

CIRES Diversity, Equity and Inclusion Program Information Session

A summary of goals, programming and evaluation. Information on how CIRES employees can describe their DEI engagement in their Annual Summary of Accomplishment (ASA).

Becca Edwards (*she/her/hers*)

Diversity, Equity and Inclusion (DEI) Director

<https://cires.colorado.edu/dei>

Slide deck will be available on Inside CIRES



University of Colorado **Boulder**

Agenda for today

- Introductions (10 min)
 - Participants can add information in the chat window
 - DEI Director introduction
 - Survey and slides link in the chat
- Program Overview (**recorded portion of the session, 30 min**)
 - My approach
 - History of the CIRES DEI Strategic Plan
 - Mission and vision
 - Three strategic imperatives (goals, programming, evaluation)
 - How to report DEI engagement on the ASA
- Q&A (20 min)
 - Time to complete survey
 - Recording will be turned off
 - Feel free to leave if you don't have questions!

Rename yourself

To change your name on Zoom:

Hover over your name in the “Participants” window.

Click on “More”, and then click “Rename”.

Please change to your **first name** (and last name if you would like), **pronoun(s)** if you would like, and **your unit** (department, program, lab team, etc.)

EXAMPLES

He, him, his

She, her, hers

They, them, theirs

Ve, ver, vis

Xi, xir, xirs

<https://www.colorado.edu/hr/what-you-need-know-about-pronouns>

CIRES DEI Director

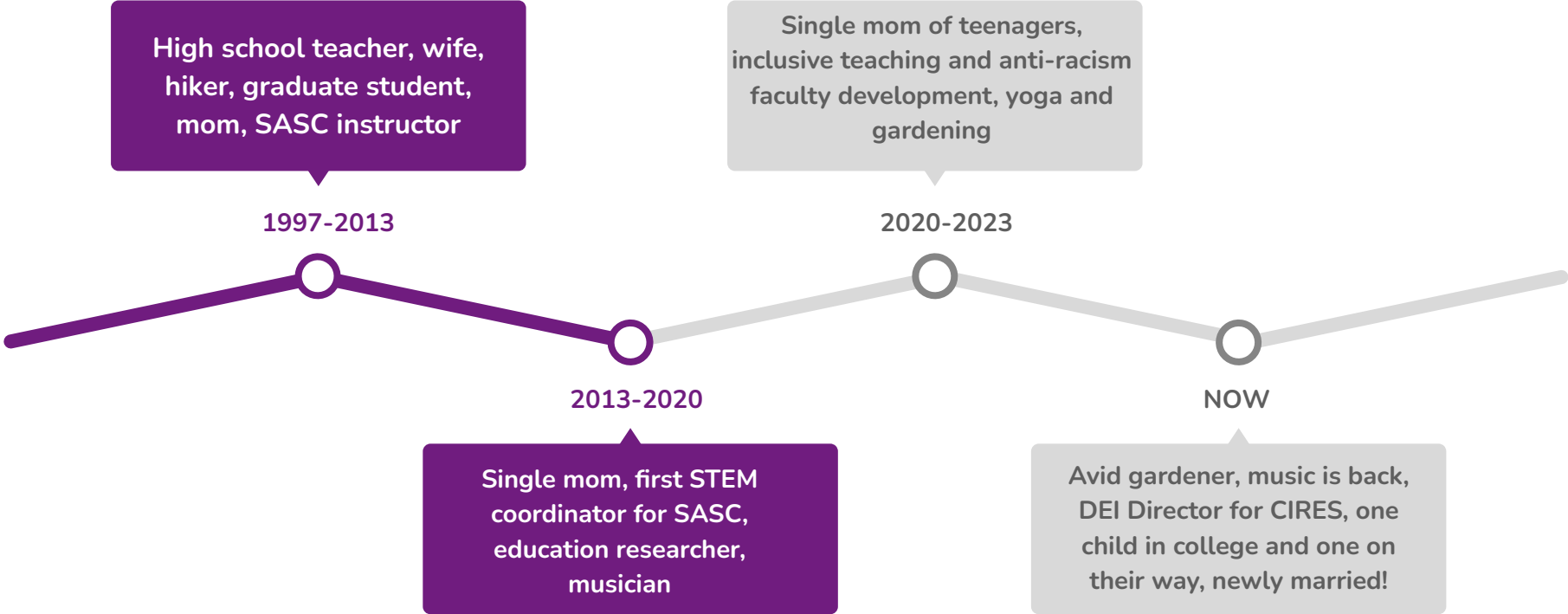
Becca Edwards (*she/her/hers*)

BS in Chemistry

MA in Teaching Secondary Science

PhD in Chemistry

SASC = Student Academic Success Center, a multicultural academic community serving low income, first generation and underserved students at CU Boulder



University of Colorado **Boulder**

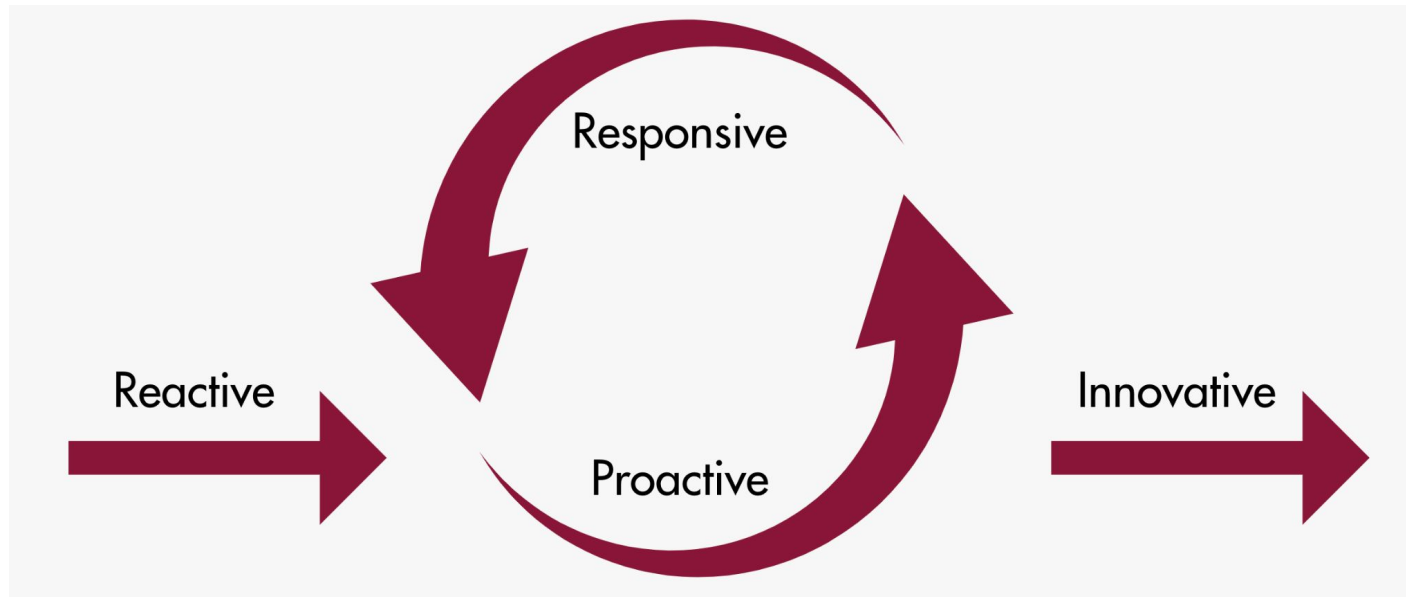
My DEI approach

Equity ~ everyone has what they need to thrive

Diversity & inclusion ~ purposefully including people of social difference in a particular space

Justice ~ fair treatment and equal opportunities for all people

~definitions offered by Natasha Croom, Keynote speaker at HEDS conference in 2020



Developed with Kristin Deal, Assistant Vice Chancellor, DEI Partnerships and Operations

Building the CIRES DEI Program

CIRES Anti-Racism Statement & Land Acknowledgements

CIRES is committed to being an inclusive, anti-oppressive, anti-racist organization. To this end, we are taking an organizational development approach that interrogates our policies, systems, institutional data, and practices to eradicate bias and exclusionary presumptions, where they may exist. We are working to develop a culture in which people have clear expectations, fair processes and systems, and positive support to bring their whole selves to work. Our work is informed by the calls to action of our BIPOC geosciences colleagues and by the CU Boulder DEI Plan.

Land acknowledgments can function as celebrations of Indigenous communities if they address historical inequities and demonstrate a clear commitment to concrete action that can address and repair these inequities. The Center of Native American and Indigenous Studies (CNAIS) offers [this guidance](#) for writing a land acknowledgment statement. See the CIRES DEI website for land acknowledgements written by various programs.

You have to learn how to, in the moment, work with people when things don't happen the way that you think that they are going to happen, based on your motivation, your knowledge and your strategy. To me, it takes cultural intelligence to navigate today's world. That's the foundation that will help you in your work with government, academics, in community or with indigenous people.

James Rattling Leaf, CIRES Tribal Advisor



University of Colorado **Boulder**

Building the CIRES DEI Program

Acknowledgements

Strategic Plan committee:

Michael Murray, Assistant Vice Chancellor of Strategic Initiatives, **Hazel Bain**, SWPC Research Scientist, **Joost de Gouw**, Professor of Chemistry, **Janet Garcia**, Visa Coordinator, **Leslie Hartten**, Research Scientist, **Gabrielle Petron**, Research Scientist, **Neesha Schnepf**, Postdoctoral Associate, **Chris Torrence**, Software Development Manager, **Christine Wiedinmyer**, CIRES Associate Director for Science, **Christina Williamson**, Research Scientist

Former CIRES D&I Director: Susan Sullivan

CIRES Director: Waleed Abdalati

New CIRES DEI Graduate Assistants: Sneha Sasanapuri & Liza Sprout



Liza Sprout



Sneha Sasanapuri

Foundation of the CIRES DEI Program

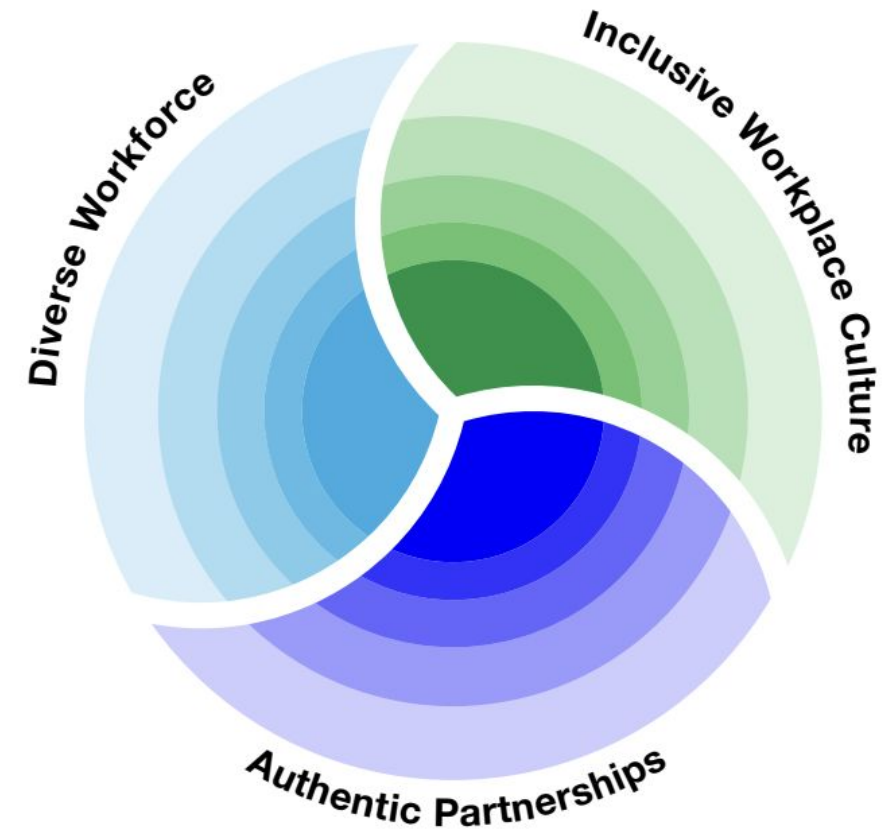
Vision:

Justice, diversity, equity, and inclusion are core values at CIRES. Our lived commitment to these values shapes our work culture and is essential to how we practice excellence and integrity in environmental research.

Mission:

CIRES will advance justice, equity, diversity, and inclusion in these ways:

- Fostering an inclusive, respectful culture that recognizes and embraces the diversity of our communities (**Inclusive Workplace Culture**).
- Building capacity to successfully recruit and hire a diverse workforce (**Diverse Workforce**).
- Creating authentic partnerships with those who are most impacted by our work and with organizations that serve underrepresented and marginalized groups in environmental sciences (**Authentic Partnerships**).



Inclusive Workplace Culture

Goals

We work to foster an inclusive, respectful culture that recognizes and embraces the diversity of our communities.

Our goals include:

- enabling and encouraging inclusive supervision and mentoring
- building responsive feedback mechanisms
- offering responsive programming that supports the development of inclusive work environments
- supporting employees in documenting their DEI work annually
- annual reporting on the workplace culture and retention data

Alignment to CU Boulder DEI goals

Goal 1

Campus units will build capacity for advancing diversity, equity, and inclusion by focusing on **employee skills and development**.

Goal 3

Campus units will collaborate to support **community building** initiatives (existing and new) to communicate the imperative of advancing diversity, equity, and inclusion and to enhance everyone's sense of belonging.

Alignment to NOAA DEI plan

Goal #2: WORKPLACE INCLUSION

Build a Work Environment That Promotes Inclusion

1. Cultivate an inclusive work environment that empowers and engages every NOAA team member.
2. Ensure all staff have equal access to career development opportunities in order to retain a diverse and qualified workforce.

Inclusive Workplace Culture

Programming and Evaluation

Programming	Evaluation
Inclusive Community of Practice	Survey feedback on meeting facilitation, topics, stored resources
CIRES DEI Newsletter	# of subscribers, open rate, bi-yearly feedback
<i>Asynchronous course (available spring 2024)</i>	participation by module, surveys on planned action, shared resources
Equity-focused Dialogic Series	Survey feedback, personal values statements, completed certificates
<i>Consultations (individual or group)</i>	Frequency, topics
CU Boulder Culture survey and focus groups	Survey data (<i>quantitative and qualitative</i>), ASA data

Diverse Workforce Goals

We are building capacity to successfully recruit and hire a diverse workforce.

Our goals include:

- increased use of inclusive hiring strategies
- broadened recruiting efforts and strategic partnerships with minority serving institutions (MSIs)
- engaged partnership with CU/NOAA affinity groups and developing CIRES employee resource groups (such as [SOLESS](#))
- monitoring the outcomes of our recruiting, hiring, and retention efforts.

Alignment to CU Boulder DEI goals

Goal 4

Campus units will cultivate a diverse, equitable, and inclusive workforce by investing in initiatives that address inequalities in **employee recruitment outcomes**.

Alignment to NOAA DEI plan

Goal #2: WORKFORCE DIVERSITY

Recruit and attract a diverse, highly-capable workforce

1. Effectively recruit qualified individuals at all levels whose diverse backgrounds, experience, education and skills will advance NOAA's mission.
2. Reduce barriers and biases in NOAA's hiring of diverse, highly-qualified candidates
3. Create a culture that promotes the employment of individuals with disabilities.

Diverse Workforce

Programming and Evaluation

Programming	Evaluation
Inclusive hiring training/rubrics	Participation, demographic data, retention data
CIRES Affinity groups	Participation and survey feedback
Asynchronous course (<i>available spring 2024</i>)	participation by module, surveys on planned action, shared resources
Newly proposed programs (<i>Graduate student summer program, CIRES Road Show Fall 2024</i>)	Participation, survey feedback and participation with various MSIs
Consultations	Frequency, topics
Conference attendance (<i>presentations, booths</i>)	Contact list with students for job opportunities

Authentic Partnership Goals

We strive to create authentic partnerships with those who are most impacted by our work.

Our goals include:

- improved awareness regarding cultural differences and effective relationship building with external communities
- education and outreach efforts that are culturally sensitive and broad-reaching
- collaborations with local communities that use our research to build environmental justice policy
- regular trainings for science communicators on inclusive language and digital accessibility

Alignment to CU Boulder DEI goals

Goal 5

Colleges, schools and support units will **prepare students to participate in a diverse democracy** and to be thoughtful citizens.

Alignment to NOAA DEI plan

N/A

Authentic Partnerships

Programming and Evaluation

Programming	Evaluation
Speaker Events	Participation, feedback survey
Student Program Network*	Participation, program evaluation (<u>example</u> : identity measures)
Asynchronous course (<i>available spring 2024</i>)	participation by module, surveys on planned action, shared resources
Newly proposed programs (<i>Working group</i>)	grant evaluation measures regarding project development, trainings completed (surveys), self-efficacy, implementation of concepts
Consultations	Frequency, topics
Communications trainings	Participation, feedback survey

Programs include: GSS, RECCS, CAST, ESIL Stars, GSL (on pause); info @ cires.colorado.edu/dei

Annual Summary of Accomplishment

Data 2023

The diversity, equity and inclusion (DEI) prompt was included in the “Professional Summary” category in 2023. The prompt is as follows:

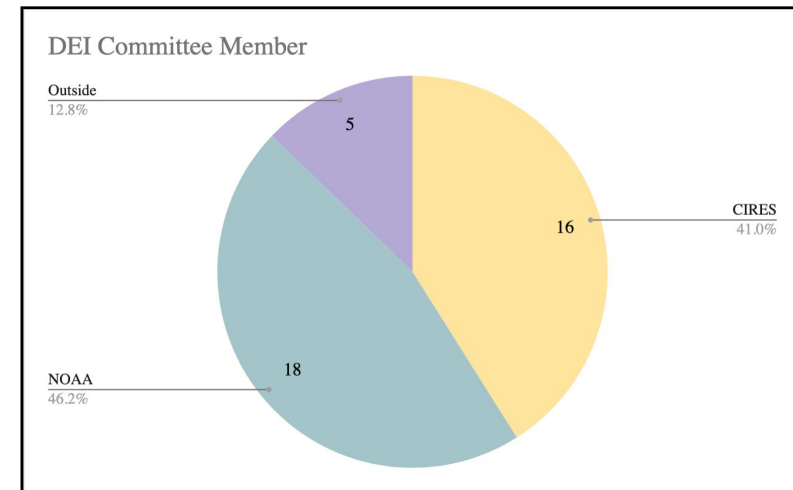
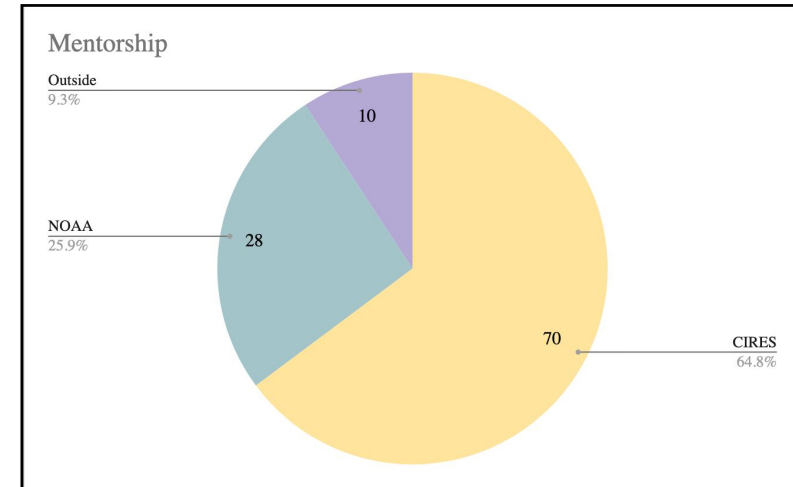
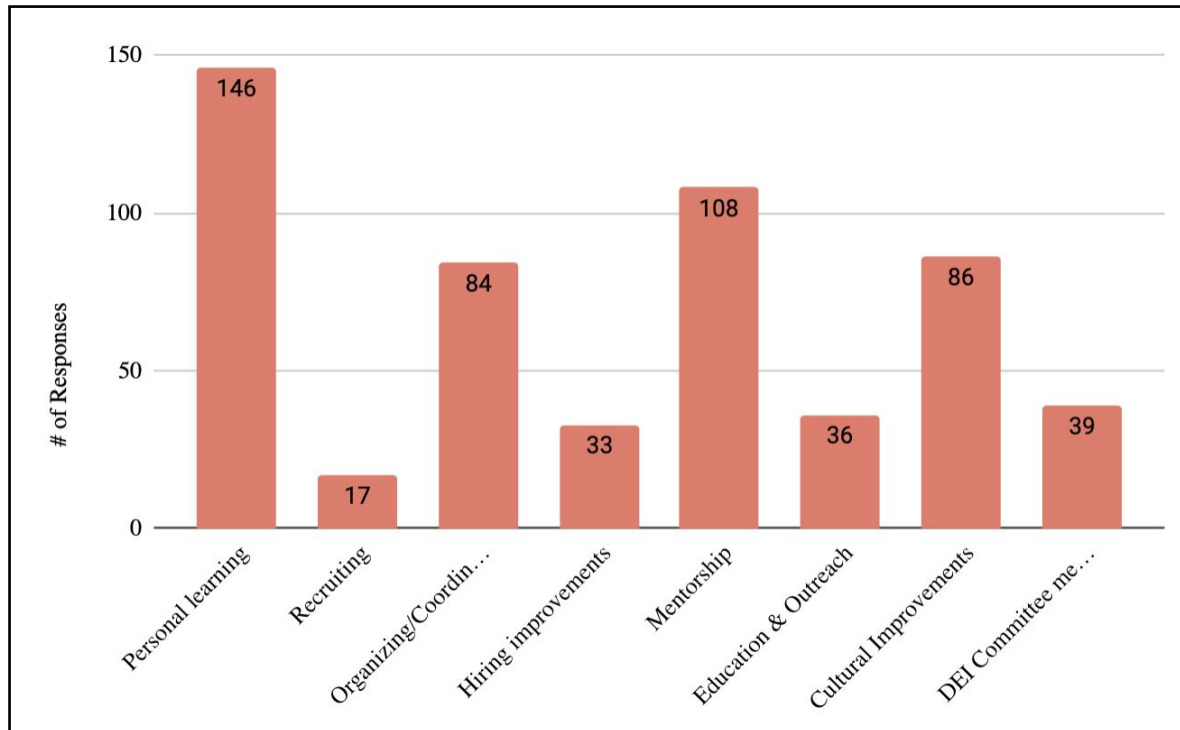
Please list diversity, equity and inclusion activities with which you were involved over the past year. Examples of this work may include and are not limited to:

- *Mentoring (please do not include names of mentees or other identifiable information)*
- *Professional Development (e.g. inclusive hiring, anti-racism coursework, inclusive leadership, bystander training, etc.)*
- *DEI-related Professional service (e.g. professional society committees or initiatives)*
- *If you would like to include it, self-led work at home or in your local community.*

We coded 348 responses, which was 52.9% of the CIRES employees who completed the ASA process.

Codes	Descriptions
Personal learning	<i>workshops, webinars, books, attends DEI events or DEI committee meetings</i>
Recruiting	<i>sending job announcements to other institutions/students; participates in an organized recruiting event</i>
Organizing/Coordinating	<i>running workshops, giving presentations, organizing committees, directing programs</i>
Hiring improvements	<i>specifically indicates changing behaviors on a hiring committee, not just a training</i>
Mentorship	<i>work with grad/undergrad students/employees that they indicate as mentoring (otherwise, code as education and outreach)</i>
Education & Outreach	<i>specifically indicates working with K-12 environments or E&O programs, didn't mention mentoring</i>
Cultural Improvements	<i>individual effort to improve the workplace culture, includes digital accessibility, inclusive language and community partnerships</i>
DEI Committee Member	<i>specifically notes that they are a committee member (just attending DEI meetings would be personal learning)</i>

Annual Summary of Accomplishment Data 2023



ASA Prompt 2024

At CIRES, our commitment to diversity, equity and inclusion (DEI) shapes our work culture and is essential to how we practice excellence and integrity in environmental research. Our mission includes the following DEI strategic imperatives:

- Building capacity to successfully seek and hire a diverse workforce.
- Fostering an inclusive, respectful culture that recognizes and embraces the diversity of our communities.
- Increase partnerships with organizations that serve underrepresented and marginalized groups in environmental sciences.

Please choose the activities below that you participated in last year which help to forward the CIRES DEI strategic imperatives. You can choose all that apply.

- Personal learning** (*workshops, webinars, books, attends DEI events or meetings*)
- Outreach** (*working with students at K-12 or college level to increase interest in STEM careers*)
- Hiring Improvements** (*attended HR training on inclusive hiring, used rubrics to minimize bias*)
- Recruitment** (*participated in an organized recruiting event for CIRES*)
- Mentorship** (*participated in a formal mentoring relationship with a student or peer*)
- Workplace Culture** (*individual effort to improve the workplace culture in unit*)
- DEI Committee member** (*attended meetings and events*)
- DEI Leadership** (*organized DEI events, programs or committees, fostered DEI work as an administrator, coordinated environmental justice initiatives*)
- Accessibility** (*inclusive language in communications, ensuring digital accessibility of distributed electronic materials*)

Please include details about your choices above in the box below: (optional)



University of Colorado **Boulder**

Employee DEI Program Activities for reporting

Inclusive Workplace Culture

CIRES employees can:

- set up 1:1 or group consultations with the DEI Director to discuss challenging workplace issues
- schedule group trainings on creating and sustaining inclusive environments
- attend supervisor training or view asynchronous materials
- participate in the CIRES mentoring program
- take the Culture Survey and attend workshops or view asynchronous materials on survey results and related DEI programming
- attend the CIRES Inclusive Community of Practice and guest speaker events

Diverse Workforce

CIRES employees can:

- participate in inclusive hiring trainings with CU HR or with the CIRES asynchronous course
- set up consultations with the DEI Director to discuss rubrics for hiring processes
- join meetings of existing CU Boulder and NOAA affinity groups
- contact the DEI Director with requests to fund and host a CIRES affinity group
- set up a consultation with the DEI Director to discuss recruitment strategies

Authentic Partnerships

CIRES employees can:

- complete asynchronous modules on topics such as data sovereignty and inclusive language
- attend guest speaker events
- subscribe to the CIRES DEI newsletter to get resources focused on building self awareness about cultural difference and information on DEI-related events
- set up consultations with the DEI director to discuss societal impact of scientific engagements
- view spotlighted examples of authentic partnership building on the CIRES DEI website

Additional Employee DEI Activities for reporting

- DEI committees
- Improving team culture (onboarding, group norms, flexible work schedule, etc.)
- DEI leadership in job role
 - Organize DEI events for program/unit (example: OAR DEIA forum)
 - Partner with communities and organizations to address environmental justice (example: ELOKA work)
- Mentorship for student programs; see [blog](#)

Q & A

Thank you for coming! I will stop the recording now.

You can **use the online survey** or **raise your hand** to ask questions, offer comments and ideas.