DEI in the 2022-2023 Annual Summary of Accomplishments

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Employee Information Session

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What's new?

- The ASA DEI prompt is now under the "please complete" portion of the entry form.
- The DEI prompt has been in the optional fields for two years.
- Weighting DEI contributions is between you and your supervisor.
- You may enter "Nothing to report"

Why are we making this change?

- To encourage DEI action across CIRES as an expression of excellence
- To give a (deidentified) snapshot of CIRES-wide DEI activities per our strategic plans, CU strategic goals, and NOAA contractual agreements
- To provide a place for supervisors and employees to note DEI efforts as part of advancement and recognition
- To help CIRES learn how we need to support you and how we can improve based on what you learn and do.

What should I know?

- There are lots of sustainable ways to integrate DEI into any role

- You may enter activity in any context: professional, service, or personal

- You may enter contributions without details to protect your privacy and confidentiality

DEI actions from 2021 ASA

Lots of training and education: Through CIRES and CU, professional associations, community organizations and personal education

Professional improvements: DEI integral to research and technical activities

Service activities: Representing DEI on hiring committees, team/lab working groups, Representing DEI in professional society roles, mentoring, outreach, serving in DEI focused community organizations.

Examples: Integrated into your role

- Successful grant that has a focus on making [technology]more accessible to groups historically excluded from STEM, with recruitment from Hispanic Serving Institutions
- My work in [area] involves close collaboration with three [names of tribes] that host measurement instrumentation on their lands, and we share the data with them for their land management needs. Further goals for this collaboration include…
- As [project] works with different frontline communities we are working to revise our work to support these new communities
- Worked with a translator to offer [research products] in Spanish
- Added accessibility to our team's website development workflow

From 2021-2022 ASA DEI prompt entries

Examples: In professional service

- As part of joining the [Society] [Research Area] Committee, I have taken a role to develop DEI policies and initiatives for the committee.
- Provide informal mentoring for Minoritized [Identities] in [Research Discipline]
- Member of [Unit] Working Group for Equity and Inclusion.
- Developed shared resources to support our [Unit working group] DEI objectives

From 2021-2022 ASA DEI prompt entries

Examples: In personal roles and service

- As a member of the [community committee], I worked to develop new prioritization methods to ensure that [topic] projects are allocated more equitably
- I serve on the Board of Directors of [community organization], serving [marginalized identity group]
- Addressed [issue] in my child's school
- Participated in anti-racism book club

From 2021-2022 ASA DEI prompt entries

Anonymous jamboard questions

- What kind of role are you in at CIRES?
- What do you need to help you make this change?
- What's good or exciting about it?
- What's of concern to you?

Jamboard

Anonymous google form for comments to Susan

Questions?

- Susan.Sullivan@Colorado.edu
- Get on my calendar: https://calendly.com/susan-sullivan
- [Anonymous feedback form for Susan only](#)
- [Anonymous feedback form to CIRES](#)
- [Recording of this session](#) (when available)
- [CIRES Community of Practice Teams space](#)