

DEIB in the Workplace

**Boulder Chamber of Commerce Event
Harnessing the Power of DEI in
Business**

*Cam Brinkworth, Kristen Aponte, Devon
Duncan, Glen Romine, Meghan Myron-Karels
University Corporation for Atmospheric Research*



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ABOUT UCAR/NSF NCAR

UCAR manages the National Center for Atmospheric Research (NCAR), the nation's leading research center for climate and severe weather.

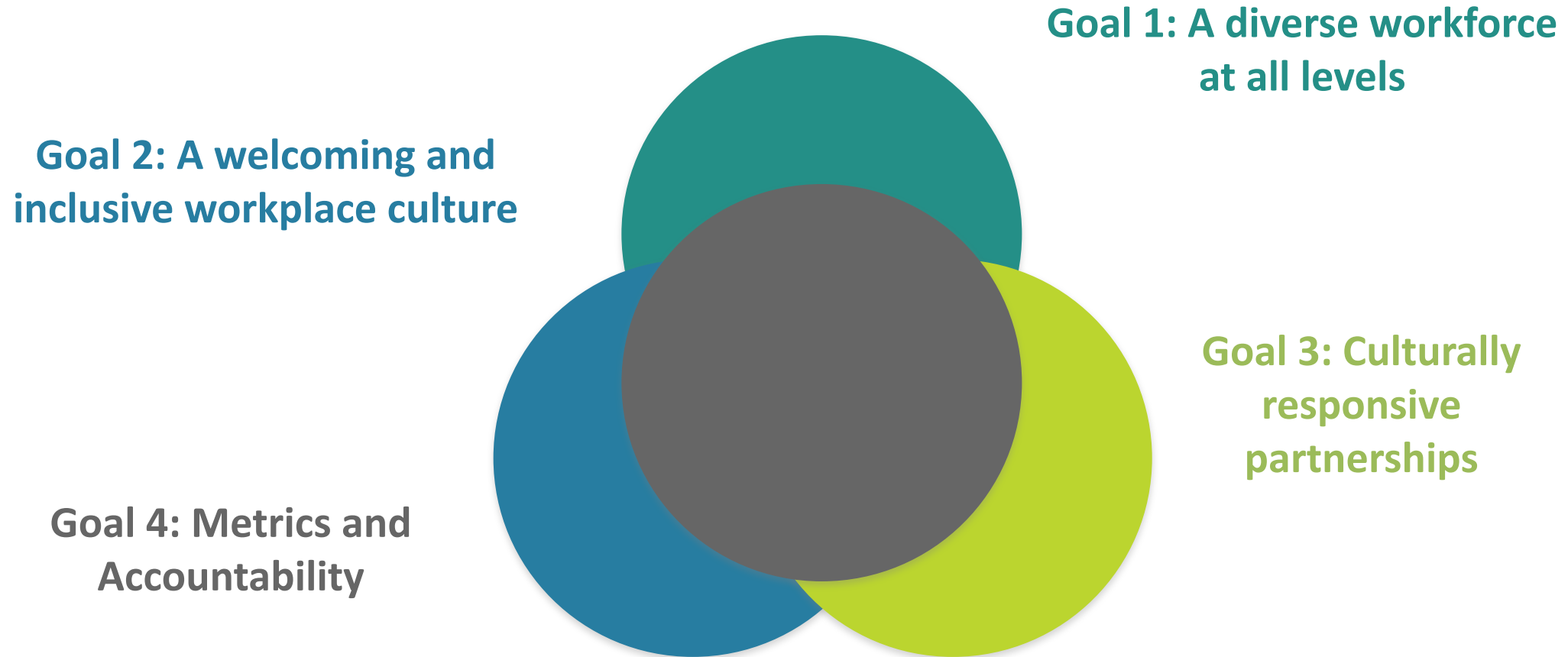
We have ~1500 employees

DEI as a program was established in 2017

Staffing: 2 in 2017; now 6 full time, 3 part-time, plus many people who weave it into their work and many more volunteers



THEORETICAL FRAMEWORK



Based on Williams, 2015

METRICS

45%

Leadership positions at NCAR held by women - up from 23% in 2017

2x

Number of scientists of color - from 3.9% to 7.8% - since 2017

36%

Of our scientists are women - on par with the available talent pool

10%

Leadership positions at NCAR held by BIPOC folks - up from 0%

METRICS

91%

Staff who say they feel proud to work for our organization

16%

Increase in supervisor competency

- Addressing low performance: 39-76%
- Recognizing bias: 41-73%

82%

Staff who would recommend working for our organization to a friend

87%

Staff who say they can explain why DEI is essential to our organization's success

STRUCTURAL



INTERPERSONAL



PARTNERSHIPS



THE FUTURE

01	Metrics	<ul style="list-style-type: none">• Workplace Culture Survey• Hiring and Promotion Process Assessments
02	Structural	<ul style="list-style-type: none">• Decentralization• Promotion Process Updates
03	Interpersonal	<ul style="list-style-type: none">• Psychological Safety• Respond to Workplace Culture Survey Results
04	Partnerships	<ul style="list-style-type: none">• MSI Research Partnerships
05	Political Change	<ul style="list-style-type: none">• Values• Language• Initiatives

CONTACT

Office of DEI: odei@ucar.edu

We are happy to chat with you about your plans or challenges - let us know how we can help!

If you have enjoyed our event space and services, you may be able to hold events here too! Please contact Event Services (eventsvcs@ucar.edu) for more information about eligibility and rates.

If you are interested in the work that NCAR does, you can learn more about our work here: <https://www.youtube.com/watch?v=swGsM1L0Jhk>

<https://ucar.edu>
<https://ncar.ucar.edu/>