## An exploration of opportunities to create a more equitable and inclusive workplace, specifically in NOAA's Chemical Sciences Laboratory.







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# Working group for Equity and Inclusion

NOAA's Chemical Sciences Laboratory's (CSL) Working group for Equity and Inclusion (WEI) is a group of motivated CSL members seeking to elevate topics related to equality and inclusivity in the workplace conversation. We strive to identify opportunities for actionable changes and solutions to improve the work experience of our CSL colleagues. CSL WEI is an open working group that always welcomes participation, learning and action.

CSL members self-organize for discussions, learning and share experiences related to equity and inclusion. Collectively with the CSL federal employees, who provide perspectives on topics that relate to multiinstitutional workforce, we explore the culture of our workplace related to the practice of equitable and inclusive behavior. Subgroups formed around four topics that emerged during the larger group discussions: 1.) Lab Culture

- 2.) Individual Learning
- 3.) Hiring
- 4.) Pipelines

This presentation offers a look into the CSL WEI. We provide details and specific topics that are addressed by 4 subgroups. We will discuss achievable opportunities specifically identified by CSL WEI:

- An advocate program
- A website/intranet listing resources to foster a sense of belonging and safety in the workplace
- Actions to more strongly engage with Minority Serving Institutions (MSI)
- Actions to make the hiring process more equitable and inclusive

#### Pipelines

The goal of the Pipelines subgroup is to widen avenues for careers and interactions with CSL for under-represented groups in atmospheric science..

- Strengthen relationships between CSL and NOAA's Cooperative Science Center Institutions and Minority Serving Institutes
- Enhance involvement in existing programs (e.g.RECCS, SOARS)
- Outreach during Field Campaigns
- Invite participation and advocate for DEI in postdoctoral and early career programs

### Lab Culture

Develop an equitable and inclusive culture in CSL where everyone feels included, work is rewarded equitably, and all members of the lab receive the mentoring, supervision and support necessary for them to flourish.

- Establish expectations related to equity and inclusion
- Provide and publicize resources and support
- Provide equal and adequate guidance, supervision and mentoring
- Foster a sustained commitment to DEI

#### Hiring

Hiring is a critical component of building a diverse and equitable workforce. Outreach and recruitment are critical to building strong pipelines.

- Build on established hiring processes with actions that can be feasibly implemented at CSL to standardize our hiring practices.
- Minimize unconscious bias in the hiring process
- Connect with CIRES HR and CIRES resources
- Establish balance and mitigate bias in search committee, position description, application and selection processes

Equity is defined as "justice according to natural law or right; specifically: freedom from bias or favoritism"

Equity and Inclusion

Inclusion is defined as "the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability.)"

Merriam-Webster

#### Individual Learning

The priority of the Individual Learning (IL) subgroup is making sure that individual members of CSL have the training and support to create an inclusive and equitable workplace within CSL. The focus of Lab Cultures is on the institutional frameworks, while the focus of the IL is the personal and interpersonal.

- Trainings and workshops
- Surveys of colleagues
- Effective and Informative Website
- Cultural Competence

The purpose of the WEI was to join together to increase diversity, inclusion and equity in CSL through concrete actions. More than 25 of the nearly 100 staff at CSL joined initial conversations.

Identify tangible goals and strategies for increasing DEI activities at CSL. Tailor and lean into DEI strategic plans developed by the Department of Commerce, NOAA, and the University of Colorado, recognizing these plans are necessarily broad to encompass the wide range of activities within DOC, NOAA, and CU.

Interested? Join Us in Fall 2023 after summer field campaigns. Please email any of the WEI team to find out more or get involved.