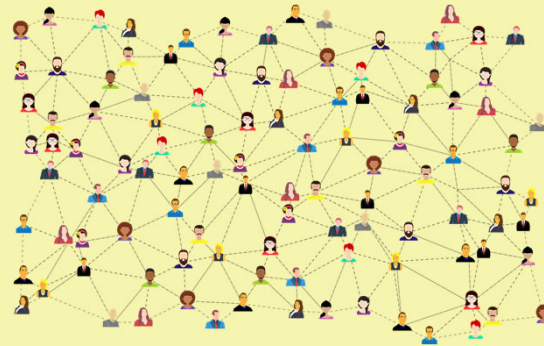


## CIRES DEI Strategic Framework

<b>Strategic Imperative #1:</b> 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
<b>Strategic Imperative #2:</b> 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.
<b>Strategic Imperative #3:</b> 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 re-compete 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



## New project and ongoing community efforts

In 2021-2022 CIRES established a new internship project in partnership with the NOAA Global Systems Laboratory.

- Twelve virtual graduate and undergraduate students
- Professional development for GSL interns and all summer interns in the David Skaggs Research Center.

CIRES employees may choose to join DEI-focused communities:

- CIRES Community of Practice on Teams
- Inter-Institute Equity Allies (1<sup>st</sup> Friday monthly)
- Inter-Institute BIPOC Affinity Group
- Society of Latinxs/Hispanics in Earth and Space Science (SOLESS), hosted by CIRES

