



Center for Western Weather
and Water Extremes



CW3E MOVES FORWARD ON JEDI

The nationwide protests and civil unrest that the murder of George Floyd sparked in the summer of 2020, cast a spotlight on systemic racism within our nation's institutions. Several CW3E members met informally during summer last year to reflect on the events unfolding in cities around the nation and spoke out at a series of CW3E town hall meetings about the need to address institutional racism in both academia and within the Center. An outgrowth of these town hall meetings and conversations with CW3E management was the creation of the CW3E JEDI Task Force in September 2020.

In its initial year of operations, the seven-member Task Force developed its [Terms of Reference](#) (i.e. committee bylaws), defined its goals, created a plan of action, and laid the foundation for continuing efforts to combat systemic racism and build an inclusive research center.

Organizing its efforts into three Working Groups (Recruitment and Hiring; Workplace Culture and Inclusion; Research Partnerships and Outreach), the Task Force has made tangible progress in promoting equity, diversity, and inclusion at CW3E. The Task Force's accomplishments included:

- *Coordinating with the organizers of CW3E's summer internships to develop an undergraduate intern program and admission process that increased diversity and provided research opportunities to students from historically marginalized groups*
- *Working with CW3E IT to advertise positions to groups and professional societies that champion diversity in Geosciences (e.g., on Twitter)*
- *Establishing a procedure for post-hire debriefs to understand how the hiring process went; semi-structured interviews with many new hires provided feedback that was incorporated into recommendations to management*
- *Holding a monthly Open Hours discussion series to foster frank conversations on such topics as gender discrimination in STEM highlighted by the documentary *Picture a Scientist*; a two-part discussion on the SIO Letter on Anti-racism; a discussion on Black History Month seminars; and anti-Asian discrimination*
- *Establishing a partnership with a K-12 outreach program in the San Diego region to increase accessibility in STEM for historically marginalized students; and involving CW3E members in community outreach*

- *Creating and strengthening partnerships with Historically Black College and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), to include identifying contacts for ongoing future collaboration at California State Los Angeles (CSULA), Prairie View A&M University (PVAMU), San Diego State University (SDSU), and the University of Maryland (UMD)*

Looking ahead, members of the CW3E JEDI Task Force will continue to pursue initiatives “to empower all past, present, and future CW3E members to dismantle [the structures] of white supremacy, anti-Blackness, and systemic racism and promote a just, equitable, diverse, and inclusive environment that supports leading scientific research within CW3E and the SIO community.”¹

Guiding our efforts will be our ***Vision***² to build a research center that:

1. *Understands the intrinsic value of a diverse workforce and continually seeks to expand the representation of people from diverse backgrounds and identities in the geosciences, as well as our talent pool*
2. *Fosters an environment where all of our members feel valued, supported, and included*
3. *Partners with and includes the perspectives of historically underrepresented communities in our research, education, and outreach.*

¹ Excerpted from the CW3E JEDI Task Force Mission Statement

² Vision Statement of the CW3E JEDI Task Force