

Estuarine Ecology Team Charter: version 2026

Purpose of the EET

The [Estuarine Ecology Team \(EET\), an Interagency Ecological Program \(IEP\) Project Work Team \(PWT\)](#), acts as an interdisciplinary forum to improve understanding of the Bay-Delta ecosystem by fostering communication and collaboration among scientists. The group provides a forum for emerging scientific ideas and approaches and promotes the application of the best possible science to management problems in the estuary.

Most other project work teams in the IEP focus on specific species, habitats, or management actions. The EET is a place to take on broad ecological issues with an interdisciplinary group. Some characteristics that make EET unique are that it explicitly makes connections with ecosystems upstream and downstream of the Delta, considers linkages and interactions between species across trophic levels and spatial and temporal scales, and fosters interdisciplinary partnerships. In 2026, the EET merged with the Climate Change PWT, to highlight the impact of climate change on all aspects of estuarine ecology.

Culture of the EET

The EET is a place to informally vet new ideas, research proposals, and preliminary data analyses. Participants are expected to come to meetings “ready to work;” that is, prepared to participate actively and constructively in discussions of other’s work and to periodically bring their own ideas, proposals, and data to share. Agendas allow talks to be short or long, and discussions have no set time limits; they may go on as long as they are fruitful, respectful, and constructive. Everyone present at meetings is expected to contribute to the discussion. Presentations and other contributions don’t have to be perfect, but they have to be relevant and contain new information.

The EET does not make any decisions on behalf of IEP, agencies, or stakeholders. EET is meant to be a safe and welcoming space for the free exchange of ideas. All group members are encouraged to speak up if they feel that this free exchange is being threatened. The co-chairs facilitate discussions and may intervene to keep the conversation on track and on time.

Starting in July 2020 and for the foreseeable future, EET meetings have moved online. Meetings occur quarterly, typically on the mornings of the third Thursdays of January, April, July, and October. Presentations will not be recorded unless specifically requested by the presenter. In April 2026, the Climate Change PWT was consolidated into the EET. If climate-focused projects begin to coalesce, the Climate Change PWT or associated MAST may branch off once again.

Guidelines for Participants

1. Do not hesitate to ask questions or for clarification during the presentations. The inclusion of diverse expertise within the EET is what often promotes novel insights.

2. In order to protect the culture of trust and openness for exploratory topics and works-in-progress, it is essential that participants refrain from recording, screenshotting, or sharing any portions of the meeting without express permission from the presenter. Requests for slides or other information should be directed to presenters (not the EET co-chairs), and presenters retain the right not to share their slides or notes for any reason.
3. Focus, to the best of your ability, on meeting participation and minimize multitasking.

Guidelines for Presenters

1. Give sufficient background on your topic to orient an audience of people who will have different disciplinary backgrounds than you, who work in different areas, who have different levels of knowledge about the Bay-Delta system, and who may not have been present at your last talk to get the context for this one.
2. Expect questions and comments throughout your presentation as well as at the end.
3. When sharing slides, please keep the chat windows open so you can see and respond to raised hands and incoming messages. Schedule a run-through with the meeting facilitator in advance of the meeting to practice and test the technology.
4. If possible, turn on your camera when you're presenting.

EET Organization

1. Everyone can join the EET listserv and participate in EET meetings but must agree to active and constructive participation.
2. All EET activities and communications are about science.
3. The EET chair, currently Rosemary Hartman (Rosemary.Hartman@water.ca.gov) and the climate change PWT co-chairs, currently Denise Colomabno and Celeste Dodge, lead EET meetings, produce meeting agendas, and send out meeting notices.
4. Everyone can suggest meeting agenda items to the EET co-chairs.
5. EET meetings will be announced via the EET listserv.