What’s Happening in Diversity and Inclusion at CIRES?
Susan M. Sullivan (CIRES), Tori McLeod (CIRES/NSIDC), Mistia Zuckerman (CIRES/NSIDC)

CIRES DEI Strategic Framework

Strategic Imperative #1: build an inclusive, respectful culture that recognizes and embraces the diversity of our communities.
- Improve and value supervision and mentorship
- Enable and encourage DEI work/training
- Improve the safety and inclusion of spaces and language

Strategic Imperative #2: Increase CIRES’ ability to successfully seek, hire, and retain a diverse workforce.
- Increase and scale use of best practices hiring strategies
- Continue and enhance recruiting efforts
- Partner with and support campus affinity groups and employee resource groups
- Leverage CIRES and CU programs and mechanisms to increase the diversity of hires
- Monitor the outcomes of our recruiting, hiring, and retention efforts.

Strategic Imperative #3: Increase partnerships with organizations that serve underrepresented and marginalized groups in environmental sciences.
- Develop meaningful strategic partnerships with minority-serving institutions (MSI) as part of our NOAA recompete proposal
- Promote collaborations through exchange of seminar speakers with minority serving institutions and other relevant organizations and events

Culture is the bedrock
CIRES culture was assessed in 2018 and 2019. We will be re-assessed Fall 2022. Areas of significant improvement (p<.05):

• Feeling welcome in workgroup, treated with respect by colleagues, measures of identity harms (e.g., equal recognition)
• Increased supervisor skills for addressing problematic behaviors
• Sense of community at CIRES
• Their work is valued by CIRES
• Disagreement that supervisors say things/behave in ways that humiliate/intimidate people

CIRES Cultural Strengths
• Sense of pride, positive workgroup culture, comments and ideas taken seriously

Areas for continued focus
• Identify values and create agreements for norms/behaviors that reflect those values
• Skill-building for supervisors
• Additional transparency in resource allocation
• Support/mentoring for career advancement

http://ciresdiversity.colorado.edu/