

## Approach to Selecting Workshop Participants

The overarching goal of this workshop is to help integrate diverse approaches to studying speciation. Accordingly, the goal of our selection procedure was to identify individuals from diverse backgrounds & perspectives who were motivated to collaborate with a range of speciation researchers.

Applicants were scored in two ways:

- **Motivation score:** four network members read the applicant's short submitted paragraph and independently scored the applicant's motivation to participate. Scores were correlated across members and were thus averaged to generate a final motivation score.
- **Research diversity score:** Based on study organism, scales studied (micro-, macroevolution, both), and approaches used, we algorithmically assigned each applicant a research diversity score that reflects the uniqueness of their research program when compared to the pool of other applicants.

We selected individuals using **four criteria**:

- We selected all individuals who had high research diversity scores and who were scored to be motivated.
- We selected all individuals from the global south (either in origin or currently) who were scored to be motivated.
- We selected all individuals – regardless of research approach and demographic background – who were scored to be highly motivated.
- Because two of our topics were less popular (“language of speciation” and “reporting standardized reproductive isolation”), we selected all individuals who identified these two topics in their top two choices and who were scored to be motivated.

Finally, we made minor adjustments to this short list to create gender balance and to ensure that each workshop topic included at least one senior faculty participant.

Our final list of selected individuals reflects:

- **Demographic diversity**
  - Gender: 48% Female, 48% Male, 4% non-binary
  - Career Stage: 24% graduate student, 32% postdoctoral researcher or research associate, 24% pre-tenure faculty, and 20% tenured faculty
  - Nationality: 36% global south countries, 64% global north countries
- **Research diversity**
  - Approaches used include behavioral trials (n = 6 individuals), field or lab-based experiments (n = 11), population genomic approaches (n = 17), phylogenetic and phylogeographic analyses (n = 8), systematics (n = 4), and theory, modeling and/or methods development (n = 8).
  - People who study microevolution primarily (72%), macroevolution (8%), and both scales (20%)

- A diversity of study systems found in a wide-range of habitats, including microorganisms (e.g. yeast, nematodes), plants (e.g. trees, flowering plants), vertebrates (e.g. birds, fish, reptiles, mammals), invertebrates (e.g. flies, butterflies, beetles, gastropods).