



What's Happening in Diversity and Inclusion at CIRES?

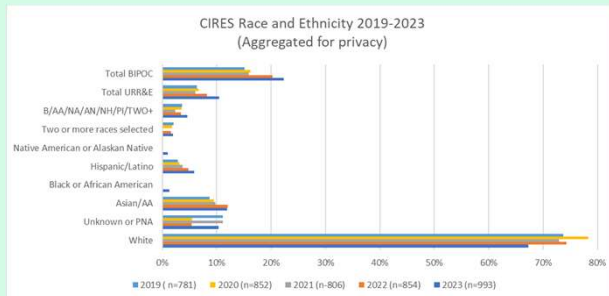
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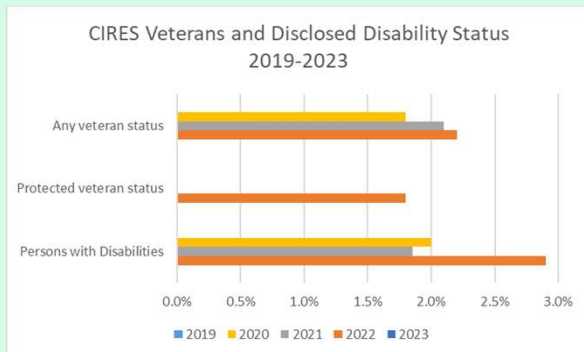
CIRES DEI 2017-2023

The CIRES DEI program was established in September 2017. Our theory of change is focused on data-driven culture and equity improvements, building skills for supervisors and employees, and providing Institute-wide mechanisms for improvement and change.



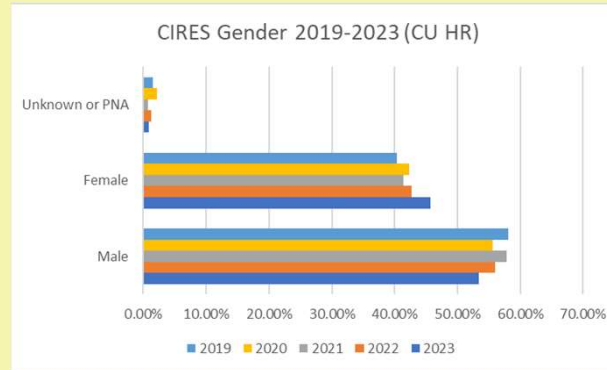
For privacy, demographic data is only reported if there are more than 10 respondents in a group.

Acronyms: Diversity, Equity, and Inclusion (DEI); Black, Indigenous, Other Persons of Color (BIPOC); Under-represented Race and Ethnicity (URRE); Black, African American, Native American, Alaskan Native, Native Hawaiian, Other Pacific Islander (B/AA/NA/AN/NH/PI); Asian American (AA); Prefer Not to Answer (PNA)



- Protected veterans have preference for some positions. Veterans overall are important as a measure of diversity.
- Those who disclose a disability status do not constitute the entire population of those who may have a permanent or temporary disability or other relevant condition.
- Increased disability status disclosures are considered one indicator of trust within an organization.

CIRES DEI 2017-2023



- This gender and other demographic data is provided through the CIRES and CU Human Resources system. The CU system does not provide options to indicate non-binary gender, sexual orientation or other gender diverse identities.
 - CU and campus DEI experts are working to provide more nuanced options for employees to voluntarily describe their gender identities.
 - 5% of CIRES employees/postdocs indicated LGBTQIA+ identities on the CIRES 2018 Culture Survey. The survey respondents are considered broadly representative of CIRES--45% female, 11% U.S. Under-represented Groups, 6% International, and 7% PNA (preferred not to answer)
- LGBTQIA+=Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, All other gender identities

Major Activities

- Culture Surveys 2018 and 2019: Statistically significant decrease in identity-based discrimination and harassment, and improved supervisor skill for addressing problematic behavior.
- Training: Many skills based employee and supervisor trainings, cultural awareness training centered on different identities
- CIRES-Wide Resources: Inclusive hiring guide and position descriptions
- Partnerships: with other CU Institutes, NOAA Laboratories, campus DEI resources (esp. CU HR, OIEC, EEO), professional societies and major centers.
- Strategic planning: based on insight from representatives across CIRES.

New projects and capabilities

In the last two years, new programs and capabilities have emerged. Those mentioned here are just a few of the DEI-focused research, education, and service-activities that occur throughout CIRES and the CIRES Administration.

- Global Sustainability Scholars (GSS): The GSS program consists of three projects focused on undergraduates, graduate students, and recent biology graduates with an interest in sustainability.
- Professional Research Experience Program-GSL/CIRES (PREP-GC): Summer internships for undergraduates, graduate students, or pre-grad students interested in Global Systems Laboratory (GSL) mission areas.
- Tribal Engagement Capabilities: James Rattling Leaf provides his expertise to the Environmental Data Science Innovation and Inclusion Laboratory (ESIIL) project, and to the National Integrated Drought Information System (NIDIS) project.
- Not a new project: CIRES hosts the Society of Latinx/Hispanics in Earth and Space Science (SOLESS)

CIRES DEI Into the Future

In the next phase of development, we continue to work towards CIRES-wide improvements in transparency, culture, inclusion and equity through organizational development and DEI maturation.



https://bit.ly/SOLESS_1