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CIRES D&I Program Development Highlights

# September 1, 2017-June 30, 2018

***Mission: To attract and support prospective students, partners and employees from all walks of life and backgrounds, and to build a culture of inclusion where all individuals are able to thrive in their chosen careers.***

The CIRES Diversity and Inclusion program started September 1, 2017. The program works along different aspects of developing a diverse workforce and inclusive climate, including recruiting, hiring, workplace culture, and data/evaluation. External and internal communications are key to enacting strategies in all of these areas.

The program made progress in all of these areas, including:

* New relationships with external partners and prospective students/employees
* New internal and external communications
* Data to understand our workplace culture
* Training events for employees
* New support for hiring managers

# Recruiting

Recruiting efforts focused on exhibiting at conferences and reaching out to individuals.

* Conference exhibit and student workshop at American Indian Science and Engineering Society (AISES). A CIRES researcher spoke with the AISES postdoctoral students.

*I wanted to thank you for speaking with our group today about the many opportunities available at CIRES and the work being done at NOAA ESRL. It was very informative and helped clarify some of the best avenues to enter the…workforce.   –Howard University student*

* Co-organization for Tribal College and University Day at ESRL, including a display of the Tribe’s Eye exhibit.(pic)
* Conference exhibit at Young Scientists Symposium for Atmospheric Research
* Talks for underrepresented students during site visits
* Individual conversations with prospects for CIRES positions
* Preparation for 2018-19 exhibits (AISES, Society for the Advancement of Chicano and Native American Students, National Association of Black Geoscientists and Geophysicists)

# Hiring

Hiring innovations included support for a tenure track faculty search and for the Visiting Fellows program, and support for CIRES hiring managers at NOAA.

* Environmental Economist tenure track faculty search: Position was posted on a wider range of platforms and individuals were encouraged to apply. The resulting applicant pool was larger and more diverse than previous similar searches.
* Visiting Fellows program: Worked with search chair and committee on best practices and recruited under-represented individuals to apply.
* Meetings with CIRES Hiring Managers at NOAA to discuss best practices.
* Reviewed position descriptions and provided input.

# Culture

Recruiting and hiring efforts to increase diversity in the CIRES workforce only succeed if CIRES can demonstrate an inclusive workplace culture. In order to understand and enhance our workplace culture, we took the first steps to collect data, offer training and respond to employee requests.

* Developed and implemented a CIRES workplace culture survey in partnership with CU Institutional Research, CU Office of Institutional Equity and Compliance and a CIRES committee of employees drawn from across the organization. The overall participation rate overall was 60%.
* Offered training events open to all CIRES and DOC employees, offered at three locations each. Training topics included Bystander Intervention, Discrimination and Harassment Policy and Reporting and SafeZone training for LGBTQIA+ inclusion. A total of 203 participants attended training.
* At employee request, participants had the option of using gender pronoun stickers on their nametags for the annual CIRES Rendezvous symposium. Estimated 30% of attendees used the stickers. Subsequently, CIRES employees have requested help to implement gender pronoun stickers and other inclusion strategies for meetings they are organizing.
* Early Career Support: Participated in CIRES Graduate Association orientation and co-led a mentoring workshop. Met with individual graduate students and postdoctoral researchers who were developing diversity statements and teaching lectures as part of job searches.

# Communications

Our ability to develop relationships with prospective students and employees and our ability to develop an inclusive workplace culture depends in part on consistent and useful communications externally and internally.

* External mailing list for prospective students and employees developed from conference exhibits, workshop attendees and student talks (N=84).
* Internal mailing list composed of training session attendees and meeting participants who have opted-in or signed up on the CIRES Diversity and Inclusion website(N=146).
* A new CIRES Diversity website was developed at ciresdiversity.colorado.edu/ .
* Talks and meetings as requested.