeconomic Equality and Diversity (SEED)", "Underrepresented Racial and Ethnic Minorities", "Women and Families", and "Women of Wildlife Community".

For member-level analyses, we extracted data from 50 societies on 558 named members (regular members, officers and/or chairs), representing 544 unique people. The number of people per DEI structure ranged from 1 to 73, with a median of 6 (**Table S8; Figure S2**). For 19 DEI structures publicly listing only one DEI member, 8 appear to be single-officer roles while the other 11 cases list only the committee chair. Across all societies, 14% of the listed members (77 out of 558 members) served as DEI structure chairs or equivalent (sole officers and managers; two or more people listed as co-chairs on 13 out of 72 DEI structures; 18%) (**Table S8**).

(b) Affiliation countries of DEI structure members

All 50 societies included in the final member-level dataset are based in seven countries with a very high Human Development Index (HDI) (**Figure 1A**). In line with this finding, 94% of DEI structure members (519 out of 553 with HDI scores) were affiliated with countries with very HDI. The remaining 6% of members were affiliated mainly with institutions from highly developed countries (20 people, 4%). Only 14 few members were in medium or low developed countries (13 people, 2%; 1 person, <0.2%, respectively) (**Figure 1B**).

To infer the likely country of origin, we used members' earliest affiliations from public professional profiles. We found that 78% of DEI structure members (434 out of 553 with HDI scores) likely originated from countries with very high human development, 12% (65) from highly developed countries, 10% (53) from countries with medium development scores, and less than 1% (1 person) originating from a country with a low development score (below 0.550) (**Figure 1C**). Almost one-third of members (31%; 171 out of 558) had changed countries from their earliest affiliation.

We also noted that the majority of the DEI structure members (72%; 403 out of 558) have their earliest affiliation from a country that has English as a primary language. This proportion is even higher when considering members' current countries of affiliation (87%; 525 out of 558).

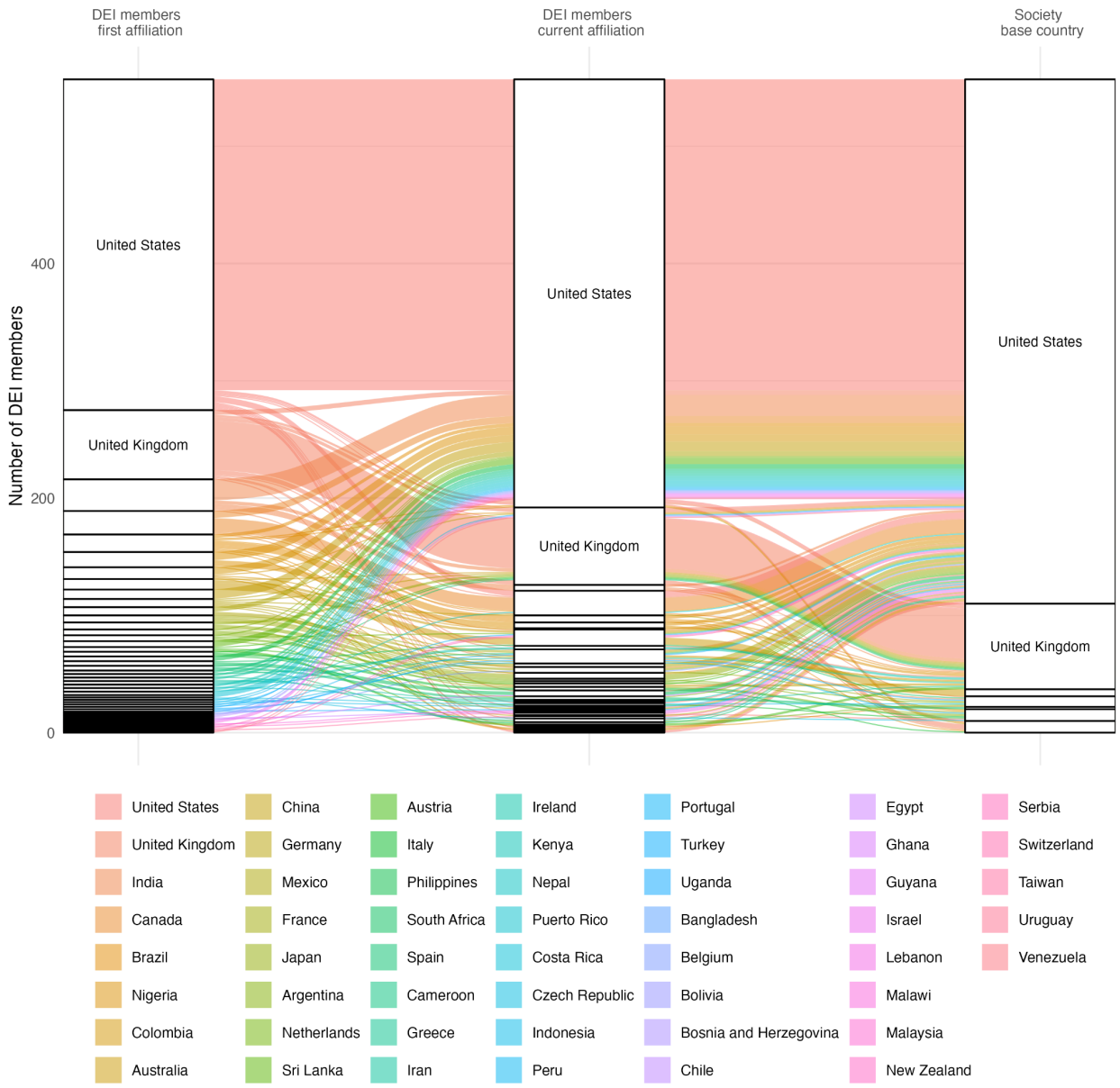

Figure 2.

Countries represented by 558 members of DEI structures across 50 international Eco-Evo societies. Coloured lines link identities of individual members of DEI structure in terms of their first affiliation countries (earliest found affiliations for a given DEI member), current affiliation countries (as of early 2025), and the base country of a society they serve on as DEI structures' members. Society base country is the country where society has headquarters or is incorporated / registered. The top part of the figure lists the 53 different countries of the earliest affiliations

for named members of the DEI structures. The alluvial lines link their current affiliations (at the time of data extraction) and base countries of the societies they serve on DEI structures.

We found 53 different countries among those of the earliest affiliations for 558 named members of these DEI structures (**Figure 2**). Earliest country of affiliation was the US for 282 people (51%), UK for 59 people (11%), India for 27 people (5%), Canada for 20 people (4%), Brazil for 15 people (3%), Nigeria for 13 people (2%), Colombia for 10 people (2%), and all other countries represented by fewer than 10 members (<2%) each.

At the time of data extraction, DEI structures' members collectively represented 42 different countries of current affiliations. The distribution of sample sizes was highly uneven by country: the US clearly had the largest share (364 DEI structures' members in our sample, 65%), followed by the UK (67; 12%), Canada (21; 4%), Australia (14; 3%), and Germany (12; 2%); all other countries were represented by fewer than 10 members (<1%) each (**Figure 2)**.

Overall, **Figure 2** shows that DEI structure members come from a diverse range of countries in terms of both current and earliest affiliations. However, most members are affiliated with, and appear to originate from, the country in which their society is based. This pattern is driven primarily by the societies in the US and the UK. Among the 446 DEI structure members serving in the US-based societies, 80% are affiliated with institutions in the US, while 62% have their first affiliation located within the US. Similarly, among the 73 DEI structure members serving in the UK-based societies, 74% are affiliated with institutions in the UK, while 62% have their first affiliation located within the UK. This pattern implies that people immigrating to these two highly-developed English speaking countries comprise the 38% of the DEI structure members in the US and the UK international Eco-Evo societies. In contrast, two societies have DEI structures made up solely of domestic members: one in Australia and one in Spain. Societies based in Switzerland, Belgium, and the Netherlands, by comparison, are composed entirely or almost entirely of members from other countries (**Table S8**). A similar pattern emerges when considering only chairs of DEI structures (**Figure S3**).

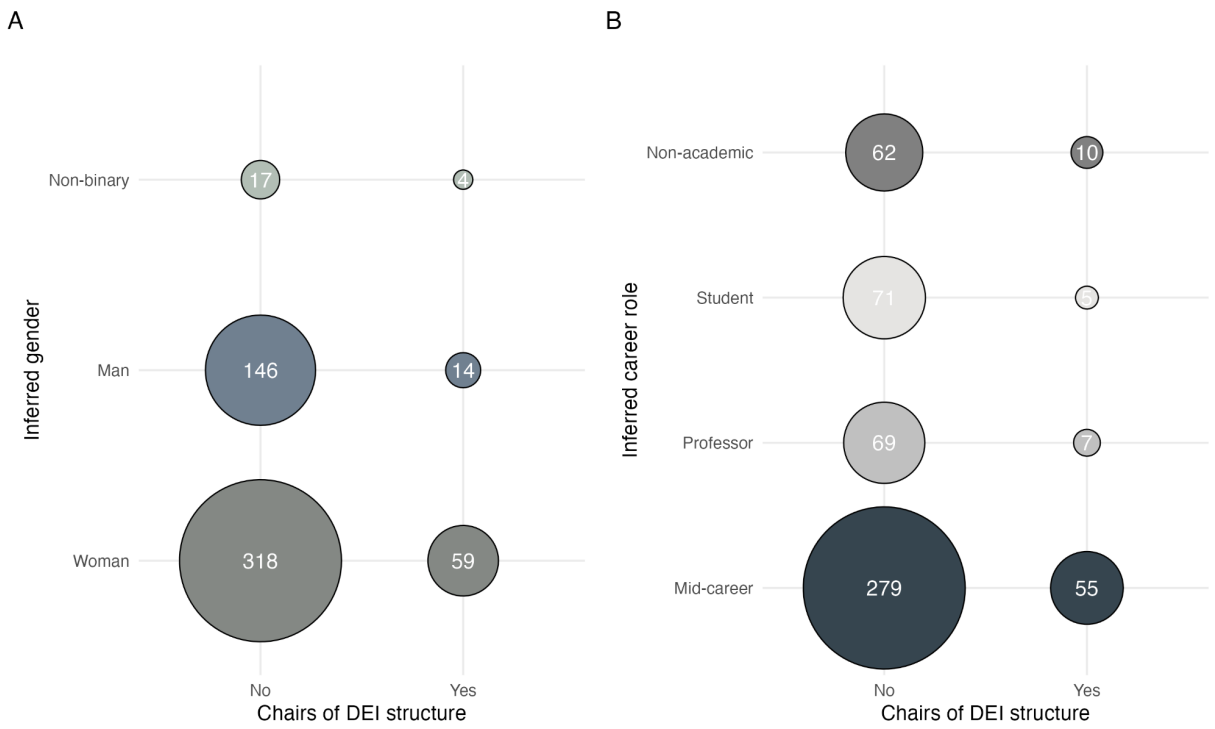

Figure 3.

Gender composition, career roles and DEI structures chair status across 50 included international Eco-Evo societies for 558 publicly named DEI structures' members. Bubble plots visualise the counts of individuals across two different categorical variables, with the circle sizes proportional to the number of individuals displayed per combination, and counts shown within each circle. A – DEI structures chair status versus inferred gender categories. B – DEI structures chair status versus inferred career stages / roles. "Other" category role can be interpreted as mid-career researchers, based on publication records of individuals.

(c) Gender composition of DEI structures

The majority of the DEI structures' members were identified as women (68%; 377 people out of 558). Men comprised 29% (160 people), and individuals potentially identified as non-binary comprised 4% (21 people). 'Inferred' gender identity was predominantly based on publicly disclosed pronouns (82%, 456 people), with the remaining 18% inferred from photo images (100 people; man / woman categorisation). Gender could not be inferred for two individuals, and therefore we could not determine their gender (0.4%). Chairs of DEI structures were most likely to be women (77%; 59 people out of 77 chairs; men 18%; non-binary 5%). Pooled together, women and non-binary people were more likely to be DEI chairs than men (OR = 1.96, 95% CI = 1.04 to 3.91, $p = 0.030$) (**Figure 3A**).

(d) Career stages of DEI structure members

In terms of career stages, we classified DEI structure members as students (14%; 76 out of 558 DEI structures' members), full professors (14%; 76), or non-academics (13%; 74). The remaining 59% can be assumed to be mid-career academics (e.g., postdoc, research fellow, lecturer, associate professor). Committee chairs, including officers and managers were most often mid-career researchers (OR = 1.89, 95% CI = 1.045 to 3.221, $p = 0.033$; 71% of the chairs were mid-career researchers, 7% were students, 9% were professors, 13% non-academics; **Figure 3B**). Only 28 DEI structures (26 societies; 52% of societies) had a society leader as their member (56 people; 10% of all DEI structures' members were also society leaders; **Table S8**).

Additionally, we used the date of first publication as another proxy for the career stage. We found no journal articles for 56 named DEI structures' members (16 students and 22 non-academics). The distribution of the first article publication years is shown in **Figure S4**. Out of 558 DEI structures' members, there were 69 with their first publication before the year 2000, with publications dating back to 1978. However, the median first publishing year was 2011, indicating that the majority of DEI structures' members are likely mid-career researchers, in line with our categorisation of their career stages described above.

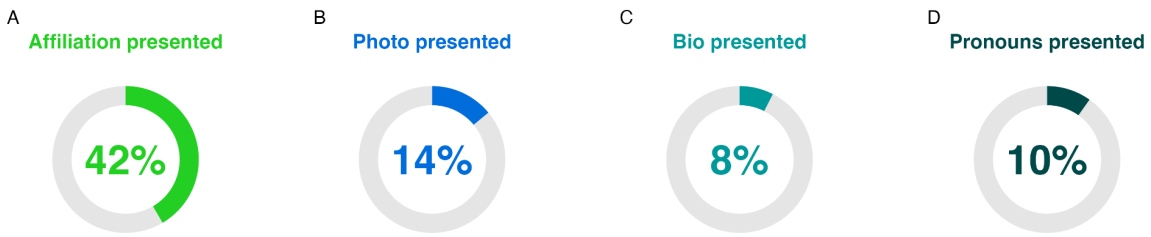

Figure 4.

Visibility of DEI structures' members across 50 included international Eco-Evo societies. A – percentage of DEI structures' members with their affiliation listed alongside the name on the DEI structure website. B – percentage of DEI structures' members with their photo listed alongside the name on the DEI structure website. C – percentage of DEI structures' members with their biography listed alongside the name on the DEI structure website. D – percentage of DEI structures' members with their pronouns listed alongside the name on the DEI structure website.

(e) Visibility of DEI structure members

Across 558 named members of DEI structures, 42% also had their institutional affiliation presented on the DEI structure or society web page. However, other forms of visibility were scarce on DEI structure websites: only 14% had a personal photo, 8% a biography, and 10% their pronouns publicly posted by the society (**Figure 4**).

(f) Changes in DEI structure web pages in 2025

Between the start and end of 2025, 13 out of 54 societies (24%) made changes to the publicly visible information about their DEI structures (resulting in changes for 15 out of 70 structures; 21%). Specifically, 5 structures (7% out of 70) were removed from societies' web pages (link not working and not replaced by a new web page). Among the remaining 65 DEI structures, 5 (8%) were renamed (new names: "Community Accessibility and Growth (CAG) Committee", "Committee for Broadening Scientific Engagement", "Access, Inclusion, and Community", "Open Doors Committee"; "Community Support Officer"), and 8 had names of the committee members removed from public view (11%). Critically, DEI web page visibility changes occurred only for DEI structures from US-based societies: 30% had at least one change (15 out of 50 US-based DEI structures across 37 US-based societies), which included removing DEI web-pages (10%), renaming of DEI structure (10%), and/or hiding names of members (16%).

4. Discussion

Our survey of 70 DEI structures from 54 international ecology and evolution societies revealed several striking patterns. First, over one-third of DEI structure members in US- and UK-based societies are likely immigrants from other countries, including many nations with lower Human Development Index. We note that most of the international societies in Eco-Evo are based in English-speaking countries with very high Human Development Index, particularly the US and the UK. Second, there are approximately twice as many women as men serving on DEI structures, along with identifiable representation of non-binary individuals. Third, DEI structures appear to be composed primarily of mid-career researchers, although students, full professors, and non-academics are also represented. Fourth, while most societies publish at least the names of acting members (or chairs) on their websites, additional details such as affiliations, biographies, or photographs are rarely showcased. Finally, during the year 2025, about one-third of the US-based societies removed or altered their DEI structure web pages, removing web links or member names, or renaming the structures altogether. We discuss these findings in detail

below, acknowledge the limitations of our work, and offer recommendations for learned societies and their DEI representatives.

(a) Characteristics of DEI structures

We observed variation in both the number of DEI structures per society and the number of publicly listed DEI structures' members. Most societies had one structure, although a few had as many as five, each with at least one DEI member publicly listed by name. Four societies had DEI structures but did not publicly list any members by name. In 11 (16%) of the DEI structures, only the name of a committee chair or contact person was provided (this may be an underestimate, as a few structures with co-chairs were not included in this count). While this limited disclosure may reflect an intent to protect the privacy of individuals serving in potentially politically sensitive roles, it also limits public recognition of their service. This limited recognition aligns with earlier work, which highlighted how historically excluded groups in ecology face undervaluation and poor treatment [28]. Our study extends the issue to those involved in service aimed at supporting DEI efforts. This pattern is problematic, as the workload associated with DEI service, like any other academic service, deserves to be acknowledged and made visible [11]. We discuss broader aspects of DEI visibility in the "Visibility of DEI structure members" section below.

(b) Affiliation countries of DEI structure members

Almost all international societies in our data set are located in English-speaking countries with very high' Human Development Index (HDI), namely the US and the UK. This geographic bias may explain our findings that the members of DEI structures are predominantly affiliated with institutions in the US, UK, and other highly developed countries. DEI structures' members' affiliations may reflect the backgrounds of the membership base of each society, which might be determined by various factors such as affordability of the membership fees (Lagisz et al. 20205). Our recent work on membership fees of international Eco-Evo learned societies has revealed that membership fees tend to be highest when societies are based in highly developed countries [10]. Further, less than half of societies provide discounts or waivers for members from least

developed countries. Financial accessibility considerations are rare for other types of members except discounts for students, which are common and typically amount to around 50% of the regular fee (note that, for societies with high fees, this can still be a substantial barrier for student members). Activities of these societies may be most accessible to members residing in the countries or regions where societies are based. This includes travel distance to and cost of in-person meetings, timing of the virtual activities such as webinars or courses, and English being the dominant language on nearly all society websites (47 out of 50, with the remaining three in Spanish). Language is increasingly recognised as a systemic barrier that limits fair participation in science by non-English native speakers [29]. The demand for fluency in English is especially harmful for already marginalised researchers with non-English linguistic backgrounds, alongside other personal characteristics such as gender and economic background.

It is remarkable that while 94% of DEI structures' members had their current affiliation from countries with very high HDI, this proportion was lower for the earliest affiliations (78%), suggesting that at least 16% of the DEI structures' members have moved from less developed to more developed countries. Similarly, 87% of DEI structures' members had their current affiliation from countries that have English as a primary language, but this proportion was lower for the earliest affiliations (72%), suggesting that at least 15% of the DEI structures' members have moved to English-speaking countries. There was also an associated difference in the number of represented countries: 42 countries of current affiliations *versus* 53 different countries when examining original affiliations. For societies based in the US and the UK (44 out of 50), over one third of the DEI structure members are likely to have immigrant backgrounds. This immigrant background and language diversity are important assets for the DEI structure mission as these people are more aware of the barriers faced by people from countries with lower human development levels and non-English-speaking people.

(c) Gender composition of DEI structures

The majority of surveyed DEI structure members are women (68%), followed by men (29%) and non-binary individuals (4%). This representation of women stands in stark contrast to their proportion among ecology and evolution authors, which remains around 30% [30–33], and

among corresponding authors more broadly (34%) [34], as well as among researchers globally (33%) [35].

Learned societies can collect demographic data on their members, but this information is rarely shared publicly. Notable exceptions include the British Ecological Society (BES), the European Society for Evolutionary Biology (ESEB), the Society for the Study of Evolution (SSE), the American Society of Naturalists (ASN), and the Ecological Society of America (ESA), although their publicly shared data are patchy. For example, BES reported 40% female membership in 2013 [36]. Between 2012 and 2016, 43% of ESEB members were women [37]. SSE and ASN reported 40% and 37% female membership, respectively, for years 2016 and 2017 [38]. ESA's annual reports indicate that the proportion of women rose from 42% in 2015 to 45% in 2023, while non-binary or other gender identities increased from 0% to 1% during the same period [39].

Collecting self-identification data remains a challenge. Individuals identifying as 2SLGBTQI+ or gender-diverse are often reluctant to disclose their identities in professional contexts, leading to underrepresentation in surveys and limiting accurate assessments of gender diversity in STEM [40]. As a result, data on non-binary and gender-diverse researchers remain scarce, especially at the field level. Only recently have publishers begun collecting demographic data on submitting authors, including self-reported gender, reflecting growing awareness and acceptance of diverse identities [41]. For instance, Springer Nature (2025) reported that approximately 2% of submitting corresponding authors to Nature Portfolio journals identified as non-binary [42]. Higher Education Statistics Agency data indicates that the proportion of academic staff in the UK who are not officially identifying as either “man” or “woman” is below 1% [43]. Similar estimates likely apply to faculty and research positions in the US, although the actual numbers are likely higher due to low visibility of self-identified gender identities [44].

Given the scarcity of reliable baseline data on self-identified genders, it is likely that both women and gender-diverse individuals are overrepresented within the DEI structures of the learned societies we surveyed. This overrepresentation was even more pronounced in leadership roles: 77% of DEI chairs identified as women and 5% as non-binary or gender-diverse, a notably higher proportion, given the broader trend of men holding a majority of leadership roles in

science [45–47]. In the case of DEI committees, the disproportionate presence of women and non-binary individuals may reflect their willingness to commit time and energy to community-focused service, often driven by personal experiences, values, or a desire for systemic change [48,49].

(d) Career stages of DEI structure members

DEI structures' members were most commonly mid-career academics (59%), with smaller proportions of full professors (14%), students (14%), and non-academic members (13%). Mid-career researchers were also more likely to serve in leadership roles within DEI structures (71% of chairs/officers). This aligns with broader patterns of service in academia, where mid-career academics, particularly women and members of minority groups, often carry a disproportionate share of service responsibilities, despite receiving limited formal recognition for such contributions in promotion or tenure decisions [50–52]. These individuals may also feel greater pressure to accept such non-promotable service roles [48,53–55], or may also be personally motivated to engage due to their own experiences of discrimination or harm [56,57]. However, it remains unclear whether mid-career DEI leaders actually hold sufficient institutional power or access to resources to enact meaningful change, an issue also noted among more senior researchers in similar roles [53,57–59].

(e) Visibility of DEI structure members

The visibility of DEI committee members varies across societies, but is generally low. While most societies list the names of current members, or at least the chair/officer(s), on their websites, additional details such as institutional affiliations, biographies, photos, or pronouns are rarely provided. It is unclear whether this reflects a general lack of recognition for DEI service roles [50–52] or a broader norm of limited disclosure across all types of committees. In some cases, restricted public information may be intended to protect DEI structures' members from potential harm, as diversity work remains politically sensitive [56]. Under authoritarian or conservative regimes, DEI initiatives, particularly those related to gender and sexual justice, come under scrutiny and even prosecution, as seen in countries like Hungary [60], Turkey [61],

Russia [62], China [63], and across the Middle East and North Africa [64]. More recently, DEI has faced significant backlash in the US, with cascading effects across academic and professional institutions [65]. In this context, some learned societies may feel pressure to curtail, obscure, or rebrand their DEI efforts to avoid legal or political consequences or the loss of funding.

(f) Changes in DEI structure web pages in 2025

In 2025, we observed notable changes to the publicly available DEI web pages of learned societies, particularly of learned societies based in the US. These changes included the removal of entire web pages, the anonymization of DEI committee members, and the renaming or restructuring of DEI initiatives. These changes occurred following the US presidential transition that year, and when the new administration issued executive orders and policy directives instructing federal agencies and federally funded organisations to dismantle DEI-related offices, programs, grants, and contractual obligations [25,65,66]. These directives were accompanied by reduced US federal funding for DEI-focused research and institutional initiatives in higher education. In response, many US-based institutions took steps to depublish or obscure DEI-related materials, presumably to protect their members and minimise perceived legal risks (Holmes et al. 2025; Ng et al., 2025). These developments have had ripple effects beyond the US, as American science policy influences global systems [67]. Consequently, a shift away from DEI in the US undermines international efforts to promote equity and inclusion in scientific research and practice.

Limitations

Our study focused on a narrow set of DEI-related characteristics, primarily gender and geographic affiliation, due to limited public data and ethical constraints. We were not able to assess other key dimensions such as race, disability, or socio-economic background, which limits the intersectional scope of our findings. We inferred country of origin based on the earliest available affiliation, which may not reflect self-identified nationality or geographic identity. In some cases, we inferred binary gender from names or photos, introducing a risk of

misclassification and underrepresentation, particularly for non-binary and transgender individuals. We also analysed DEI structures as equivalent units, despite variation in size, function, and influence, which may obscure meaningful differences across societies. We did not have information on informal or grassroots DEI efforts that societies may not document publicly. As a result, the absence of a visible DEI structure does not necessarily indicate a lack of DEI activity, and conversely, the presence of one does not guarantee impact or effectiveness. Finally, we could not compare DEI structure composition to overall society membership due to the lack of publicly available demographic data from societies. We instead relied on published statistics from a few societies and broader trends in ecology and evolution publishing to provide context.

Recommendations

DEI is the responsibility of the majority [68], not solely of marginalised groups. To strengthen equity, diversity, and inclusion across ecological and evolutionary societies, we propose key actions for learned societies in Table 1. These actions aim to enhance representation, redistribute responsibility, and ensure DEI structures have the visibility, authority, and resources needed to drive lasting change. Adopting these recommendations can help societies move beyond symbolic efforts toward measurable and sustainable progress.

Table 1

Actionable recommendations to strengthen equity, diversity, and inclusion in ecological and evolutionary societies via DEI structures (committees, working groups, officers, etc.).

Recommendation	**Details**
Recognise and reward DEI service.	Service on DEI structures should be formally acknowledged within learned societies via increased visibility and annual reporting of the outcomes of DEI-related actions and policies. Increased prestige and direct incentives for DEI-related service could encourage wider participation, particularly among

	senior academics and allies. This will help prevent overburdening underrepresented members with unpaid, undervalued service.
Ensure transparency with consent.	Societies should adopt consent-based transparency. Role titles and affiliations can be made public by default, but optional sharing (via an opt-out process) of photos, bios, and pronouns should be clearly offered. We recognise that this recommendation is sensitive to the context and anonymity may be necessary to protect individuals. The security and well-being of committee members must be prioritised, especially for those at risk of discrimination or harassment.
Promote inclusive and strategic DEI structures.	DEI structures should be designed with clarity and purpose. Societies should align committee size and role distribution with workload and objectives, and develop multi-year strategic plans reviewed regularly by leadership and membership. Where no formal DEI structure exists, societies should at least establish a DEI officer with structural authority and dedicated resources.
Support and compensate DEI structures' members.	Learned societies should provide specific support for DEI participation in order to reduce potential barriers that members may encounter. This goal can be achieved via mini-grants reserved for members from regions or institutions with limited resources, covering, for example, travel expenses and childcare. They should publish the criteria and number of grants awarded each year to create incentives for participation among individuals who might otherwise be unable to participate.
Set inclusive representation guidelines.	Leadership should consider setting composition targets, not quotas, for DEI committees. This approach could include reserving seats for student or early-career members, as well as senior academics who can provide leverage and influence. Committee structure should reflect the society's size and membership demographics, which should be reported publicly.
Empower DEI structures.	DEI chairs and officers should be included as voting members on society boards or executive councils. This recognition would ensure that DEI perspectives inform core decisions on budgeting, programming, and policy. Societies should allocate a dedicated, recurring DEI budget to support these responsibilities, and make this information public to signal institutional commitment.
Extend DEI participation across all society functions.	To mainstream DEI values, societies could embed DEI liaisons across all functional committees, including those for awards, conferences, and

	publishing. These representatives should be involved at agenda-setting stages to ensure DEI considerations are integrated early and meaningfully.
Foster cross-society collaboration and accountability.	Societies should avoid working in silos and instead collaborate on shared DEI goals. Initiatives such as joint programming, shared resources, or global DEI coalitions can increase efficiency and amplify impact. Publishing an annual DEI progress report linking budgets and policies to outcomes, and requiring DEI impact statements for major board decisions, can further promote accountability.

Conclusions

Learned societies help shape the culture and future of science. Our cross-society analysis of DEI structures in international ecology and evolution societies reveals persistent inequities. DEI committees are largely based in highly developed, English-speaking countries, especially the US and the UK, and are disproportionately composed of women, gender-diverse individuals, and mid-career researchers. These groups already face unequal service burdens, suggesting a "minority tax" exists for DEI service. We also found inconsistencies in how societies recognise and formally credit DEI structures' members, alongside a lack of senior leadership involvement that raises concerns about long-term impact. The removal or rebranding of DEI initiatives by US-based societies in 2025 highlights the vulnerability of these structures to political pressure. To move beyond symbolic inclusion, DEI efforts must be structurally empowered, transparently governed, and equitably supported, ensuring that responsibility is shared and progress is sustained over time.

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Supplementary File 1

Supplementary methods

Longlisting

Initial longlisting was performed by one person to create the final list of included societies, along with the number of DEI structures' members publicly listed by each society. This list has been cross-checked and extended by other project contributors before data extractions. The long list of potentially eligible societies was used to distribute the work among project contributors, following the approach outlined in the registered project protocol (https://doi.org/10.17605/OSF.IO/8465Y; https://osf.io/8465y):

1) The workload per extractor was similarly distributed across extractors.
2) The language of the information to be extracted matched languages spoken by the extractors, if possible.
3) The potential for conflicts of interest was managed by avoiding assigning data extraction to a current member of a given learned society or on people they are closely familiar with (themselves, partners, siblings, supervisors, students, etc.).

Piloting

As noted in the registered protocol, screening and data extraction stages of this project have been piloted by team members. Piloting data extraction was also used as data extraction training for all team members to ensure coding consistency and to improve data extraction instructions. Piloting involved using a semi-random sample of four societies, which were extracted by all team members. The team members timed the data extractions and provided feedback on data extraction items and instructions. Based on this team feedback, project leads refined the data extraction variables and online form.

Archiving

Within weeks after extracting data, we archived snapshots of websites/documents containing information on DEI structures of the learned societies included in the project. From the collected data set, we removed names of the DEI structures' members and other identifiable information (e.g., ORCID, links to sources of information).

Supplementary Tables

Table S1

Detailed author contributions table following the “Dragon Kill Points” approach (Martinig et al. 2025).

initials	initial proto-col	Proto-col feed-back	prep. data extract-ion	piloting data extract-ion	registe-ring proto-col	data prep. and assign-ments	Form1 data extract-ion [N societ-ies]	Form1 data reconcil-iation	data reconci-liation and assign-ments	Form2 data extract-ion [N DEI people]	Form2 data cross-checking	EXTR A data survey [N DEI]	data cleanin g and wrangli ng	analys es	draft writing	draft - checks and feedback	finalisin g draft	MS submissi on and revision
ML	1	1	1	1	1	1	1	1	1	50	1	10	1	1	1	0	1	1
SN	0	0	0	0	0	0	1	0	0	35	0	0	0	0	0	1	0	0
NG	0	1	0	1	0	0	4	0	0	42	0	3	0	0	0	1	0	0
JTA	0	1	0	1	0	0	4	0	0	37	0	2	0	0	0	1	0	0
ET	0	1	0	1	0	0	4	0	0	36	0	3	0	0	0	1	0	0
NT	0	1	0	1	0	0	4	0	0	36	0	3	0	0	0	1	0	0
IB	0	1	0	1	0	0	4	0	0	35	0	3	0	0	0	1	0	0
HB	0	1	0	1	0	0	4	0	0	36	0	2	0	0	0	1	0	0
JR	0	1	0	1	0	0	4	0	0	35	0	3	0	0	0	1	0	0
ZX	0	1	0	1	0	0	4	0	0	36	0	2	0	0	0	1	0	0
RMK	0	1	0	1	0	0	4	0	0	34	0	3	0	0	0	1	0	0
SEE	0	1	0	1	0	0	4	0	0	35	0	2	0	0	0	1	0	0
JW	0	1	0	1	0	0	4	0	0	37	0	0	0	0	0	1	0	0

initials	initial proto-col	Proto-col feed-back	prep. data extract-ion	piloting data extract-ion	registe-ring proto-col	data prep. and assign-ments	Form1 data extract-ion [N societ-ies]	Form1 data reconcil-iation	data reconci-liation and assign-ments	Form2 data extract-ion [N DEI people]	Form2 data cross-checking	EXTRA data survey [N DEI]	data cleanin g and wrangli ng	analys es	draft writing	draft - checks and feedback	finalisin g draft	MS submissi on and revision
LS	0	1	0	1	0	0	4	0	0	34	0	2	0	0	0	1	0	0
ZAX	0	1	0	1	0	0	4	0	0	34	0	2	0	0	0	1	0	0
KRBN	0	1	0	1	0	0	4	0	0	34	0	2	0	0	0	1	0	0
ZBZ	0	1	0	1	0	0	4	0	0	33	0	2	0	0	0	1	0	0
YCC	0	1	0	1	0	0	4	0	0	33	0	2	0	0	0	1	0	0
AM	0	1	0	1	0	0	4	0	0	35	0	0	0	0	0	1	0	0
EMA	0	1	0	1	0	0	4	0	0	33	0	2	0	0	0	1	0	0
MPu	0	1	0	1	0	0	4	0	0	33	0	0	0	0	0	1	0	0
ARM	0	1	0	1	0	0	4	0	0	29	0	3	0	0	0	1	0	0
MGB	0	1	0	1	0	0	4	0	0	32	0	0	0	0	0	1	0	0
IO	0	1	0	1	0	0	4	0	0	28	0	3	0	0	0	1	0	0
COA	0	1	0	1	0	0	4	0	0	28	0	2	0	0	0	1	0	0
MSS	0	0	0	1	0	0	4	0	0	29	0	2	0	0	0	1	0	0
MPa	0	1	0	1	0	0	4	0	0	27	0	2	0	0	0	1	0	0
YQ	0	1	0	1	0	0	4	0	0	28	0	0	0	0	0	1	0	0
BEB	0	1	0	1	0	0	4	0	0	24	0	2	0	0	0	1	0	0
BLF	0	0	0	1	0	0	4	0	0	23	0	3	0	0	0	1	0	0
SSS	0	1	0	1	0	0	4	0	0	20	0	2	0	0	0	1	0	0
CAFW	0	1	0	1	0	0	4	0	0	16	0	2	0	0	0	1	0	0

Table S2

Working definitions of the key terms used in the project, based on Table S1 in Lagisz at al. (2025).

Term	Working definition
Learned societies (=Societies)	Learned societies (= Societies) – professional organisations led by scholars / academics / tertiary students and mainly (but not exclusively) targeting scholars / academics / tertiary students. This excludes societies exclusively focused on other types of professionals (e.g., practitioners, policy-makers), mainly targeting general public (e.g., conservation or education foundations / trusts), and governmental and private science-related organisations (e.g., universities, institutes, centers, labs, zoological and botanical gardens, herbaria, or museums).
International learned societies (=International societies)	Societies that claim to be international (e.g., by having a name implying involvement of multiple countries, by having explicit relevant statements in society descriptions, by claiming to have international members) or which appear to conduct international-level activities (e.g., organising international conferences).
Ecology and evolutionary biology-related learned societies (=EcoEvo societies)	Societies that claim to be catering for researchers from the fields of ecology and evolutionary biology (e.g., by having a name including relevant terms) or from the fields related to the whole-organism level or higher level research (e.g., specific taxonomic groups, ecosystems, biomes, biosphere), which are underpinned by ecological and evolutionary processes; we will exclude societies with only a minor biological component
DEI values	Diversity, Equity and Inclusion (DEI) values focus on providing fair opportunities for everyone. Diversity means recognising and respecting differences, and involving people from a wide range of communities. Equity means aiming for fair outcomes by taking differences into account and giving people the support they need to reach their potential. Inclusion means welcoming and valuing people from all backgrounds. Together, these principles aim to ensure fair treatment and opportunities for all, by reducing discrimination and marginalisation based on a person's or group's protected characteristics. DEI and similar concepts are also referred to by other names and acronyms, such as EDI (Equity, Diversity and Inclusion), JEDI (Justice, Equity, Diversity and Inclusion) and IDEA (Inclusion, Diversity, Equity and Accessibility).
DEI structures	In our work, this term encompassess any publicly visible organisational structures aimed at fostering diversity, equity and inclusion (DEI) values and

	activities within or on behalf of learned societies. Such structures may be formed as dedicated committees, working groups, task forces, or as dedicated officer roles. Eligible structures can have one or more members. They can cover all aspects of DEI or focus on specific aspects or types of minority groups (e.g., fostering racial equity, addressing economic inequality, supporting carers or women). Structures that cover certain aspects of, but that are not solely focused on DEI (such as roles of ombudsman or roles solely focused on ethics, community, or networking, early career researchers, and researchers from certain countries or regions) will not be considered in this project.
Historically marginalised and underrepresented groups (=minorities)	Groups of people who were and still may be affected by discrimination, disempowerment, systemic barriers, and biases. These groups may include women, people originating from non-Western / non-English-speaking / developing countries, people with disabilities, people of colour, Indigenous peoples, people of lower socio-economic status, individuals identifying as LGBTQ+, and others. While these groups are all relevant to DEI, our study will focus on a subset of DEI-related characteristics (mainly gender and origin / geographical affiliation) due to the limited public data accessibility and ethical constraints. We recognise there are constraints of a subset to understanding DEI as a whole, as well as the importance of intersectionality (multiple co-occurring identities).

Table S3

Long list of societies included for data extractions based on the data set from Lagisz et al. (2025). At the start of our project, we re-evaluated societies listed in Lagisz et al. (2025) for meeting our inclusion criteria (having a DEI structure, being active, and having a working website) and supplemented the list with additional potentially relevant societies suggested by the project team, resulting in this long list of 61 societies potentially eligible for extraction. “Society name full” is a full society name after removing “The” determiner, for more consistent alphabetical sorting of society names. “Society main link” is the web link to the society’s home page on the internet. “Society base country” is the name of the country where the society was originally established / registered or has headquarters. “Society type” represents the scope of the society’s activities / membership as derived from the society name and publicly available information on the internet.

Society name full	**Society main link**	**Society base country**	**Society type**
American Association for Anatomy	https://www.anatomy.org	US	National by name, International by aims or scope of activities
American Fisheries Society	https://fisheries.org	US	National by name, International by chapter, International by aims or scope of activities
American Malacological Society	https://ams.wildapricot.org/	US	National by name, International by aims or scope of activities
American Mosquito Control Association	https://www.mosquito.org/	US	National by name, International by aims or scope of activities
American Ornithological Society	https://americanornithology.org/	US	National by name, International by chapter
American Phytopathological Society	https://www.apsnet.org	US	National by name, International by chapter, International by aims or scope of activities
American Society of Mammalogists	http://www.mammalsociety.org/	US	National by name, International by aims or scope of activities
American Society of Naturalists	https://amnat.org/	US	National by name, International by aims or scope of activities
American Society of Parasitologists	https://www.amsocparasit.org/	US	National by name, International by aims or scope of activities

American Society of Plant Biologists	https://aspb.org/	US	National by name, International by chapter, International by aims or scope of activities
Anatomical Society	https://www.anatsoc.org.uk/	UK	International by aims or scope of activities
Animal Behavior Society	www.animalbehaviorsociety.org	US	International by chapter
Applied Microbiology International	https://appliedmicrobiology.org/	UK	International by name
Asociación Española de Ecología Terrestre	https://www.aeet.org/es/	Spain	National by name, International by aims or scope of activities
Association for Fire Ecology	https://fireecology.org/	US	International by aims or scope of activities
Association for the Sciences of Limnology and Oceanography	https://www.aslo.org/	US	International by aims or scope of activities
Association for the Study of Animal Behaviour	https://www.asab.org/	UK	International by aims or scope of activities
Association for Tropical Biology and Conservation	https://tropicalbiology.org/	US	International by chapter
Behavior Genetics Association	https://www.bga.org/	US	International by aims or scope of activities
Botanical Society of America	https://www.botany.org/	US	National by name, International by aims or scope of activities
British Ecological Society	https://www.britishecologicalsociety.org	UK	National by name, International by chapter
British Ornithologists' Union	https://bou.org.uk/	UK	International by aims or scope of activities
Coastal and Estuarine Research Federation	https://www.cerf.science/	US	International by aims or scope of activities
Comparative Cognition Society	http://comparativecognition.org/	US	International by aims or scope of activities
Deep-Sea Biology Society	https://dsbsoc.org/	UK	International by aims or scope of activities
Ecological Society of America	https://www.esa.org/	US	National by name, International by chapter
Ecological Society of Australia	https://www.ecolsoc.org.au/	Australia	National by name, International by aims or scope of activities
Entomological Society of America	https://www.entsoc.org	US	National by name, International by aims or scope of activities
European Society for Evolutionary Biology	https://eseb.org/	Netherlands	International by name

Herpetologists League	https://herpetologistsleague.org/	US	International by aims or scope of activities
Human Behavior and Evolution Society	https://www.hbes.com/	US	International by aims or scope of activities
Human Biology Association	https://humbio.org/	US	International by aims or scope of activities
International Association for Landscape Ecology	https://www.landscape-ecology.org/	Netherlands	International by name
International Association of Bryologists	https://bryology.org/	US	International by name
International Association of Vegetation Science	https://www.iavs.org/	Belgium	International by name
International Biogeographical Society	https://www.biogeography.org/	US	International by name
International Primatological Society	https://www.internationalprimatologicalsociety.org/	US	International by name
International Society for Applied Ethology	https://www.applied-ethology.org/	UK	International by name
International Society for Biocuration	https://www.biocuration.org/	Switzerland	International by name
International Society for Computational Biology	https://www.iscb.org/	US	International by name
International Society of Artificial Life	https://alife.org/	US	International by name
International Zebrafish Society	https://www.izfs.org/	US	International by name
Marine Biological Association	https://www.mba.ac.uk/	UK	International by aims or scope of activities
New Zealand Ecological Society	https://newzealandecology.org/	New Zealand	National by name, International by aims or scope of activities
Northwest Scientific Association	https://www.northwestscience.org/	US	National by name, International by aims or scope of activities
Palaeontological Association	https://www.palass.org/	UK	International by aims or scope of activities
Paleontological Society	https://www.paleosoc.org/	US	International by chapter
Royal Entomological Society	https://www.royensoc.co.uk/	UK	International by aims or scope of activities
Society for Conservation Biology	https://conbio.org/	US	International by chapter
Society for Ecological Restoration	https://www.ser.org/	US	International by aims or scope of activities
Society for Experimental Biology	https://www.sebiology.org/	UK	International by aims or scope of activities

Society for Freshwater Science	https://freshwater-science.org/	US	International by aims or scope of activities
Society for Marine Mammalogy	https://marinemammalscience.org/	US	National by name, International by aims or scope of activities
Society for Open Reliable Transparent Ecology and Evolutionary biology	https://www.sortee.org/	US	International by aims or scope of activities
Society for the Study of Amphibians and Reptiles	https://ssarherps.org/	US	International by aims or scope of activities
Society for the Study of Evolution	https://www.evolutionsociety.org/	US	International by aims or scope of activities
Society of Systematic Biologists	https://www.systbio.org/	US	International by aims or scope of activities
Society of Vertebrate Paleontology	https://vertpaleo.org/	US	International by aims or scope of activities
Society of Wetland Scientists	https://www.sws.org/	US	International by chapter, International by aims or scope of activities
Wildlife Disease Association	https://www.wildlifedisease.org/	US	International by aims or scope of activities
Wildlife Society	https://wildlife.org/	US	International by chapter

Table S4

List of data items (variables and comments) extracted for each eligible learned society with relevant extractable data. Data item name is the name used in the protocol and in the data frame containing extracted data (unless noted otherwise). Data items not included in the registered protocol are marked with an asterisk (*).

Data item name and description	***Data item type and coding options***
Extractors_name* Full name of the extracting person.	Singular variable: text
Society_name_full The name of the learned society from the master list (Table S2).	Singular variable: text
Society_main_link Main source of society information (usually, the main web page address of the society - copy and paste the web link).	Singular variable: link
Society_website_working Coding whether the society's website works overall.	Singular variable: Yes / No
DEI_structure_present Coding whether the website has any information on an eligible DEI structure(s) (even just a name of it).	Singular variable: Yes / No
Society_included Coding whether society should be included in further data extraction on DEI structure members. Society is included (Yes) it has a confirmed presence of a DEI structure(s) and excluded if any such structure is absent (No), as coded in the question above.	Singular variable: Yes / No
DEI_structure_name The full name of the DEI structure(s). If there is more than one DEI structure in a society (e.g., a committee and an officer, or several committees / working groups related to DEI facets), copy and paste all of them, separated by ";".	Singular variable: text
DEI_structure_number	Singular variable: number

Data item name and description	*Data item type and coding options*
How many DEI structures are mentioned on the society's website or linked documents (e.g., if there is a committee and an officer, enter "2").	
DEI_structure_link Web link(s) to a web page or document with the DEI structure description and/or list of its members. If there is more than one DEI structure in this society (e.g., a committee and an officer, or several committees / working groups related to DEI facets), copy and paste links to all of them, separated by ";".	Singular variable: link
DEI_structure_size The total number of listed DEI members (i.e., names), including chairs, officers, board representatives, dedicated contact people, etc. If there is more than one DEI structure in this society (e.g., a committee and an officer, or several committees / working groups relevant to DEI), add together all the listed members of all DEI structures. This information will be used to distribute the workload for the extraction of data on the members of DEI structures during the next stage of data collection.	Singular variable: number
Website_language The main language of the society's website. If most of the content is in a language other than English, select "Other" and enter the name of the main language.	Singular variable: English / Other: text
DEI_structure_comments Any comments on the society or its DEI structure(s). Note: this variable is called "Society_comments" in the protocol.	Singular variable: text

Table S5

List of data items (variables and comments) extracted for each named member of DEI structure for each included learned society with relevant extractable data. Data item name is the name used in the protocol and in the data frame containing extracted data (unless noted otherwise). Data items not included in the registered protocol are marked with an asterisk (*). The actual data extraction form, implemented as a Google Form, and accompanying extraction instructions have more details on how to efficiently find relevant information and how to decide between the levels of categorical variables.

Data item name and description	***Data item type and coding options***
Extractor* Full name of the extracting person.	Singular variable: text
Society_name_full The name of the learned society from the master list (Table S2).	Singular variable: text
DEI_member_name Full name of the DEI structure member copied from the DEI web page.	Singular variable: text
DEI_member_name_format An inferred format (order) of the DEI structure member full name presented on the DEI structure web page (ignore mid-names, if present).	Singular variable: First-last / Last-first / Unclear
DEI_structure_chair Whether the DEI structure member is listed as a chair or co-chair on the DEI structure web page. Ignore vice-chair and other positions - note such positions in the comments at the end of this form. If only one person is serving on a DEI structure (e.g., as a DEI officer), treat this as equivalent to the chair position and code as “Yes”.	Singular variable: Yes / No
DEI_member_society_leadership Whether the DEI structure member is also a representative of the society leadership (e.g a president or board member) according to the information on the DEI structure web page. Exclude secretary, treasurer, and other non-leadership administrative roles (code them as “No”). If no	Singular variable: Yes / No

Data item name and description	*Data item type and coding options*
information on the DEI web page indicates society leadership role, code as “No”.	
Affiliation_presented Whether an affiliation of the DEI structure member is presented on the DEI structure web page. Here at least the institution's name (e.g., university, organisation) must be presented to count as an affiliation. If the name of the member with an affiliation institution (e.g., university, organisation) is listed, select "Yes". If just the name of the member without an affiliation is listed on the DEI structure web page, select "No".	Singular variable: Yes / No
Photo_presented Whether a photo of the DEI structure member is presented on the DEI structure web page. Ignore any group photos unless each person in it is labelled by name.	Singular variable: Yes / No
Bio_presented Whether a bio of the DEI structure member is presented (beyond institutional affiliations or country) on the DEI structure web page. By a bio we mean a text that describes a person's professional or personal background. The bio should be longer than one sentence to qualify for “Yes”.	Singular variable: Yes / No
Pronouns_presented Whether pronouns of the DEI structure member are presented on the DEI structure web page.	Singular variable: Yes / No
DEI_member_info_sources Web links to the key online sources (other than DEI structure web page) that have most information about the DEI structure member. Separate links with “;” (maximum 5). You can skip ORCID, because it is recorded separately in the next question.	Singular variable: link
DEI_member_ORCID ORCID identifier of the DEI structure member (found from any source, matched to the scope of the member’s research interest). Leave empty if no ORCID ID can be found for the DEI structure member.	Singular variable: ORCID link

Data item name and description	*Data item type and coding options*
DEI_member_student Whether the DEI structure member is a student (any level). Check for this information first on the DEI structure web page and then across other sources of information. If any of them indicate the person is a student, code as “Yes”, otherwise code as “No”.	Singular variable: Yes / No
DEI_member_professor Whether the DEI structure member is a (full) professor (i.e., a senior academic with such title). Check for academic titles first on the DEI structure web page and then across other sources of information. Consider the highest reported academic title. If it is “Prof” or “Professor” code as “Yes”, otherwise code as “No”. NOTE: assistant professors and associate professors are not full professors.	Singular variable: Yes / No
DEI_member_non-academic Whether the DEI structure member is a person in academia or a non-academic person. As “people NOT in non-academia” we include purely administrative staff, non-research industry employees, policy-makers, etc. As “people in academia” we count: students, researchers, lecturers, professors, etc., employed in universities or research-focused institutions; in research or teaching roles. Code as “Yes” for non-academics, otherwise code as “No”. Use any source of information available.	Singular variable: Yes / No
Inferred_gender Inferred gender of the DEI structure member. For inferring gender use the following information (in this order, as available): pronouns, photo, name. You can use information on pronouns or photos that are publicly available on websites other than DEI structure (e.g., institutional and professional profiles).	Singular variable: Woman / Man / Non-binary / Unknown
Inferred_gender_info_type Main type of information used for inferring gender of the DEI structure member. Note that the types are listed in the order of priority for inferring gender. (i.e., first use pronouns if available, and then use the photo). Select only the main source or leave empty if it is not possible to infer the person's gender. You can select “Unknown” if you selected “Unknown” in the previous question.	Singular variable: Pronouns / Photo / Name / Unknown

Data item name and description	*Data item type and coding options*
Inferred_gender_info_source Link(s) to the main source of information used to infer the gender (e.g., a web link to a page with pronouns). If there is more than one good link to information for inferring gender, copy and paste links to all of them, separated by ";" Add any relevant comments here (e.g., if unsure).	Singular variable: link
Affiliation_institution Current affiliation institution (e.g., university, company) of the DEI structure member. First, use the affiliation provided on the DEI structure web page, if available. If not available there, use the information provided on any other public source (e.g., ORCID, GoogleScholar). If more than one affiliation is listed, only use the first affiliation. Leave empty if no information can be found.	Singular variable: text
Affiliation_country Current affiliation country of the DEI structure member - it may be found on the DEI structure page or inferred from Affiliation_institution. Record only one country name. First, use the affiliation country provided on the DEI structure web page, if available. If not available there, use the information provided on any other public source (e.g., ORCID, GoogleScholar). If more than one affiliation country is listed, only use the first one. Leave empty if no information can be found. Use the format of country names from this list: https://simple.wikipedia.org/wiki/List_of_countries.	Singular variable: text
Affiliation_info_source Link(s) to the main source of information used to infer current affiliation country of the DEI structure member - it may be found on the DEI structure page or inferred from Affiliation_institution. Record only one country name. First, use the affiliation country provided on the DEI structure web page, if available. If not available there, use the information provided on any other public source (e.g., ORCID, GoogleScholar). If more than one affiliation country is listed, only use the first one. Leave empty if no information can be found. Use the format of country names from this list: https://simple.wikipedia.org/wiki/List_of_countries.	Singular variable: link
First_institution	Singular variable: text

Data item name and description	*Data item type and coding options*
Name of the first (earliest) affiliation institution publicly known for the DEI structure member. The first (earliest) affiliation institution could be a high school they finished (record as "other"), the university they received their degrees from, or their first place of employment (whichever is the earliest available for a given person across multiple information sources). Check the following information sources, as available: CV / ORCID / GoogleScholar / Researcher Gate / LinkedIn , university / lab or other professional web pages. If none of these is informative, use the oldest (i.e., first / earliest) publication, if available. Carefully match the profiles to the scope of the member's research interests to ensure you are extracting information for the right person. If more than one first affiliation is listed, only use the first affiliation. Leave empty if no relevant information can be found.	
First_institution_year Year for which the first (earliest) affiliation institution is known for the DEI structure member (e.g., a year of receiving an undergraduate degree). Leave empty if no information can be found.	Singular variable: number
First_country First (earliest) affiliation country of the DEI structure member. This should be inferred from First_affiliation_institution, if extracted above. Record only one country name. Professional bios are a potential alternative source of information. If multiple first affiliations are listed, use only the first one. Use the format of country names from this list: https://simple.wikipedia.org/wiki/List_of_countries. Leave empty if no country information can be found.	Singular variable: text
First_info_type Type of the information source used to infer the first (earliest) affiliation of the DEI structure member. Use "Unknown" if no information can be found on the first affiliation of the DEI structure member. If coded as "Other", add a comment.	Singular variable: First paper / Undergraduate degree started / Undergraduate degree finished / Graduate degree started / Graduate degree finished / First job started / Other / Unknown
First_info_source Web link(s) to the information source on the first (earliest) affiliation of the DEI structure member. If there is more than one highly relevant	Singular variable: link

Data item name and description	*Data item type and coding options*
link, copy and paste links to all of them, separated by ";". Leave empty if no information can be found.	
First_publication_year Year of the first (earliest) journal article publication of the DEI structure member (exclude theses, posters, presentations, etc.). Check multiple potential sources. Leave empty if no information can be found.	Singular variable: number
First_publication_info_source Web link to the information source on the first (earliest) journal article published by the DEI structure member. Check multiple potential sources (e.g., ORCID, LinkedIn, professional web page - carefully match the profile to the scope of the member's research interest). Leave empty if no information can be found.	Singular variable: link
DEI_member_comments Any comments and notes on the extracted DEI structure member data	Singular variable: text
Other_comments Any other comments or notes.	Singular variable: text
Censor* Whether a given data row should be excluded from analyses, e.g., due to not meeting eligibility criteria: 1 = yes, 0 = no.	Singular variable: 0 /1

Table S6

Names of 54 included international Eco-Evo learned societies, their base countries (country of headquarters / incorporation / registration) and number of DEI structures per society.

Full name of learned society	Base country	N of DEI structures
Ecological Society of Australia	Australia	1
International Association for Vegetation Science	Belgium	1
European Society for Evolutionary Biology	Netherlands	1
International Association for Landscape Ecology	Netherlands	1
Asociaci√≥n Espa√±ola de Ecolog√≠a Terrestre	Spain	1
International Society for Biocuration	Switzerland	1
Anatomical Society	UK	1
Applied Microbiology International	UK	1
Association for the Study of Animal Behaviour	UK	1
British Ecological Society	UK	4
British Ornithologists' Union	UK	1
Deep-Sea Biology Society	UK	1
International Society for Applied Ethology	UK	1
Marine Biological Association	UK	1
Palaeontological Association	UK	1
Royal Entomological Society	UK	1
Society for Experimental Biology	UK	1
American Association for Anatomy	US	1
American Fisheries Society	US	1
American Malacological Society	US	1
American Mosquito Control Association	US	1
American Ornithological Society	US	1
American Phytopathological Society	US	2
American Society of Mammalogists	US	1

American Society of Naturalists	US	1
American Society of Plant Biologists	US	2
Animal Behavior Society	US	2
Association for Fire Ecology	US	1
Association for Tropical Biology and Conservation	US	1
Behavior Genetics Association	US	1
Botanical Society of America	US	1
Coastal and Estuarine Research Federation	US	2
Comparative Cognition Society	US	2
Ecological Society of America	US	1
Entomological Society of America	US	1
Herpetologists League	US	1
International Primatological Society	US	1
International Society for Computational Biology	US	1
International Society of Artificial Life	US	1
International Zebrafish Society	US	1
Northwest Scientific Association	US	1
Paleontological Society	US	1
Society for Conservation Biology	US	1
Society for Ecological Restoration	US	1
Society for Freshwater Science	US	1
Society for Marine Mammalogy	US	5
Society for Open Reliable Transparent Ecology and Evolutionary biology	US	1
Society for the Study of Amphibians and Reptiles	US	1
Society for the Study of Evolution	US	1
Society of Systematic Biologists	US	1
Society of Vertebrate Paleontology	US	1
Society of Wetland Scientists	US	2
Wildlife Disease Association	US	1

Wildlife Society	US	4

Table S7

Names of DEI structures, as extracted from the web pages of learned societies. We note that some of the listed names differ only due to use of "&" instead of "and" or inclusion of an abbreviation or a society name.

DEI structure name	Count
Diversity, Equity, and Inclusion Committee	6
Diversity Committee	4
Diversity Officer	2
Equality, Diversity and Inclusion (EDI) Committee	2
2024 CO3 Allies	1
Advancing LGBTQIA+ Diversity, Equality & Representation (ALDER)	1
Comisión de Igualdad	1
Committee for Diversity, Equity, and Inclusion	1
Council Diversity Subcommittee	1
DEI Committee	1
Director	1
Diversity & Inclusion	1
Diversity & Inclusivity Sub-Committee	1
Diversity and Inclusion Committee	1
Diversity Committee, Diversity and Equity Officer	1
Diversity group	1
Diversity officer	1
Diversity, Equity and Inclusion Committee	1
Diversity, Equity, & Inclusion Committee	1
Diversity, EQuity, and Inclusion	1
Diversity, Equity, and Inclusion (DEI) at ESA	1
Diversity, Equity, and Inclusion Advisory Committee	1
Diversity, Equity, and Inclusion Committee (DEIC)	1
Diversity, Equity, and Inclusion Special Committee	1
Diversity, Equity, and Inclusivity Committee	1
Diversity, Equity, Inclusion and Justice Committee	1
EDI Committee Members	1
Equal Opportunities Committee	1
Equality and Diversity Working Group	1
Equality, Diversity and Inclusion Committee	1
Equality, Diversity, Inclusivity, and Accessibility (EDIA) Committee	1
Equity & Diversity Working Group	1
Equity and Diversity for all Genders in Ecology (EDGE)	1

Equity in Awards	1
Equity, Diversity, and Inclusion (EDI) Committee	1
Equity, Diversity, and Inclusion Committee, Women in Plant Biology Committee	1
Equity, Diversity, Inclusion, and Accessibility (EDIA) Committee	1
Family and Caregiver Support	1
Human Diversity Committee	1
Diversity & Inclusion (D&I) Committee	1
Inclusion, Diversity, Equity and Awareness Working Group	1
Inclusion, Diversity, Equity, and Access (IDEA) Committee	1
Inclusion, Diversity, Equity, and Anti-Bias (IDEA)	1
Inclusive Culture Council	1
International Representation	1
Equity, Diversity and Inclusion (EDI) Committee	1
Justice, Equity, Diversity & Inclusion (JEDI) Task Force	1
Justice, Equity, Diversity, & Inclusion Committee	1
LGBTQIA+	1
Membership Committee	1
Neurodiverse and Differently Abled	1
Out In The Field	1
Outreach, Education and Diversity	1
Policy & Diversity Manager	1
Racial and Ethnic Equality and Diversity (REED)	1
Socioeconomic Equality and Diversity (SEED)	1
Underrepresented Racial and Ethnic Minorities	1
VP for Ethics, Diversity, Equity, & Inclusion	1
Women and Families	1
Women in Wetlands Section	1
Women of Wildlife Community	1

Table S8

Selected extracted characteristics of DEI structures in each included society. “Society name: DEI structure name” – full name of the society (excluding The at the start) and full name of each DEI structure, including eligible committee, sub-committees, working groups, officers, etc. “Named people” – count of individual named members listed on society websites or other documents for each DEI structure. “Named chairs” – count of individual named members listed as chairs or co-chairs for each DEI structure (officers were deemed equivalent to chairs). “Society leaders” – count of individual named members of each DEI structure who were also members of society’s leadership structures (presidents, executive officers, board members, etc.). “Professors” – count of individual named members of each DEI structure who were full professors (information usually derived from other sources). “Students” – count of individual named members of each DEI structure who were students (information usually derived from other sources). “Non-academics” – count of individual named members of each DEI structure who were not in academic positions (information usually derived from other sources). “Affiliations” – count of individual named members of each DEI structure who had affiliations listed alongside their

name. “Photos” – count of individual named members of each DEI structure who had their photograph posted alongside their name. “Bios” – count of individual named members of each DEI structure who had their bio (or equivalent) listed alongside their name. “Pronouns” – count of individual named members of each DEI structure who had their pronouns listed alongside their name.

Society name: DEI structure name	Named people	Named chairs	Society leaders	Profe-ssors	Stu-dents	Non-acade-mics	Affilia-tions	Photos	Bios	Pro-nouns
American Association for Anatomy: Diversity, Equity, and Inclusion Committee	10	1	0	0	1	0	10	0	0	0
American Fisheries Society: Diversity, Equity, and Inclusion Committee	5	3	0	0	2	2	5	0	0	4
American Malacological Society: Justice, Equity, Diversity, & Inclusion Committee	6	1	3	2	0	0	0	0	0	0
American Ornithological Society: Diversity and Inclusion	20	2	6	2	5	2	0	0	0	0
American Phytopathological Society: Committee for Diversity, Equity, and Inclusion	73	1	0	7	18	13	70	0	0	0
American Phytopathological Society: Family and Caregiver Support	18	1	0	3	7	2	18	0	0	0
American Society of Mammalogists: Inclusion, Diversity, Equity, and Anti-Bias (IDEA)	20	1	2	2	3	0	0	0	0	0
American Society of Naturalists: Diversity Committee	8	1	2	0	0	0	0	0	0	0
American Society of Plant Biologists: Equity, Diversity, and Inclusion Committee	10	1	0	2	1	1	0	0	0	0
American Society of Plant Biologists: Women in Plant Biology Committee	9	1	0	0	0	3	0	0	0	0
Animal Behavior Society: Diversity Committee	1	1	0	0	0	0	1	0	0	0
Animal Behavior Society: Diversity Officer	1	1	1	0	0	0	1	1	0	0
Applied Microbiology International: Policy & Diversity Manager	1	1	0	0	0	1	1	1	1	0

Asociación Española de Ecología Terrestre: Equality Commission	2	0	0	0	0	0	2	0	0	2
Association for Fire Ecology: Diversity, Equity, and Inclusion Committee	16	1	1	1	1	3	0	0	0	0
Association for Tropical Biology and Conservation: Diversity, Equity, and Inclusion Committee	12	2	2	2	3	1	0	12	0	0
Association for the Study of Animal Behaviour: Equality, Diversity, Inclusivity, and Accessibility (EDIA) Committee	25	1	3	4	3	1	24	11	11	5
Behavior Genetics Association: Inclusion, Diversity, Equity, and Access (IDEA) Committee	4	1	0	1	0	0	0	0	0	0
Botanical Society of America: Diversity, Equity and Inclusion Committee	15	1	4	3	1	1	0	0	0	0
British Ecological Society: Advancing LGBTQIA+ Diversity, Equality & Representation (ALDER)	6	2	0	0	1	1	0	0	6	6
British Ecological Society: Equity and Diversity for all Genders in Ecology (EDGE)	5	3	0	0	1	0	5	0	5	5
British Ecological Society: Racial and Ethnic Equality and Diversity (REED)	6	1	0	0	1	1	5	0	0	0
British Ornithologists' Union: Equality and Diversity Working Group	6	2	3	1	0	0	6	6	6	1
Coastal and Estuarine Research Federation: Equity in Awards	1	1	0	0	0	0	1	0	0	0
Coastal and Estuarine Research Federation: Inclusive Culture Council	25	2	5	6	1	5	16	0	0	0
Comparative Cognition Society: CO3 Allies	4	1	0	2	1	0	0	0	0	4
Comparative Cognition Society: Equity, Diversity and Inclusion Committee	9	1	0	2	4	0	0	0	0	9
Deep-Sea Biology Society: Diversity Officer	1	1	1	0	1	0	1	1	1	1
Ecological Society of America: Diversity Committee	8	1	0	2	0	0	0	0	0	0

Ecological Society of Australia: Equity & Diversity Working Group	6	1	2	0	0	1	0	0	0	0
European Society for Evolutionary Biology: Equal Opportunities Committee	7	2	0	2	2	0	7	0	0	0
Herpetologists League: Diversity, Equity, and Inclusion Advisory Committee	1	1	1	0	0	0	0	0	0	0
International Association for Landscape Ecology: Diversity & Inclusion (D&I) Committee	1	1	1	0	0	0	0	0	0	0
International Association for Landscape Ecology: Diversity and Inclusion Working Group	1	0	1	0	0	0	0	0	0	0
International Association for Vegetation Science: Diversity, Equity, and Inclusion Special Committee	10	1	3	2	0	0	0	0	0	0
International Primatological Society: VP for Ethics, Diversity, Equity, & Inclusion	1	1	1	1	0	0	1	0	0	0
International Society for Applied Ethology: Equity, Diversity, Inclusion, and Accessibility (EDIA) Committee	8	1	0	0	1	1	7	0	0	0
International Society for Biocuration: Equality, Diversity and Inclusion Committee	8	1	0	0	0	2	8	0	0	0
International Society for Biocuration: Equity, Diversity and Inclusion Committee	1	0	0	0	0	1	1	0	0	0
International Society for Biocuration: Equity, Diversity and Inclusion and Accessibility (EDIA) Officer	1	0	0	0	0	0	1	0	0	0
International Society for Computational Biology: Equity, Diversity and Inclusion (EDI) Committee	14	2	3	5	1	0	14	14	0	0
International Society of Artificial Life: DEI Committee	6	1	0	1	0	0	0	0	0	0
International Zebrafish Society: Committee for Broadening Scientific Engagement (CBSE)	1	1	0	0	0	0	0	0	0	0

International Zebrafish Society: Diversity, Equity, and Inclusion Committee	5	0	0	2	1	0	0	0	0	0
Marine Biological Association: Equality, Diversity and Inclusion (EDI) Committee	9	1	0	0	0	5	0	0	0	0
Marine Biological Association: Equality, Diversity and Inclusion Committee	1	0	0	0	0	0	0	0	0	0
Northwest Scientific Association: Diversity, Equity, Inclusion Committee	2	1	2	1	0	0	2	0	0	0
Palaeontological Association: Diversity Group	2	0	0	0	0	0	2	2	2	1
Palaeontological Association: Diversity Officer	1	1	0	0	0	0	1	1	1	1
Paleontological Society: Diversity and Inclusion Committee	9	1	0	3	1	0	0	0	0	0
Society for Conservation Biology: Diversity, Equity, Inclusion and Justice Committee	14	1	1	0	1	5	0	0	0	0
Society for Ecological Restoration: Open Doors Committee	10	3	1	1	1	6	0	0	0	0
Society for Experimental Biology: Education, Outreach and Diversity Manager	1	1	0	0	0	1	0	1	0	0
Society for Experimental Biology: Outreach, Education and Diversity (OED) Trustee	1	1	0	1	0	0	1	1	1	0
Society for Freshwater Science: Justice, Equity, Diversity & Inclusion (JEDI) Task Force	11	1	0	3	2	2	0	0	0	0
Society for Marine Mammalogy: Diversity, Equity, and Inclusion Committee	2	0	0	0	0	0	0	0	0	0
Society for Marine Mammalogy: International Representation	4	0	0	2	0	0	4	0	0	0
Society for Marine Mammalogy: LGBTQIA+	1	0	0	0	0	0	0	0	0	0
Society for Marine Mammalogy: Neurodiverse and Differently Abled	1	0	0	0	0	0	1	0	0	0
Society for Marine Mammalogy: Underrepresented Racial and Ethnic Minorities	3	1	0	1	0	0	1	1	0	0

Society for Marine Mammalogy: Women and Families	2	0	0	0	0	1	0	0	0	0
Society for Open Reliable Transparent Ecology and Evolutionary biology: Diversity, Equity, and Inclusion Committee	11	2	0	0	2	0	0	2	0	0
Society for the Study of Amphibians and Reptiles: Diversity, Equity, and Inclusion Committee (DEIC)	11	3	1	3	3	0	0	0	0	0
Society for the Study of Evolution: Diversity Committee	15	1	0	3	3	0	0	0	0	0
Society of Systematic Biologists: Diversity, Equity, & Inclusion Committee	7	1	1	0	1	0	7	7	7	7
Society of Vertebrate Paleontology: Diversity Committee	3	2	1	1	0	1	1	1	0	0
Society of Wetland Scientists: Human Diversity Committee	7	1	0	1	0	3	7	7	0	0
Society of Wetland Scientists: Women in Wetlands Section	3	1	0	0	0	2	0	0	0	0
Wildlife Disease Association: Membership Committee	1	1	1	0	0	0	0	0	0	0
Wildlife Society: Inclusion, Diversity, Equity and Awareness Working Group	6	1	1	0	0	2	0	0	0	0
Wildlife Society: Out In The Field	9	1	0	0	2	0	0	9	0	9
Wildlife Society: Women of Wildlife Community	13	1	2	1	0	4	0	0	1	0

Supplementary Figures

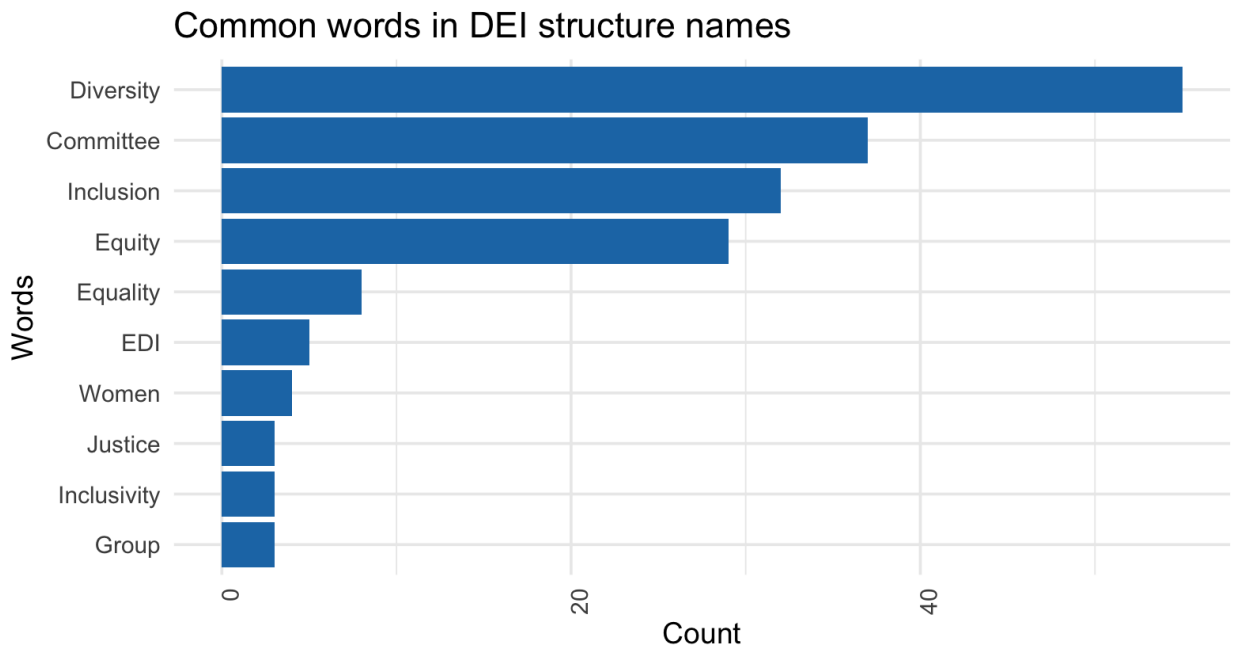

Figure S1

Top 10 most common words in the names of the included DEI structures.

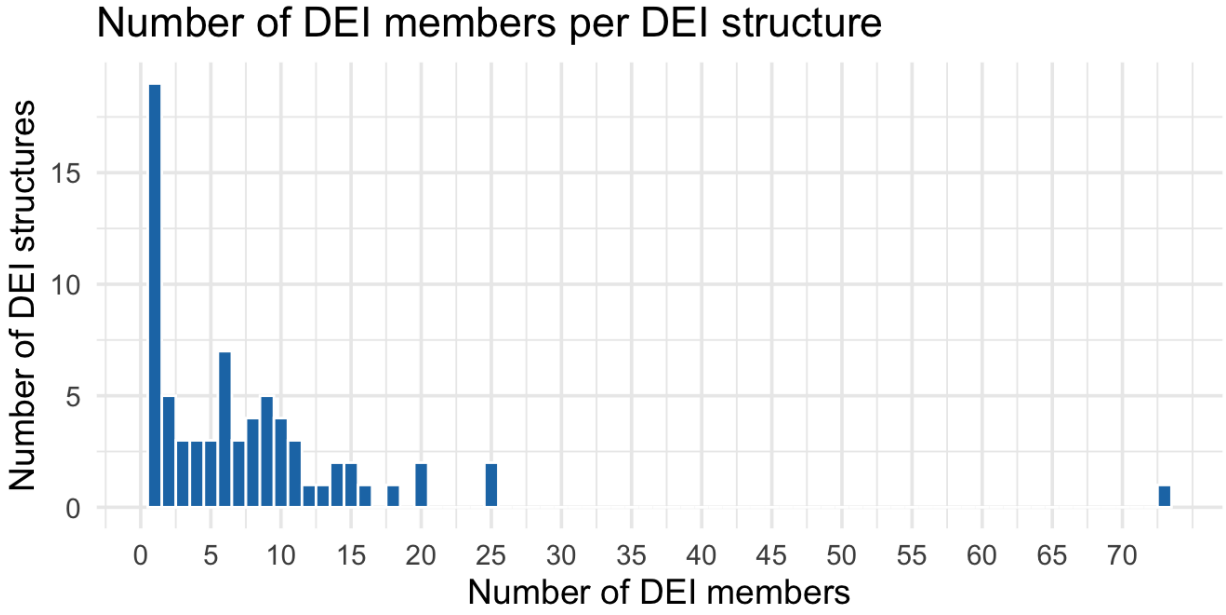

Figure S2

Distribution of the number of publicly listed DEI structures' members per DEI structure (N = 50).

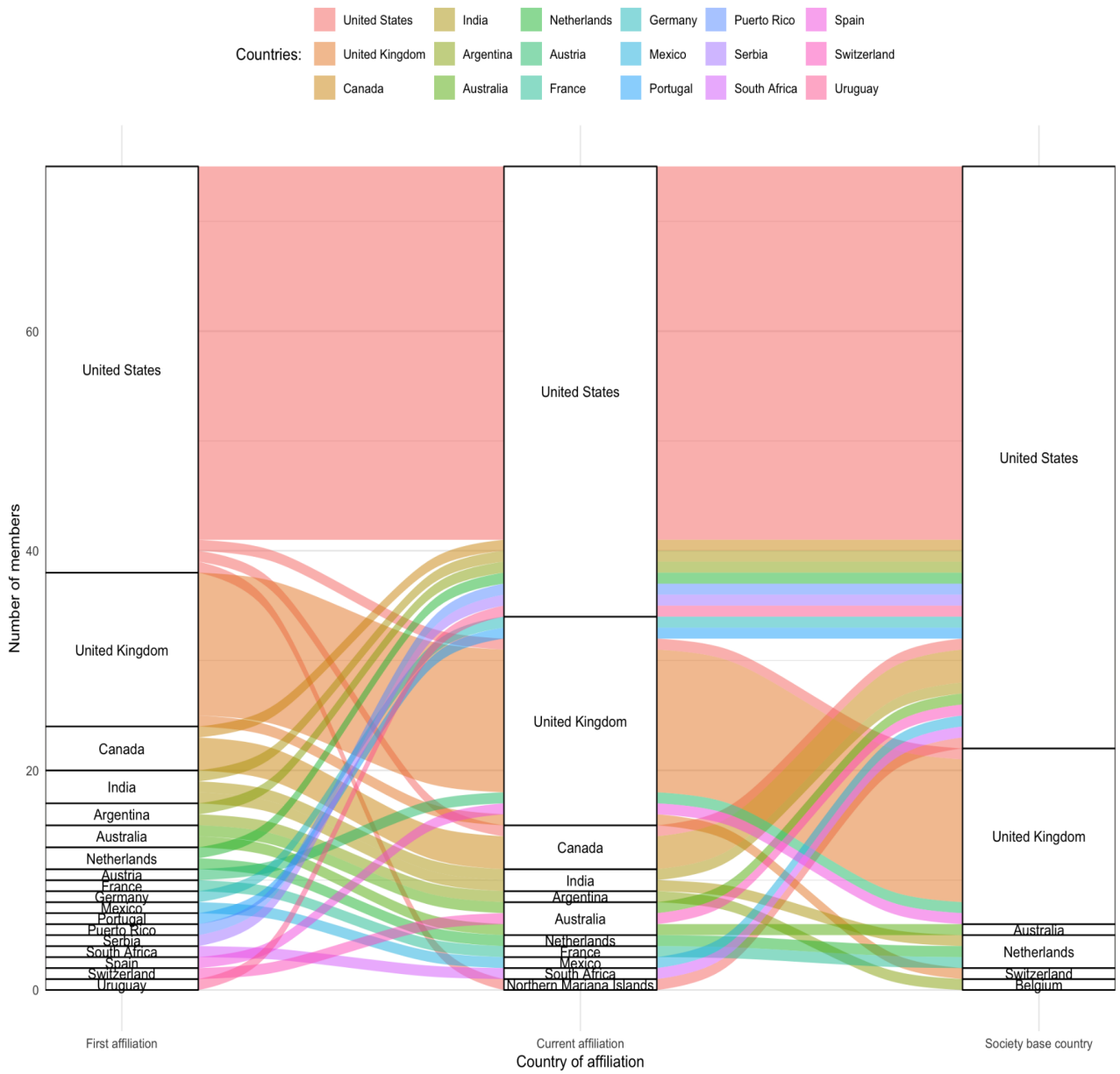

Figure S3

The countries of 77 DEI structures chairs across the 50 included international Eco-Evo societies. Coloured lines represent identities of individual DEI structure chairs in terms of their first affiliation countries, current affiliation countries and country of society they serve on as DEI chairs. *First affiliations* refer to the earliest found affiliations for a given DEI chair. *Current affiliations* refer to their current affiliations (as of January 2025). *Society base country* refers to the main location of the society in which they serve as DEI chairs.

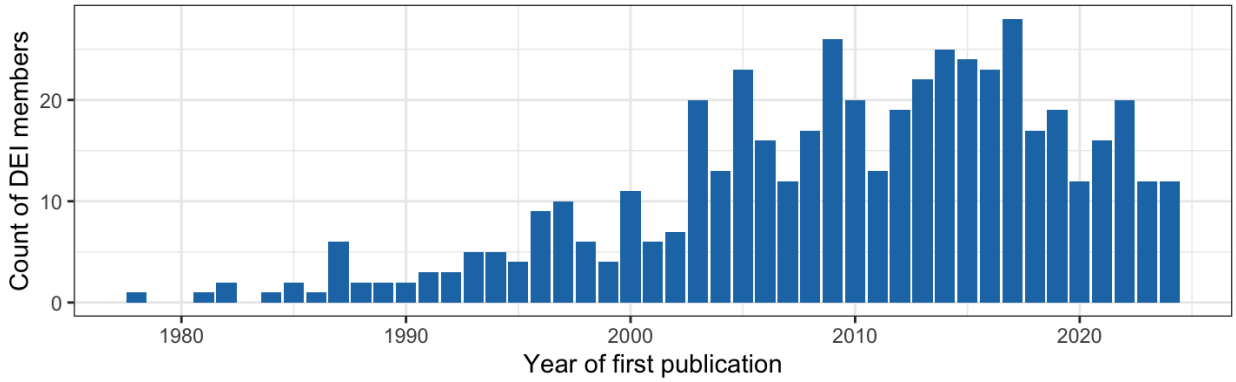

Figure S4

Distribution of the year of first publication for 502 named members of the included DEI structures.