



Equity Diversity and Inclusion 2023–24 Summary Report

MEMBERS

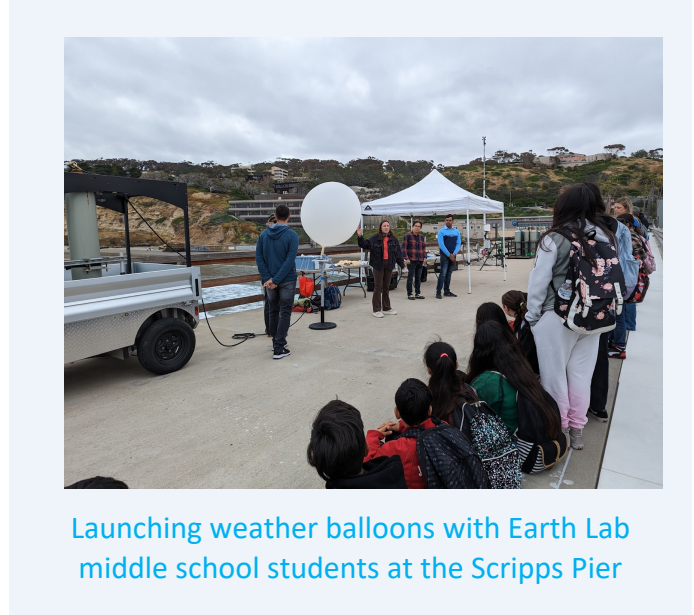
Agniv Sengupta (Staff Researcher, Co-chair),
Tom Corringham (Staff Researcher, Co-chair);
Samuel Bartlett (Staff Researcher), Deanna
Nash (Postdoc), Greta Easthorn (PhD Student),
Rui Sun (Project Scientist), Xun (Jerry) Zou
(Staff Researcher), Tien-Yiao Hsu (Postdoc)

RECRUITMENT AND HIRING

- Incorporating a dedicated EDI statement for use in Job Cards to highlight CW3E as a proud supporter of EDI principles and attract diverse candidates and interns.
- Crafting job interview questions dedicated to EDI principles demonstrates a commitment to fostering an inclusive workplace culture.

RESEARCH PARTNERSHIPS AND OUTREACH

- Continuing the partnership with Groundwork San Diego-Chollas Creek's EarthLab educational program. CW3E regularly hosts educational outreach events for 5th-grade students (often up to 120 students), featuring multiple weather balloon launches and pier facilities' tours.
- Compiled a list of 42 Minority-Serving Institutions (MSIs) in Geosciences and initiated outreach to these institutions.
- Created an EDI Grant Template for aiding proposal writing. The handbook includes examples of EDI questions and answers (CW3E Principles for Including JEDI Principles in Grant Writing).
- CW3E provided \$250 of support for the Coriolis Reception (for LGBTQ+ attendees and allies) at the 2024 AMS Annual Meeting.



Launching weather balloons with Earth Lab middle school students at the Scripps Pier

WORKPLACE CULTURE AND INCLUSION

- Continuation of CW3E's Peer Support Program, aiding new employees in transitioning to their roles with guidance from more experienced staff. We hosted two coffee meetups for Year 1 participants and created a Mentoring Toolkit for Year 2 of this program, to be launched in Mar 2024.
- Hosting the annual photo competition during the CW3E Annual Meeting in June 2023 to enhance group cohesion. The theme of the contest was Wild Water Year which received 19 photo submissions, all revolving around the previous water year and resulting spring blooms.
- The EDI Task Force initiated plans to install a TV display near the north entrance of Nierenberg Hall, aiming to showcase CW3E's work to visitors and improve the building's ambience.