Weaving DEI into the fabric of science: culture change at UCAR/NCAR

When I joined UCAR/NCAR in 2014, the organization faced major diversity and inclusion challenges. While DEI was discussed frequently, organized and concerted action to address it was mainly focused on externally-facing education and outreach programs. Now, UCAR/NCAR has a DEI strategic plan, every lab/department has a DEI implementation plan, we have a DEI training program proven to increase participants’ awareness, understanding, and intervention behaviors, and a robust supervisor training program. We have revamped our hiring practices and we are finally seeing our workforce demographics begin to move to reflect the wider community. None of it is perfect, and there is much work still to do, but we have growing awareness, broad ownership, and momentum in the right direction that is continuing to build with every year. I’ll spend the first part of this seminar talking about the process and framework we used to bring about this change, the critical partners and decisions, and the work we still need to do. The rest of the time will be for questions and active dialogue about DEI.

Colloquia page: atmos.colostate.edu/colloquia