

DEI in the 2022-2023 Annual Summary of Accomplishments

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Supervisor Information Session

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Cooperative Institute for Research in Environmental Sciences
UNIVERSITY OF COLORADO BOULDER and NOAA



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 the employee and supervisor
- Employees may enter “Nothing to report”

Why are we making this change?

- To integrate team/lab & group/CIRES-wide efforts for amplification, efficiency, and cohesion
- To encourage DEI action across CIRES as an expression of excellence
- To provide a place for supervisors and employees to note DEI efforts as part of advancement and recognition
- To give a (deidentified) snapshot of CIRES-wide DEI activities per our strategic plans ([\(DEI, CIRES\)](#), [CU strategic goals](#)), and NOAA contractual agreements

Part of increasing CIRES' DEI maturity



[Full CIRES DEI Maturity Model matrix](#)

Alignment with NOAA

Some Cooperative Agreement text:

Does the CI involve partnerships with other universities or research institutions, including Minority Serving Institutions, and universities, such as NOAA CSCs, that can contribute to the proposed activities of the CI?

An example NOAA Lab DEI Performance Prompt:

- "Support and participate in and/or lead efforts that contribute to an organizational culture of equity, inclusivity, accessibility and a workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission..."
- Weighting and evidence determined between supervisors and employees.

Alignment with CU

Inclusive Excellence Core Competency

Definition: *Exemplifying excellence through diversity by creating a welcoming and inclusive environment that maximizes the success and inclusion of all students, staff, and faculty.*

Key Behaviors:

- Actively seeks and engages with diverse perspectives.
- Identifies and mitigates bias on a personal, institutional and process level.
- Identifies and addresses barriers to inclusion on the personal, institutional and process levels.
- Fosters the health and wellbeing of our campus community by welcoming and encouraging participation of all.
- Contributes to building diversity
- Accepts and honors diverse perspectives
- Understands the importance of diversity and inclusion
- Recognizes and mitigates dynamics created by power differences and hierarchy

What should I know?

- There are many sustainable ways to integrate DEI into any role
- Employees may enter activity in any context if they wish: professional, service, or personal
- Employees may enter contributions without details to protect their privacy

What do I mean by “omitted for privacy”

- Employees may have contributed in areas related to identities they don't wish to disclose.
- For example, LGBTQ+ employees, those with a disability status, neurodiversity status, and lots of other examples.
- Identity disclosure is ALWAYS voluntary and supervisors should refrain from pressing for details.
- “Attended DEI reception at conference” or “Participated in affinity group” is fine.

What counts?

- Any DEI contributions that are aligned with the values in the [CIRES DEI](#), [CU IDEA](#), and [NOAA DEI](#) strategic plans
- Justice, Equity, Diversity, Inclusion, Excellence (CU Boulder), Sustainability (NOAA)
- In any context the employee wishes to share: job function related; team or CIRES service; NOAA or other professional service; community service; personal learning or initiatives
- Reporting “Nothing to report” still helps CIRES

What counts?

- Any activity that employees wish to share, no matter how big or small:
 - Independent education including personal reading and viewing
 - Attending a one-hour webinar
 - Speaking up about an issue in any context
- All the way up to roles that are fully DEI focused
- Does not need to be verifiable or detailed

What counts?

- Can be directed towards protected class identities (e.g. race/ethnicity, gender aspects, disability status, veterans, etc.)
- Can be directed towards broader inclusion (e.g. family friendly improvements, first generation students, rural residents, general welcoming, belonging, community building)
- Details may be omitted for privacy

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 an employee's core 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



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Potential supervisor DEI activities

- Encourage employees to participate in DEI activities and improvements
- Intentionally broaden your professional network at conferences in order to recruit applicants from a wider pool
- Make sure meetings follow inclusive practices
- Include a DEI agenda item in every team meeting
- Take inclusive leadership or management training through CU or elsewhere
- Ensure your team's website invites people and is accessible
- Go the extra miles in inclusive hiring (see CIRES resources)

DEI in '23-'24 performance goals

- We will invite employees and supervisors to discuss DEI in the performance goals this year
- You and your direct reports may decide what job or professional service contributions are appropriate for their role and how they should be weighted.
- DEI activity is not required. We do ask that everyone complete the prompt though, even if it says “Nothing to report”.

Funding

- CIRES does not have separate funding lines to cover DEI activity.
- A whole lot is possible within the context of one's core job functions as a matter of excellence.
- CIRES employees participate in professional development and service. We are all University of Colorado employees.
- A few contributions may carry stipends or travel/meeting support, limited professional development funds are available.

What kind of contributions may carry a stipend or meeting support?

- Significant leadership of CIRES DEI service activities (e.g. lead a CIRES-wide affinity group)
- Staff a CIRES exhibit at a meeting on behalf of CIRES DEI (e.g. NABG, AMS career fair, AISES, SACNAS) with logistics support
- Requests and arrangements to be made ahead of time.

How will this work be amplified by CIRES?

- Aiming for a positive feedback loop between teams and CIRES-wide practice
- Monthly working group meetup with breakout groups for those with similar aims.
- Information resources and defined “wish list” opportunities to contribute
- One on one support

Other questions

- What if employees have DEI activities elsewhere? Are people supposed to enter things twice?
- What if employees do the same DEI activity year after year “Organize inclusive meetings”? Should they continue to enter the same thing?

Anonymous jamboard questions

- What questions do you have? How can CIRES help?

[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](#)