

REPORT OF THE SCIENCE COMMITTEE (SCICOM), MAY 2022

VOLUME 2 | ISSUE 9

ICES BUSINESS REPORTS



International Council for the Exploration of the Sea Conseil International pour l'Exploration de la Mer

H. C. Andersens Boulevard 44–46
DK-1553 Copenhagen V
Denmark
Telephone (+45) 33 38 67 00
Telefax (+45) 33 93 42 15
www.ices.dk
info@ices.dk

Cover Image: © Crown Copyright / Marine Scotland. All rights reserved.

This document has been produced under the auspices of an ICES Expert Group or Committee. The contents therein do not necessarily represent the view of the Council.

© 2022 International Council for the Exploration of the Sea.

This work is licensed under the Creative Commons Attribution 4.0 International License (CC BY 4.0). For citation of datasets or conditions for use of data to be included in other databases, please refer to ICES data policy.



ICES Business Reports

Volume 2: Issue 9

REPORT OF THE SCIENCE COMMITTEE (SCICOM), MAY 2022

Recommended format for purpose of citation: ICES. 2022.

Report of the Science Committee (SCICOM), May 2022. ICES Business Reports,
2:9. 23 pp. <https://doi.org/10.17895/ices.pub.21080497>



ICES
CIEM

International Council for
the Exploration of the Sea
Conseil International pour
l'Exploration de la Mer

Contents

i	Executive summary	2
1	Opening	4
2	Introduction of agenda and timetable	4
3	Reflection on current situation	4
4	Follow-up on decisions taken at the meetings of SCICOM (September 2021 meeting and on SCICOM Forum) and other action items.....	4
5	Tour de table	5
6	ASC Subgroup	5
6.1	Update on ASC 2022	6
6.2	Chaperones for keynote speakers	7
6.3	Conveners for contributed papers session	8
6.4	ECS mentoring.....	8
6.5	Appointment of 2023 ASC Group and update on ICES PICES Conference 2023	8
7	ICES cosponsored symposia	9
8	Stakeholder Engagement Plan	10
9	Report from WGCHAIRS 2022	10
10	Welcome Day 2	11
11	ICES Library	11
12	EBM follow up	11
13	Gender Equality Plan	13
14	Update of Merit Award Guidelines	14
14.1	Appointment of Award Selection Group for ASC 2022 merit awards.....	14
15	Strategic Initiative on the Integration of Early Career Scientists.....	15
15.1	Update on SIIECS.....	15
15.2	The definition of Early Career Scientist.....	16
15.3	ECS keynote, process revisited	16
16	External Engagement	17
	SCICOM meeting dates.....	17
Annex 1:	List of participants (2 and 16 May)	18
Annex 2:	List of SCICOM Actions and Decisions.....	22

i Executive summary

The Spring meeting of the Science Committee (SCICOM) was shorter than usual as the hybrid meeting planned for March had to be postponed due to the suspension of meetings in March. The two short online meetings addressed the most urgent issues only, and the reporting of all structures was shifted to the September meeting of the Committee.

The SCICOM Chair presented a short reflection on the decision to suspend all meetings in March and the subsequent decision taken by the ICES Council to temporarily suspend Russian Federation delegates, members and experts from participation in ICES activities.

The Conference Coordinator updated on the planning for the ASC in 2022 and the conference in 2023. SCICOM selected members for the Award selection Group, Chaperones for the keynotes, Conveners for the Contributed Paper session and mentors for Early Career Scientists for the ASC 2022 and members for the theme selection group for 2023.

Proposals for Symposia seeking co-sponsorship for 2023 and 2024 were presented and the Committee was invited to rank the proposal in an online tool to select the symposia to be supported in 2023 and 2024. The ACOM Chair presented the stakeholder engagement strategy, and SCICOM endorsed the document and the process and timeline for the development of the implementation plan.

The Committee received a presentation on the WGCHAIRS meeting in January 2022 with one main outcome being a list of possible ways to reinvigorate the community, derived from an interactive exercise with the participating chairs at the meeting.

The new online library was introduced by the ICES editor and was well received by the Committee. New functionalities allow better tracking of use and citation of ICES publications and peer reviewed publications produced by Expert Groups.

The Chair of the Integrated Ecosystem Steering Group presented the process of the ACOCM/SICOM Subgroup on EBM with plans being a Cooperative Research Report to publicise the EBM Frameworks and next steps for the implementation plan.

The Coordinating Officer presented the Gender Equality Plan and the process to develop actions on Diversity, Equity and Inclusion, including a Subgroup that was established following the WGCHAIRS meeting in January 2022.

One chair of the Strategic Initiative on the Integration of Early Career Scientists (SII ECS) presented on the activities of the Initiative with a focus on the process of nominating an Early Career Scientist Keynote. The process was welcomed by the Committee and elements can be used for the nomination process of keynotes in general.

Key actions from the meeting included SCICOM support for co-sponsored symposia in 2023 and 2024, the endorsement of the stakeholder engagement strategy, the support of the gender equality plan and the nomination of members into the ASC Award Selection Group 2022 and the Theme Session Selection Group for 2023.



SCICOM Day 1

1 Opening

2 Introduction of agenda and timetable

SCICOM Chair invited all participants to the SCICOM online meeting. The agenda for both meeting days (2 May and 16 May) was introduced. It had been condensed to include only the most urgent agenda items from the meeting originally planned for March (which had to be cancelled). All reporting items had been postponed till the September meeting.

New members since the SCICOM September 2021 meeting received a special welcome:

Mehis Rohtla (Estonia), Lidia Yebra (Spain), Szymon Smolinski (Poland, alternate), Lynda Webster (UK, alternate), Ann-Lisbeth Agnalt (ASG Chair), Andrew Kenny (HAPISG Chair), Anders Nielsen (Training Group Chair), Alan Baudron (SICCME Chair) and Kathy Mills (SICCME Chair).

SCICOM Chair drew the attention of participants to the [ICES meeting etiquette document and ICES Code of Conduct](#) and asked that if anyone was unable to abide by the code, they should make this clear to the meeting. No person suggested they could not follow the code.

3 Reflection on current situation

SCICOM Chair would have liked to meet in person with all members in March, but this had not been possible. The breakout of war in Ukraine and the decision made by ICES Council to temporarily suspend all members affiliated with the Russian Federation, meant that the challenges related to the pandemic were replaced by new questions and challenges. Some groups have started to meet in person again in a hybrid setting, but there are still challenges with the technical settings of meetings and the chairing of meetings.

SCICOM Chair offered to set up bilateral meetings with new SCICOM members (related to the science in your country/SCICOM activities).

4 Follow-up on decisions taken at the meetings of SCICOM (September 2021 meeting and on SCICOM Forum) and other action items

SCICOM Chair drew everyone's attention to Document 3-1, Minutes of September 2021 SCICOM meeting, and Document 4-2 List of SCICOM actions and decisions completed from September 2021. The following actions were still pending:

Action: SCICOM members are invited to provide input for advancing WKEO3 priorities focused on productivity changes and food web modelling, originally scheduled for March meeting, postponed, see also agenda item 12.

Action: Request to SCICOM: An appeal is made for any digitised ICES historical publications currently on institution repositories to be brought to the attention of the Editorial Office.

Action: SCICOM is requested to nominate a new member for the Awards Committee as from 1 January 2023. This will be taken through the SCICOM Forum.

Chair of Fisheries Resources Steering Group, Patrick Lynch, will rotate off by the end of the year and the call for a new SG Chair will be initiated, aiming for the chair to be elected in the beginning of September.

An overview of new working groups and workshops was presented:

- WKFaroesOA -Faroes Aquaculture Overview
- WKCSAO - Workshop on the Celtic Seas ecoregion Aquaculture Overview
- WKRARE - Workshop on Estimation of Rare Events
- WKPilot NS-FIRMOG - Workshop on Pilot North Sea Fisheries Independent Regional Observation
- WKUSER2 - Workshop on unavoidable survey effort reduction
- WKSTARGATE - Workshop on Stickleback and Round Goby in the Baltic Sea
- WKEVUT - Workshop to Evaluate the Utility of Industry-derived data for enhancing scientific knowledge and providing data for stock assessments
- WKREF2 - Workshop on guidelines for reference points
- WKRRCCSS - Workshop on a Research Roadmap for Channel and Celtic Seas sprat
- WKASCAPES - Workshop on ASsessing CAPacity to supply Ecosystem Services

5 Tour de table

A tour de table was conducted. The full list of participants is available in Annex 1.

6 ASC Subgroup

Francis O'Beirn, Irish SCICOM member and Chair of the ASC Subgroup, started by framing the ASC Subgroup's work since the last annual conference. Francis gave a presentation September 2021 on the output of the theme and network sessions selection for ASC in Dublin 2022. The group held a follow-up meeting in November to discuss and agree on the format of presentations within sessions at the conference, with emphasis on accommodating the hybrid format.

Francis gave thanks to participants of the group, saying that their input and contribution was always very positive and constructive. He also gave special thanks to Anna Davies and wished the incoming ASC Subgroup Chair good luck, reiterating the great support from the Secretariat. Lastly, Francis thanked all for the work they've done over the year. Jörn Schmidt, SCICOM Chair, thanked Francis for his leadership of the group.

6.1 Update on ASC 2022

Anna Davies, Conference and Training Coordinator, presented an update on the 2022 ASC, the first hybrid format ICES Annual Science Conference to be hosted from 19 to 22 September 2022 at Aviva Stadium in Dublin, Ireland. The ICES representatives had visited the Aviva Stadium in Q3 2021 and were very pleased about the venue.

What is a hybrid ASC?

The aim has been to take the best of the feedback from the virtual ASC of 2021 and combine it with the best of our in-person conferences.

Events available both online and on site

- All presentations (6-minute pre-recorded presentations) and posters will be accessible via the Whova conference app. Chat and Q&A available via the app. Available two weeks prior to the conference
- Theme sessions, potentially network sessions
- All theme sessions will be livestreamed via our conference app. Conveners are encouraged to organize their sessions in an interactive way
- Online Q&A and chat via the app
- Keynote speeches

Events happening in Dublin only

- Flash presentations every morning of the conference
- Poster session on Tuesday evening
- Early career scientist events
- Social events

Theme sessions and abstracts

- 18 Theme sessions
- 564 submissions in total (for comparison, 674 in 2019)
- All authors have been informed that, if accepted, they will be expected to make a 6-minute video or a poster for the app.
- Conveners are finalising their selections this Week 18, so notifications can be sent to authors!

A preview of a daily programme at the conference was presented. A guidance document for running fun and interactive theme sessions has been shared with conveners. The latter document was requested by several in the chat and was made available on the SCICOM SharePoint site.

Practical things

- 19–22 September (SCICOM will meet on Sunday 18 and Friday 23 September)
- Capacity 550 people maximum
- Five rooms for theme sessions
- Large foyer for posters
- Several *ad hoc* meeting rooms
- Isolation room, parents' room, prayer room.

Keynote Speakers

Climate change impacts on North Atlantic/Irish waters: four perspectives

Presenters: David G. Reid, Grace M. Cott, Eimear Manning, Gerard D. McCarthy

Moderator: Glenn Nolan

Marine ecosystem, fisheries, social, economic, and ocean science: why do we keep missing key dimensions, focusing on the wrong scales, and committing other sins of reductionism?

Jason S. Link, NOAA, National Marine Fisheries Service, USA

Marine ecosystems under change: Do we face a more gelatinous future? Cornelia Jaspers, National Institute of Aquatic Resources, Technical University of Denmark (DTU Aqua), Denmark

Cornelia Jaspers, National Institute of Aquatic Resources, Technical University of Denmark (DTU Aqua), Denmark

Network sessions

An overview of the planned network sessions and social events during the conference was presented:

- Advancing the pathways for oceanography to ecosystem science and advice
- Connecting ICES working groups to early career scientists
- Operationalising model ensembles to provide scientific advice for fisheries management
- Strengthening ICES through national networks
- The Kraken's Lair: EBM operationalization pitch pit!

Social events

- Monday evening Welcome Reception
- Tuesday evening Poster Session
- Wednesday evening Conference Dinner

6.2 Chaperones for keynote speakers

SCICOM representatives were appointed as hosts and contact persons for the keynote speakers, to introduce them to the plenary and to hand over a gift from ICES. The SCICOM Chair thanked the volunteers for their willingness to contribute.

Decision:

Pierre Petitgas was appointed as host for Jason Link, NOAA, USA.

Amanda Schadeberg was appointed as host for Cornelia Jaspers, DTU Aqua, Denmark.

SCICOM did not appoint a chaperone for the local Irish keynote speakers, David G. Reid, Grace M. Cott, Eimear Manning, Gerard D. McCarthy. They will be introduced by the ICES General Secretary.

Volunteers wanted and needed!

- Award selection group
- Early Career Scientist Mentors

Action: SCICOM members who would like to volunteer for the above roles (Award Selection Group or Early Career Mentors) were encouraged to contact Anna Davies (anna.davies@ices.dk).

6.3 Conveners for contributed papers session

Thanks were extended to Jos Schilder, Lena Bergström and Antonina dos Santos for volunteering to convene the 'Contributed Papers' session which is now one of the Theme Sessions at the conference with the most submissions. It was noted that there seems to be an interest to submit papers from a larger range of topics than the 17 currently identified sessions.

6.4 ECS mentoring

SCICOM members were encouraged to sign up to be mentors for Early Career Scientists during ASC. The Secretariat will match mentors to mentees in advance of the ASC. Being an ECS mentor involves attending the ECS meet-up on the opening day during a coffee break (arranged by ICES Secretariat). Mentors are also welcome to arrange their own meet-ups

For the meet-ups, the mentor should consider preparing questions and topics including:

- How ICES works
- How your work fits into ICES
- How you got involved in ICES
- Interesting speakers/presentations

Questions and answers

Will there be the Early Career Scientists breakfast like in past years or other ECS networking event? Response: Absolutely, we have a series of events. We have the breakfast on Monday morning, the mentor meet-up, a skills workshop (tbc). Info will come online as we get each event confirmed.

How are the SCICOM meetings planned, hybrid or in person? Response: SCICOM meetings are planned as hybrid meetings in light of possible travel difficulties. You can join online, but the meeting will be scheduled at a fitting local time, so there may be time-zone implications for remote participants.

6.5 Appointment of 2023 ASC Group and update on ICES PICES Conference 2023

SCICOM had appointed an ASC Group for 2023 and SCICOM Chair gave an update on the arrangements for joint ICES–PICES conference 2023 ASC 2023.

Following the decision (announced after the SCICOM meeting on 4 July) to postpone the joint ICES–PICES conference, and instead hold an ICES Annual Science Conference in 2023 (Bilbao, Spain, 11–14 September 2023), SCICOM will need to revisit the decision about the appointment of the 2023 ASC Group. SCICOM Members who volunteered for the group will be carried over to the new group, and a call will be opened for additional volunteers in August 2022.

Action: SCICOM Chair will open a call for additional volunteers for the ASC 2023 Group in August. As soon as the ASC venue for 2023 has been confirmed, SCICOM Chair will announce the Chair of the 2023 ASG Group (the current SCICOM member for the host country).

Decision: Ellen Kenchington (Canada), Olivier Thebaud (Alternate, France), Pierre Petitgas (France), Steven Degraer (Belgium, EPDSG Chair), Wojciech Wawrzynski, Jörn Schmidt (SCICOM Chair) and Mark Dickey-Collas (ACOM Chair) volunteered to be members of the 2023 ASC Group doing the pre-selection of 2023 theme session proposals for final decision of SCICOM.

7 ICES cosponsored symposia

Julie Kellner, ICES Professional Officer, presented the co-sponsored symposia commitments and proposed resolutions.

In 2022 and 2023, ICES has committed to co-sponsoring the following symposia:

- 4th Symposium on Decadal Variability of the North Atlantic and its Marine Ecosystems: 2010-2019, 20–22 June 2022, Bergen, Norway
- Oceans Past IX Conference, 22-25 June 2022, Seattle, Washington, United States
- Fourth ICES PICES Early Career Scientist Conference "Ocean sciences for the future we want", 18–21 July 2022, St. John's, Newfoundland, Canada
- Symposium on Capelin - The canary in predicting effects of climate on the arctic marine environment, 10-13 October, Bergen, Norway
- International Symposium on Small Pelagic Fish: New Frontiers in Science for Sustainable Management, 7-11 November 2022, Lisbon, Portugal
- 5th International Symposium on the Effects of Climate Change on the World's Oceans, 17-21 April 2023, Bergen, Norway

ICES will also co-sponsor the Marine Socio-Ecological Systems (MSEAS 2020) - Navigating global change in the marine environment in Yokohama, Japan in 2024 (dates pending).

Six proposed resolutions requesting ICES co-sponsorship were presented to SCICOM for evaluation; 2 symposia for 2023 and 4 for 2024. Draft resolutions for each symposium were also provided on the SCICOM SharePoint and information on the expected number of participants and involvement of ICES working groups and members was provided in the presentation overview. A poll was then opened for 48 hours to SCICOM voting members to take a vote of support and ranking of priority based on their scientific content and their alignment with the ICES Strategic and Science Plans.

The floor was then opened for comments and questions, with specific input requested on the following matters:

- 1) **The inclusion of support for indigenous knowledge holders for the 2024 Arctic Ecosystem Approach Conference.** Overall the feedback from SCICOM was positive and considered a sensible idea to include support for indigenous knowledge holders. SCICOM noted that it would be helpful for the conveners to thoughtfully address how the support will be allocated across both indigenous and early career scientists.
- 2) **The request by IMBeR to support an individual theme session at their 2024 Open Science Conference (in contrast to the usual requests to ICES to support entire conferences).** The theme session raises the question if they can ask the same amount of financial support as a whole conference. The expected participation for the theme session was 100 participants out of approximately 800 attendees for the entire conference, so this theme session may be equivalent to the size of some other entire conferences. Some SCICOM members suggested that they were supportive of this request, but suggested that the amount of financial support should be scaled with the expected number of participants.
- 3) **General comments about the process and the resolution forms.** Based on the feedback regarding the request for the IMBeR conference, SCICOM suggested that there should be consideration of providing partial funding for theme sessions or smaller conferences so that more conferences could have ICES support for early career scientists. The guidelines might need to be updated to reflect the discussions today of supporting indigenous knowledge holders and theme sessions.

Lastly, it was pointed out by the Professional Officer that the next call for ICES co-sponsorship (that opens in December 2022) will likely be restricted to requests for support for 2025, as there were already so many proposed symposia for 2024 in this current call.

8 Stakeholder Engagement Plan

ACOM Chair presented the draft stakeholder engagement strategy worked out by the strategy drafting group. The demand for formalizing of a high-level strategy document comes from the ICES community. The document entails mission, goals, scope of the strategy. SCICOM was asked to endorse this strategy in order to proceed to the next step: ACOM to start developing its implementation plan. These outcomes will be presented to the ICES Council in October 2022.

Decision: SCICOM approved the ICES Stakeholder Engagement Strategy to be passed for wider consultation with the aim to be presented to ICES Council in October 2022.

9 Report from WGCHAIRS 2022

SCICOM Chair provided a brief report from the Annual Meeting of ICES Expert Group Chairs (WGCHAIRS) held online in January 2022 over four days: one day for incoming chairs, one joint advice/ science day, and two separate days with a specific focus on advice and science respectively.

Overall, the meeting was well attended (up to 140 participants) and there was a good interaction, in particular, on the day dedicated to the new/ incoming chairs. The onboarding session included an overview of responsibilities and provided an insight into the “Guidelines for ICES Groups”, followed by questions and discussions.

To support the community, “Frequently Asked Questions” feature will soon be made available on the ICES website. The chairs reiterated they would appreciate training sessions on how to run EG meetings (online & hybrid formats, best practices, online tools etc).

The chairs emphasized they are struggling to engage members after the challenging 2021, there is a need to reinvigorate the community.

Positive feedback was provided in connection with national meetings held by some countries for their ICES members. SCICOM members are encouraged to initiate/ continue this activity on a national level.

The Secretariat is planning to organise an in-person side event for WGCHAIRS during the ASC 2022.

10 Welcome Day 2

11 ICES Library

Ruth Anderson, ICES Editor, presented Agenda Item 11 on the new ICES online library.

There is a brief timeline of the 'Improving the ICES library' project. The process was started at the beginning of 2020, approved by SCICOM mid-2020, and the site was launched in March 2022. The new library is hosted on a commercial platform (Figshare). It was the most complicated implementation/migration of items Figshare had ever done.

There follows an overview of some features; organisation of the content into publications and category labels, for example. There was an introduction to the ICES external publication database, i.e., content related to ICES and published externally (e.g. journal articles). The navigation by Expert Groups is also covered, where the publications are connected to the Groups.

There is a brief introduction to the publication landing page and all the metadata included in a library item. Clickable categories and keywords are covered. Export function explained, and the metrics (citations and altmetrics) function. There is an opportunity to see how publications are shared through social media channels and other media, and what the best approach to dissemination could be.

The 'Submit' button is pointed out, where Expert Groups can send related publications to our external database. The 'Follow' button is also shown, where one can get an alert on certain content or saved searches. The statistics function is briefly explained, and it's noted that it will be concentrated more on at the next meeting.

12 EBM follow up

Debbi Pedreschi, Chair of IEASG, provided information on the EBM Framework document, which outlines a process for supporting ecosystem-informed science and advice. The Framework provides details on using a system of indicators (qualitative to quantitative) and a risk-based approach (contextual and objectives-based) incorporating broad transdisciplinary sciences that includes both the natural and social sciences.

The next step is to move from implementation in theory to implementation in practice. This process will include dissemination of the Framework with a CRR (resolution submitted last week, with an aim for submission in August 2022), a scientific journal article, identification of relevant working groups, advisory processes, and facilitators within the ICES network. Moving forward, it would also be helpful to develop some case studies and to consider how this work is aligned with methods underway by other organizations such as the Regional Sea Commissions, NOAA and DFO that are also developing indicators and risk-assessment methods.

Lastly, implementation requires a monitoring plan. As such, SCICOM is asked to think about contributing towards the development of objectives to evaluate progress. The objectives to track may include for example, EBM-focused science and advice outputs, resolution terms of reference (ToRs), advice pipeline proposals, and feedback from ICES clients and stakeholders.

A number of supportive and informative comments were provided:

- Henn Ojaveer, ACOM vice-chair, supported the suggestions CRR and paper. He indicated that this EBM Framework was also discussed in ACOM, and suggested that can continue as a SCICOM-driven activity to further development, with input from ACOM (including Henn as the vice-chair that oversees the process for a number of ecosystem-relevant advice products for ICES). He suggested a good case study to start would be bycatch of projected species, but advises not to use the Aquaculture Overviews as a case study yet because their development is still very new. Importantly, this framework also has relevance to conservation advice that ACOM is developing (spatial conservation and management of the seafloor).
- Andy Kenny, HAPISG chair, noted the challenges of moving from concept to action for evaluating ecosystem-risk but agrees that the VMEs could be a good case study and also noted relevant work by WGFBIT that also recently was approved in the ACOM pipeline.
- Jörn Schmidt, SCICOM chair, commented that EBM covers all the aspects of our work at ICES, so disentangling the complexity can be a challenge. As such, he proposed that the process of implementation could proceed at two different levels, with the EBM Framework chairs working directly with ACOM, and also secondly, working directly with the expert group chairs.
- Many others agreed with Debbi Pedreschi's point that concrete case studies were essential to helping the community understand how they can be aligned with the EBM Framework and its implementation.
- Marie-Julie Roux (chair of the EBM Framework subgroup with Debbi Pedreschi) noted that it is important to focus on ecosystem-based science that it moving towards advice, but also that this will help demonstrated that the advisory process is flexible and adaptive in practice.
- As a final point in the conversation, Jörn Schmidt noted that it is also important to consider both the production component as well as the different advisory recipients. What is required from the governance structure side will not be unilateral, but MIRIA and MIACO are potential platforms to help evaluate this.

13 Gender Equality Plan

Ellen Johannesen, Coordinating Officer, presented a briefing on her PhD research at ICES and ongoing program “Empowering women for the UN decade of ocean science for sustainable development”.

A strategic plan and platform were set in 2019 to launch discussions which will contribute to create a diversity inclusive and gender balanced organization. In 2020 there were diverse activities to promote a dialogue about gender and equality issues, such as:

- Screening of the movie “Picture a Scientist” which depicts some of the issues faced by women working in science.
- Discussions across the organization including: WGCHAIRS, SCICOM, Strategic initiative on integration of early career scientists, Bureau and Council.
- Survey that provided feedback on the different experiences of people across the community.
- Network session at ASC.

In 2021 women continue to be underrepresented in leadership roles. This problem is not exclusive to ICES and it happens across scientific organizations but there is currently an imbalance at the secretariat since most of the women in staff hold service roles.

The secretariat needs to think more about gender equality across the organization. To tackle this an interim gender equality plan is in place and has been supported and endorsed by Bureau since January. The interim plan is now available on ICES Website and library.

The gender equality plan has two major parts:

- Qualitative targets.
- Quantitative indicators.

Moving forward SCICOM and ACOM need to think about succession planning and how to they can help in create a diverse national representation.

14 Update of Merit Award Guidelines

Lidia Yebra, Chair of ASC 2021 (and 2022) Award Selection Group (ASG), with reference to the updated ASC Guidelines, gave a presentation on award evaluation in a hybrid format.

The following elements would be carried over from last year's online ASC:

- The evaluation will be based on pre-recorded material (without Q&A). The ASG will meet online in June and early September to make the final decision.
- Nominations will be made online and theme session conveners will also be able to nominate.

The poster session will be held 'in person'. The ASG will meet during ASC to make final decisions.

Questions

When will the recorded presentations be available? This will be clarified asap – there is a bit of wiggle room, since the conference is later this year. Transparent deadlines are important!

SCICOM Chair thanked Lidia Yebra for agreeing to chair the Award Selection Group for ASC 2022.

14.1 Appointment of Award Selection Group for ASC 2022 merit awards

Decision: Lidia Yebra (Spain; Chair), Antonina Santos (Portugal), Francis O'Beirn (Ireland), Gudmundur Oskarsson (Iceland), Henrik Nygård (Finland), Joel Vigneau (France; EOSG Chair), Jos Schilder (the Netherlands), Steven Degraer (Belgium; EPDSG Chair) and ACOM member (TBA) were appointed for the 2022 ASC Award Selection Group.

Action: More volunteers are sought for the Award Selection Group! Please join and/or assist in soliciting more members! Alternate SCICOM members are welcome to join!

15 Strategic Initiative on the Integration of Early Career Scientists

15.1 Update on SIIECS

The SIIECS Chair, Amanda Schadeberg, on behalf of Strategic Initiative Chair, Alina Wieczorek and the members of the Strategic Initiative, first gave an update on the Strategic Initiative on the Integration of Early Career Scientists (SIIECS).

The progress made by the SIIECS in relation to term of reference was presented:

- *ToR a: Promote ICES amongst ECSs from global marine science community*
SIIECS has had a lot of social media engagement and interaction with the community of over 100 members. They are currently developing a list of FAQs for new members of ICES and a logo to increase online visibility. They are also planning to develop an attractive video or other document explaining the ICES structure, answering some FAQs and describing how ECSs can become involved.
- *ToR b: Connect with other marine ECS groups*
SIIECS is trying to link up with other network groups (ECOPS etc.) and planning activities for the coming years (ICES Open Day, Policy & Industry Interviews).
- *ToR c: Participate in ICES discussion and action on diversity, equity and inclusion*
SIIECS is trying to contribute to the ICES discussion on diversity, equity and inclusion and give an ECS voice by offering advice on for instance how chairs can encourage diversity, equity and inclusion in their groups (WGCHAIRS).
- *ToR d: Course: Multicultural work environment*
SIIECS is working on proposing a course on multicultural work environments, which aims to provide a systematic overview of the general workplace traits across cultures to foster practical insights into achieving effective teamwork within a multicultural environment.
- *ToR d: Encourage inclusion of ECS in ICES WGs and other activities*
The SI has created a flyer to attract ECS to SIIECS/ICES, selected an ECS keynote speaker (Cornelia Jaspers will speak at 2022 ESC), proposed an ASC 2022 Networking Session to connect ECS with ICES WG, and put together an 'ECS Guide to ICES ASC' flyer to highlight parts of the programme that are relevant for ECS.
- *ToR e: Foster interdisciplinary work by connecting ECS from various WGs*
SIIECS has been working on putting together a special series of articles in collaboration with the ICES JMS to highlight ECS profiles working in various fields of marine science.
- *ToR f: Contribute to collecting ICES ECS metrics*
This ToR was developed to better understand ECS in ICES and more generally in marine science. They are working on a manuscript trying to quantify the contribution of ECSs, to look at trends over time and see what exactly is their contribution to marine science and how that can best be supported.

15.2 The definition of Early Career Scientist

The SII ECS suggested guidelines for ECS definition is targeted at anyone from bachelor students to ca. 10 years of post-PhD work, with the understanding that career breaks and career changes can affect trajectories. SII ECS is aware that this is not in line with the ICES definition for funding applications. Giving a clear definition of what is an Early Career Scientist is difficult as careers differ and career breaks can happen for many different reasons. Although a firmer definition might be needed for funding and awards, the Strategic Initiative should use a broad definition to provide the widest possible outreach.

For ECS awards, it was suggested to change the eligibility for the awards to become a Best Student award, focusing on the support of PhD-candidates.

Action: SII ECS was encouraged to rethink who really needs to be given support and what kind of support in relation to funding and receiving an award. SII ECS is requested to consider and put forward a new ECS definition for funding and a proposal for changing the eligibility for ECS awards to be tabled at the SCICOM ASC 2022 meeting.

15.3 ECS keynote, process revisited

A proposed structure of the keynote speech format and content was presented. SII ECS proposes that the speaker will predominantly focus on the research, but also on the career path. The content needs to match the Science Plan. SII ECS proposed a voluntary connection facilitated by SII ECS with a former ICES keynote speaker to help ECS develop communication and presentation skills and create mutual networking benefits. The nomination process for this was a call that was open for 3 weeks in November 2021 and was disseminated through the ICES newsletter, email and Twitter. Nominees had to be ECS with preference given to people within 10 years of obtaining their degree. ECS were encouraged to self-nominate or to be nominated by colleagues. Candidates were all assessed, ranked and selected by SII ECS ToR leaders.

Action: SCICOM supported the proposed nomination process for an ECS Keynote Speaker. SCICOM Chair will table an overall proposal for the keynote speaker selection process for SCICOM approval at September 2022 meeting aiming to have an inclusive and balanced input at the conference and rethinking the purpose of the keynote.

16 External Engagement

The agenda item was shortened due to time limitations; the focus was only on items of immediate relevance.

- **UN Decade of Ocean Science for Sustainable Development**
Overview of the upcoming ICES PICES SmartNet events:
'Ocean Decade Laboratories' from 31 May to 2 June
 - 5-minute impulse presentations, linking with other events on cross-cutting topics
 - Register here for the Ocean Decade Laboratories: [Organization Office Ocean Decade Laboratories \(oceanandecade-conference.com\)](https://www.oceanandecade-conference.com)
- **UN Ocean Conference**
27 June to 1 July in Lisbon, Portugal
 - SmartNet will have a side event, more information to come
- Reminder to all: Please inform about relevant planned events or activities you are involved in.
- **United Nations**
ICES has an observer status and is closely following the process of the World Ocean Assessment which is in its third cycle and includes a series of regional workshop.
 - More information on the UN website: <https://www.un.org/regularprocess/>
 - Currently no national Focal Points for Sweden, Finland, Denmark and Poland involved.
- **Other cooperation**
Scientific Committee on Oceanic Research
 - Letter of Cooperation to be signed at UN Ocean Conference
 - SCOR and ICES will cooperate on concrete activities, linking to WGZE, WGPDMO and WGIMT
 - Benefits for ICES are financial support for the groups from SCOR; SCOR benefits from linking to ICES structure and network

SCICOM meeting dates

SCICOM members were requested to mark their calendars for the planned SCICOM meetings in 2022 and 2023:

Annual Science Conference, Dublin, Ireland

Friday, 23 September and Saturday, 24 September (two full day meetings)

SCICOM Spring meeting

Tuesday, 14 March to Thursday, 16 March (exact times to be confirmed)

Annex 1: List of participants (2 and 16 May)

	ADDRESS	PHONE/FAX/EMAIL	2 MAY	16 MAY
Chair:				
Jörn Schmidt, Chair, Science Committee	International Council for the Exploration of the Sea (ICES) Copenhagen V, Denmark	Phone +45 33386725 Email Joern.schmidt@ices.dk	Confirmed	Confirmed
Steering Group Chairs:				
Andy Kenny HAPISG Chair	Cefas, Lowestoft, United Kingdom	Email andrew.kenny@cefas.co.uk		
Joël Vigneau, EOSG Chair	Ifremer, Port-en-Bessin France	Ph : +33 2 31 51 56 41 Email joel.vigneau@ifremer.fr	Tentative	Confirmed
Steven Degraer EPDSG Chair	Royal Belgian Institute of Natural Sciences (MUMM), Brussels, Belgium	Phone +32 27732103 Email steven.degraer@naturalsciences.be	Confirmed	Confirmed
Debbi Pedreschi, IEASG Chair	Marine Institute Galway, Ireland	Email Debbi.Pedreschi@marine.ie	Confirmed	Confirmed
Jens Rasmussen, DSTSG Chair	Marine Laboratory, Aberdeen, United Kingdom	Email J.Rasmussen@marlab.ac.uk	Apologies	Confirmed
Ann-Lisbeth Agnalt, ASG Chair	Institute of Marine Research, Bergen, Norway	Email ann-lisbeth.agnalt@hi.no	Confirmed	Confirmed
Patrick Lynch, FRSG Chair	NOAA Fisheries Silver Spring, MD United States	Email patrick.lynch@noaa.gov	Confirmed	Confirmed
Chairs of Operational Group, Strategic Initiatives and subgroups				
Sjur Ringheim Lid, <i>DIG Chair</i>	Institute of Marine Research Nordnes, Bergen Norway	Email sjur.ringheim.lid@hi.no	Confirmed	Apologies
Anders Nielsen, Chair of Training Group	DTU Aqua, National Institute of Aquatic Resources, Denmark	Email an@aqua.dtu.dk	Apologies	Apologies
Nils Olav Handegard, SIPG Chair	Institute of Marine Research (IMR) Bergen, Norway	Email nilsolav@hi.no	Apologies	Apologies
Kathy Mills, SICCME Chair	Gulf of Maine Research Institute, Portland, United States	Email kmills@gmri.org	Apologies	Confirmed
Alan Baudron SICCME Chair	Marine Scotland Science, Aberdeen, Scotland United Kingdom	Email Alan.Baudron@gov.scot	Apologies	Apologies
Katell Hamon, SIHD Chair	Wageningen Economic Research The Hague, the Netherlands	Email katell.hamon@wur.nl	Apologies	Confirmed
Alan Haynie, SIHD Chair	Alaska Fisheries Science Center	Email: alan.haynie@noaa.gov	Confirmed 2 May;	Tentative

	ADDRESS	PHONE/FAX/EMAIL	2 MAY	16 MAY
	Seattle, United States			
Alina Wieczorek, SIIIECS Chair	Marine Institute Ireland	Email Alina.Wieczorek@Marine.ie	Apologies	Apologies
Amanda Schadeberg, SIIIECS Chair	Wageningen University & Research, Ijmuiden, the Netherlands	Email amanda.schadeberg@wur.nl	Confirmed	Confirmed

Ex officio and guests

Mark Dickey- Collas, ACOM Chair	International Council for the Exploration of the Sea (ICES) Copenhagen V, Denmark	Email Mark.dickey-collas@ices.dk	Confirmed	Apologies
Henn Ojaveer, ACOM Vice- Chair	International Council for the Exploration of the Sea (ICES) Copenhagen V, Denmark	Email henn.ojaveer@ices.dk	Apologies	Confirmed

National members and alternates:

Steven Degraer (Belgium)	Royal Belgian Institute of Natural Sciences (MUMM) Brussels Belgium	Phone +32 27732103 Email steven.degraer@naturalsciences.be	Confirmed	Confirmed
Ellen Kenchington (Canada)	Fisheries and Oceans, Canada Dartmouth Canada	Phone + 1-902-426-2030 Email Ellen.Kenchington@dfo- mpo.gc.ca	Confirmed	Confirmed
Brian MacKenzie (Denmark)	DTU Aqua -National Institute of Aquatic Resources Kgs. Lyngby Denmark	Email brm@aqua.dtu.dk	Confirmed	Confirmed
Mehis Rohtla (Estonia)	Estonian Marine Institute University of Tartu Tallinn, Estonia	Email mehis.rohtla@ut.ee	Apologies	Confirmed
Henrik Nygård (Finland)	Finnish Environment Institute (SYKE) Helsinki Finland	Email: henrik.nygard@ymparisto.fi	Confirmed	Confirmed
Pierre Petitgas (France)	IFREMER Nantes Centre Nantes Cédex 03 France	Phone +33 240 37 40 00 Fax +33 240 37 40 75 Email pierre.petitgas@ifremer.fr	Confirmed	Confirmed
Andreas Kannen (Germany)	Helmholtz-Zentrum Geesthacht Center for Material and Coastal Research Geesthacht, Germany	Andreas.Kannen@hzg.de	Confirmed	Confirmed
Guðmundur J. Óskarsson (Iceland)	Marine and Freshwater Research Institute Skúlagata 4 Reykjavík 121 Iceland	Email gudmundur.j.oskarsson@hafogvatn.is	Confirmed	Confirmed

	ADDRESS	PHONE/FAX/EMAIL	2 MAY	16 MAY
Francis O'Beirn (Ireland)	Marine Institute Rinville, Oranmore Galway, Ireland	Phone +353 (0)91 387250 Mobile: +353 (0)87 9683094 Email Francis.XOBeirn@Marine.ie	Confirmed	Apologies
Fergal McGrath (Ireland, alternate)	Marine Institute Rinville, Oranmore Galway, Ireland	Email fergal.mcgrath@marine.ie	Confirmed	Confirmed
Maris Plikss (Latvia)	Institute of Food Safety Animal Health and Environment (BIOR) Riga, Latvia	Email Maris.Plikss@bior.gov.lv	Confirmed	Confirmed
Artūras Razinkovas- Baziukas (Lithuania)	Open Access Centre for Marine Research Klaipeda, Lithuania	Email arturas.razinkovas- baziukas@ku.lt	Confirmed	Confirmed
Jos Schilder (Netherlands)	Ministry of Infrastructure and Water Management GK Rijswijk The Netherlands	Email jos.schilder@rws.nl	Confirmed	Confirmed
Mette Skern- Mauritzen (Norway)	Institute of Marine Research (IMR) Bergen, Norway	Email mette.skern-mauritzen@hi.no	Confirmed	Confirmed
Dariusz Fey (Poland)	National Marine Fisheries Research Institute Gdynia, Poland	Phone +48 58 735 61 30 Email dfey@mir.gdynia.pl	Confirmed	Confirmed
Antonina Santos (Portugal)	Portuguese Institute for the Sea and the Atmosphere (IPMA) Lisbon, Portugal	Phone +351 21302 7000 Email antonina@ipma.pt	Confirmed	Confirmed
Lidia Yebra (Spain)	The Spanish Institute of Oceanography Malaga, Spain	Email lidia.yebra@ieo.es		Confirmed
Lena Bergström (Sweden)	Institute of Coastal Research, Swedish University of Agricultural Sciences	Email lena.bergstrom@slu.se	Confirmed	Confirmed
John Pinnegar (UK)	Cefas Lowestoft Laboratory United Kingdom	Email john.pinnegar@cefas.co.uk		Confirmed
Kevin Friedland (USA)	National Marine Fisheries Service Narragansett, United States	Phone (401) 782-3236 E-mail: kevin.friedland@noaa.gov	Confirmed	Apologies

ICES Staff:

Alondra Sofia Rodriguez, Science Department Officer	alondra.sofia.rodriguez@ices.dk
Anna Davies, Conference and Training Coordinator	Anna.davies@ices.dk
Anne Cooper, Advisory Programme Professional Officer	anne.cooper@ices.dk
Camilla Scharff-Olsen, Science Department Officer	camilla.scharff-olsen@ices.dk>
Celine Byrne, Communications Officer	celine.byrne@ices.dk

ADDRESS	PHONE/FAX/EMAIL	2 MAY	16 MAY
Dávid Kulcsár, Editorial Assistant	david.kulcsar@ices.dk		
Ellen Johannesen, Coordinating	Ellen.Johannesen@ices.dk		
Ena Briesemeister, Science Department Officer	ena.briesemeister@ices.dk		
Inigo Martinez, Advisory Programme Professional Officer	inigo@ices.dk		
Julie Kellner, Science Programme Professional Officer	Julie.kellner@ices.dk		
Karolina Reducha, Science Department Officer	karolina.reducha@ices.dk		
Neil Holdsworth, Head of Data and Information	neil.holdsworth@ices.dk		
Ruth Anderson, ICES Editor	ruth.anderson@ices.dk		
Simon Cooper, Copy Editor	Simon.cooper@ices.dk		
Terhi Minkinnen, Communications Officer	Terhi@ices.dk		
Vivian Piil, Science Department Departmental Officer	vivian.piil@ices.dk		
Wojciech Wawrzynski, Head of Science Support	wojciech.wawrzynski@ices.dk		

Annex 2: List of SCICOM Actions and Decisions

Action/Decision	Section	Deadline	Responsible
Action: SCICOM members are invited to provide input for advancing WKEO3 priorities focused on productivity changes and food web modelling, originally scheduled for March meeting, postponed, see also agenda item 12.	4. Follow-up on decisions taken at the meetings of SCICOM (September 2021 meeting and on SCICOM Forum) and other action items	-	SCICOM members
Action: Request to SCICOM: An appeal is made for any digitised ICES historical publications currently on institution repositories to be brought to the attention of the Editorial Office.	4. Follow-up on decisions taken at the meetings of SCICOM (September 2021 meeting and on SCICOM Forum) and other action items	Ongoing	SCICOM members
Action: SCICOM is requested to nominate a new member for the Awards Committee as from 1 January 2023. This will be taken through the SCICOM Forum.	4. Follow-up on decisions taken at the meetings of SCICOM (September 2021 meeting and on SCICOM Forum) and other action items	September 2022	SCICOM Chair
Decision: Pierre Petitgas was appointed as host for Jason Link, NOAA, USA. Amanda Schadeberg was appointed as host for Cornelia Jaspers, DTU Aqua, Denmark. SCICOM did not appoint a chaperone for the local Irish keynote speakers, David G. Reid, Grace M. Cott, Eimear Manning, Gerard D. McCarthy. They will be introduced by the ICES General Secretary.	6.2: Chaperones for keynote speakers	-	-
Action: SCICOM members who would like to volunteer for the above roles (Award Selection Group or Early Career Mentors) were encouraged to contact Anna Davies (anna.davies@ices.dk).	6.2. Chaperones for keynote speakers	ASAP	SCICOM members
Action: SCICOM Chair will open a call for additional volunteers for the ASC 2023 Group in August. As soon as the ASC venue for 2023 has been confirmed, SCICOM Chair will announce the Chair of the 2023 ASG Group (the current SCICOM member for the host country). Decision: Ellen Kenchington (Canada), Olivier Thebaud (Alternate, France), Pierre Petitgas (France), Steven Degraer (Belgium, EPDSG Chair), Wojciech Wawrzynski, Jörn Schmidt (SCICOM Chair) and Mark Dickey-Collas (ACOM Chair) volunteered to be members of the 2023 ASC Group doing the pre-selection of 2023 theme session proposals for final decision of SCICOM.	6.5: Appointment of 2023 ASC Group and update on ICES PICES Conference 2023	August 2022	SCICOM Chair
Decision: Lidia Yebra (Spain; Chair), Antonina Santos (Portugal), Francis O'Beirn (Ireland), Gudmundur Oskarsson (Iceland), Henrik Nygård (Finland), Joel Vigneau (France; EOSG Chair), Jos Schilder (the Netherlands), Steven Degraer (Belgium; EPDSG Chair) and ACOM member (TBA) were appointed for the 2021 ASC Award Selection Group.	14.1. Appointment of Award Selection Group for ASC 2022 merit awards	-	-
Action: More volunteers are sought for the Award Selection Group! Please join and/or assist in soliciting more members! Alternate SCICOM members are welcome to join!	14.1. Appointment of Award Selection Group for ASC 2022 merit awards	ASAP	SCICOM members

Action/Decision	Section	Deadline	Responsible
Action: SIIECS was encouraged to rethink who really needs to be given support and what kind of support in relation to funding and receiving an award. SIIECS is requested to consider and put forward a new ECS definition for funding and a proposal for changing the eligibility for ECS awards to be tabled at the SCICOM ASC 2022 meeting.	15.2 The definition of Early Career Scientist	September 2022	SIIECS Chairs
Action: SCICOM supported the proposed nomination process for an ECS Keynote Speaker. SCICOM Chair will table an overall proposal for the keynote speaker selection process for SCICOM approval at September 2022 meeting aiming to have an inclusive and balanced input at the conference and rethinking the purpose of the keynote.	15.3 ECS keynote, process revisited	September 2022	SIIECS Chairs