

EMCR engagement Tiger Team

Twelve tiger team members:

WCRP JSC: Pascale Broconnot, Cristiana Stan, Roberto Sanchez,

From the **WCRP activities:**

WCRP CP	
ESMO	Alison Cobb
CMIP	Yuhan Douglas Rao
CLIVAR	Roxy Koll
APARC	Mohamadou A. Diallo
RfS	Naomi Goldenson
GEWEX	Maria Piles
CliC	Lauren Vargo
WCRP Academy	Melissa Hart
LHAs	
My Climate Risk	Daniel Chen Ratillia

Secretariat: Hindumathi Palanisamy and Lian Xue

Objectives of the transverse tiger team

1. Overview of current EMCR engagement in WCRP depending on activities.
 - ✓ Stocktake going on..
2. What needs to be put in place to better share good practices, networking, etc.?
 - ✓ E.g. develop best practice documents on a range of activities our researchers will find themselves involved in
3. Need for WCRP guidelines or rules to improve EMCR visibility and engagement in different activities.
4. How can EMCR community work closely with WCRP Academy?
5. Need to define the indicators for the WCRP Science and Implementation (SI) measure of success: a “KPI around the active engagement of early career researchers at high levels within core projects/LHAs”.

Production of a short document with analyses of current state and recommendations.

Report : EMCR engagement in all activities (cf JSC 46 shared documents)

EMCR representation in WCRP

Synthesis: WCRP recommendations for a better representation of EMCR in different core project activities and panel membership are effective. Growing attention is paid to EMCR engagement and advice. WCRP leadership and core activities ensure that ECRs are entrained in WCRP activities and have a say in WCRP's strategic planning. New initiatives to strengthen their participation and voice are very encouraging and should be monitored and experiences shared across WCRP.

Interactions and collaborations with EMCR networks

Synthesis: interactions are effective and several initiatives in collaboration with international early to mid-career scientific networks. Some of these networks such as YESS are very active. For others the linkage with WCRP should be strengthened or revisited. The overall status of these interactions should be revisited to minimize duplication or overlap and to better integrate and promote them within Core activities and across the WCRP as a whole. The presentation at the JSC is appreciated and is worth continuing in future. In addition, a dedicated section on our website is needed. EMCR international networks should also be interviewed to provide their analysis of what is working well in the WCRP (or WCRP CP) collaboration, as well as areas that may need clarification or improvement (a point highlighted by YESS at the JSC-45).

Education and training

Synthesis: The regular organization of schools training with a focus on EMCR participation or leadership role has been implemented in almost all CP. It is important to share information and avoid too much overlap. Joint training or school should be encouraged when it is relevant. This needs to be discussed well in advance during the planning phase and involves both a discussion at the time of the preparation of the annual funding and discussions between the CP/LHA/academy for subjects with overlaps.

Exchange of knowledge networking, specific sessions at conferences

Synthesis: EMCR are well included in the different types of networking both in core activities and at WCRP level. Their leadership is recognized, and several examples are now available where they are part of or directly the conveners of workshop symposium, session at conference. It seems that more visibility should be provided to these initiatives across WCRP, which would be needed to enlarge EMCR engagement and leadership in the different types of networking. Specific requests to EMCR groups, such as what is done through CMIP Fresh Eyes should be encouraged in other groups.

Support, visibility, and funding

Synthesis: The WCRP recommendations prioritize travel support for EMCRs and people from under-represented countries who are naturally applied in the different WCRP activities to allow EMCR to participate in workshops, trainings, and schools organized by WCRP. When developed, fellowships or grants for EMCR have been well received. However, several members of the task team were not fully aware of what is going on with the new WCRP Global fellowship and find the process unclear and top down, which should be more widely and frequently circulated to make sure that it reaches the intended audience. There is a growing demand for financial support for all the activities to guarantee EMCR engagement in the different WCRP activities. A mechanism needs to be put in place to identify funding requests in advance and benefit from the WCRP network to enlarge the co-sponsor interest.

Recommendations

- The EMCR corner on the WCRP website – done!
- Enhancing EMCR visibility : representation in core activities, highlight achievements, awards?, webinars on their research, catalog with contacts, WCRP focussed agenda of events
- Strengthen and define the role of the Academy with regards to EMCR engagement : EMCR events; best practice documents, webinars for career development
- Providing funding for EMCR participation in WCRP activities
- **Invite EMCR networks to conduct a survey** in collaboration with WCRP on same topics as the one addressed by the tiger team (external vision)

Towards sustained organisation :

1. sunset tiger team and create a « EMCR committee » : almost same composition from activities and subset of JSC members
2. Maintain an EMCR session at the JSC

Thank You



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