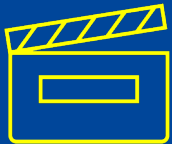# Diversity, Equity, Inclusion, & Accessibility

Laura Riihimaki

GML 5 Year Review Video

Successes: Fostering an inclusive and equitable workforce and workplace environment

Goal

Create an atmosphere of psychological safety and inclusion
- Monthly educational DEI meetings
- Introduced group norms

Goal

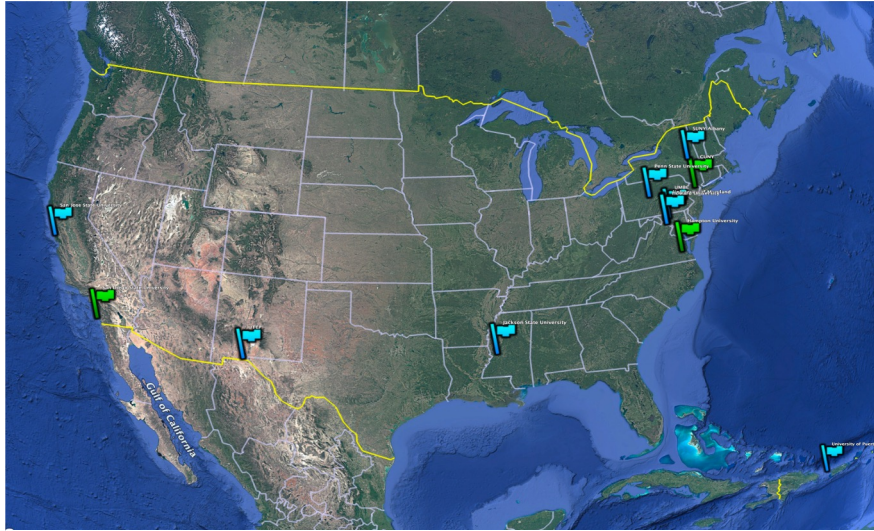**Advocate for inclusive facility modifications and other structural changes to improve inclusion**

Goal

Partner with OAR Boulder Labs on DEIA initiatives

Future: Building stronger partnerships with diverse communities

Goal: Build stronger ties with Cooperative Science Center (CSC) Institutions

Map of NOAA CSC Institutions: NCAS-M and CESSRST

Goal: Connect with the communities where we make measurements

Map of GML measurement sites in continental US

Now, we want you to experience the GML DEIA monthly meeting model.

1. **Review group norms**
2. **Discuss DEIA resource**

GML DEIA meeting group norms

- **Anyone is welcome** to join, whether they have read materials or not
- **Balance airtime speaking and listening.** We value everyone's voice and believe the group is stronger when everyone is contributing. Challenge yourself to speak up if you are being quiet but have something you would like to contribute; and if you are taking a lot of the airtime, practice stepping back and listening.
- **Say your name before speaking** to help better communicate between online and in person speakers.
- **Raise hands to speak**.
- **Use google chat if that is easier** (virtual moderator will speak).

Resource summary
Article: 5 Things We Learned About Creating a Successful Workplace Diversity Program

5 practices learned from implementing UCAR|NCAR employee course, designed to 1) train participants in inclusivity, and 2) create community for DEI work.

1 **Intervention, not just bias training:** Train people on intervention and how to talk with others, rather than just identifying bias.

2 **Invite all levels of organization, not just managers** to identify challenges & develop actions.

3 **Keep focus on work**: ground all issues in the context of work rather than personal issues, though acknowledge external challenges.

4 **Continued engagement** through one-on-one meetings, workshops, townhalls, outreach, and a cohort mentality.

5 **Flexibility**: Set content/organization of training course based on needs of participants identified from pre-course surveys.

Group discussions

Time in small groups. Someone keep track of main points/highlights from your discussion.

Return to large group – report out.

Action item ideas?

Thank you!