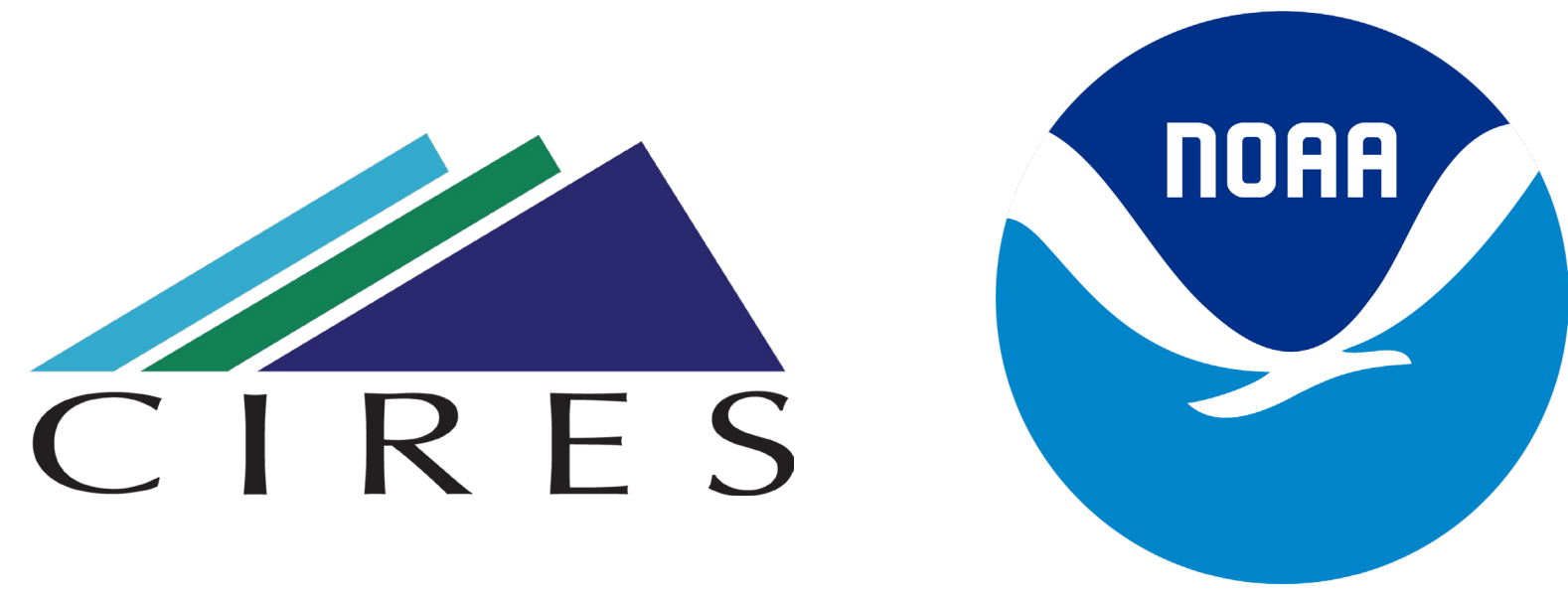


An exploration of opportunities to create a more equitable and inclusive workplace, specifically in NOAA's Chemical Sciences Laboratory.

What is WEI?



Working group for Equity and Inclusion

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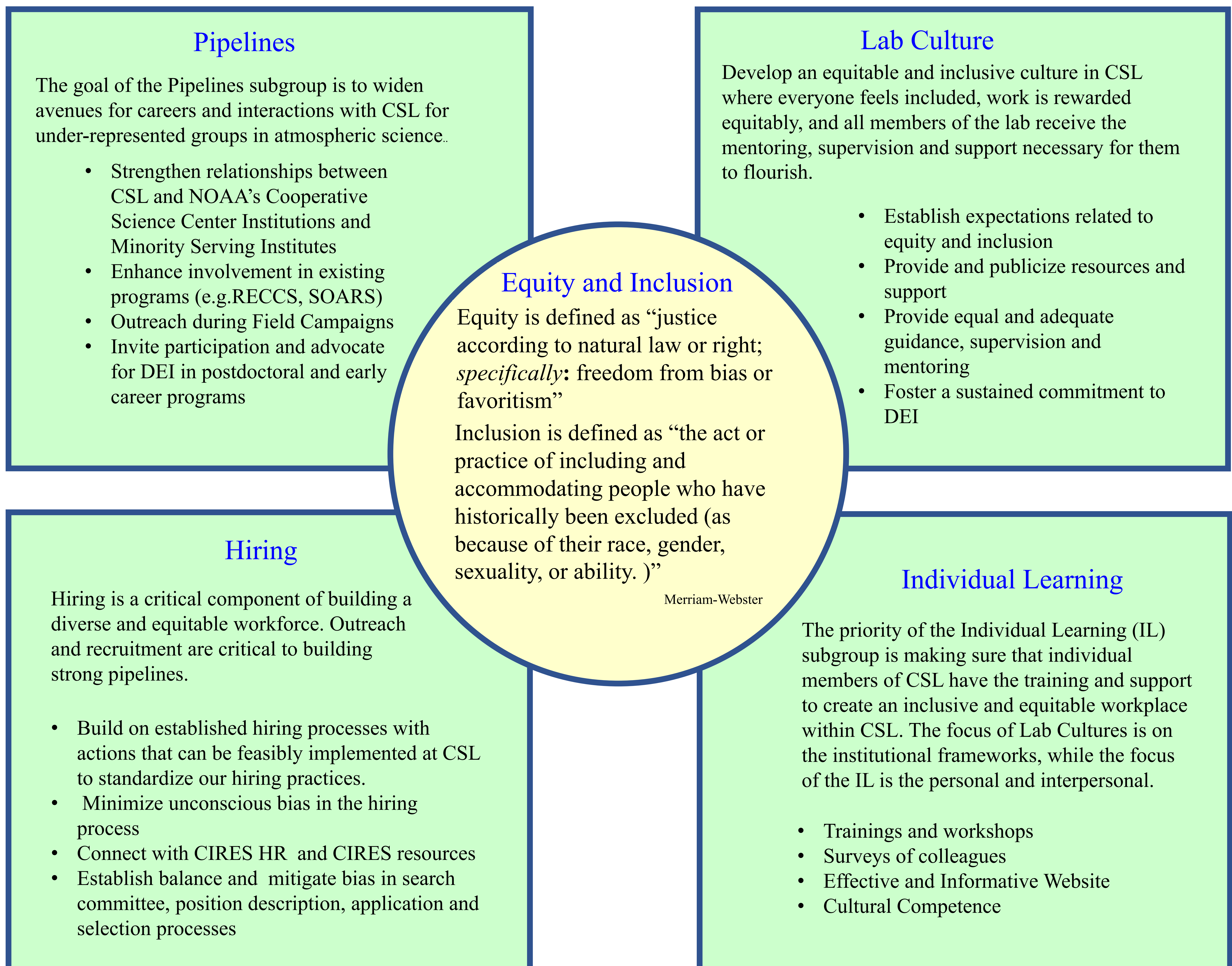
NOAA's Chemical Sciences Laboratory's (CSL) **Working group for Equity and Inclusion (WEI)** is a group of motivated CSL members seeking to elevate topics related to equality and inclusivity in the workplace conversation. We strive to identify opportunities for actionable changes and solutions to improve 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 multi-institutional 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



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.