Equity Diversity and Inclusion 2022–23 Summary Report

MEMBERS

Cody Poulsen (co-chair), Kristen Guirguis (co-chair), Pat Mulrooney, Kerstin Paulsson, Peter Yao, Agniv Sengupta, Minghua Zheng, Tom Corringham, Sarah Ogle

RECRUITMENT AND HIRING

- Conducting a post-hire debrief with new hires to document their hiring experience
- Obtaining & analyzing CW3E salary information with the intent of reducing pay inequity and sharing findings with management.

RESEARCH PARTNERSHIPS AND OUTREACH

- Outreach: Hosting over 120 local 5th-grade students and conducting weather balloon launches as part of the Groundwork San Diego/UCSD-EarthLab Community Station initiative which serves students from disadvantaged communities in San Diego.

- Developing an Environmental Justice (EJ) theme for FIRO through presentation at FIRO Colloquium, presentation and discussion at Yuba Monitoring Meeting, presentation to USACE, working with USACE and FIRO colloquium attendees for EJ+FIRO in Howard Hansen.

- Organizing 2 photo competitions (sky photography and outdoors photography) with around 16 photo submissions and 30 votes facilitating a fun exchange of experiences between members of CW3E and was an exciting part of All-hands meetings.

- Working with WG2 to develop Resource maps and facilitated use of the Jamboard to share experiences at All-hands meetings .
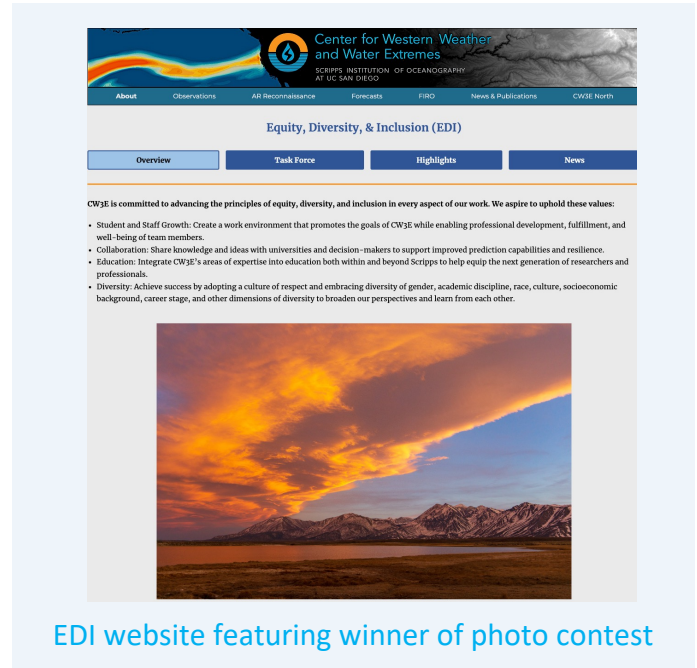
EDI website featuring winner of photo contest

WORKPLACE CULTURE AND INCLUSION

- Development of an EDI website to serve as a platform for tracking and highlighting the work of the Task Force. Additionally, this helps present CW3E as a supporter of EDI principles, and attracts candidates/interns who want to apply to diverse organizations.

- Creation of a new Peer support program at CW3E to assist new employees in their transition to new roles with support from more experienced staff. WG2 developed guidelines for the program, sent out mentor and mentee questionnaires seeking participation, and formed as many as 11 mentor-mentee pairs.

- Creation of Resource maps in collaboration with URGE and WG3 for Building Community and for Mental health and Selfcare.

SCRIPPS INSTITUTION OF OCEANOGRAPHY   Center for Western Weather and Water Extremes   UC San Diego