

UCAR/NCAR/UCP

Inclusion Response Statement from Applicants

Science, Technology, Engineering and Math (STEM) Fields

Introduction - Purpose

UCAR/NCAR/UCP embraces a work environment that is inclusive, diverse, and equitable. Our employees come from diverse backgrounds, and we strive to create the kind of inclusive, supportive, and welcoming workplace that will attract and retain an even greater diversity of individuals in the future.

As part of this commitment, we require a personal "Inclusion Response Statement" from applicants that addresses the role of inclusion, diversity, and equity in the Science, Technology, Engineering and Math (STEM) fields. The written statement will include a discussion of an applicant's past activities and plans for future contributions and activities to enhancing and supporting diversity, equity, and inclusion.

Our staffing policy states that a candidate's race, gender, ethnicity or other personal characteristics may not be considered in the evaluation of academic appointments. However, search committees can consider past or proposed contributions to diversity as part of the overall review and selection process.

Guidelines for writing a statement:

The "Inclusion Response Statement" will address past efforts, as well as future vision and plans to advocate for and advance diversity, equity and inclusion in the organization and/or field of work. Please note that a demonstrated record of past effort is given greater weight than stating future plans. A well developed and substantial plan is expected for applicants applying to STEM positions. Hiring committees will take into consideration the experience level of the applicant when reviewing these statements,

Your response should be no more than 1 page in length (approximately 400 words) and must address:

- 1.) Past activities and experience** and contributions to diversity and inclusion and
- 2.) Future plans** to actively foster and encourage a diverse and inclusive environment.

Past Experience:

Describe your awareness and any past experience or background that has made you aware of inequities and challenges faced by historically underrepresented or economically disadvantaged groups.

Past Activities:

For past activities, please be specific about the context, your role, scope, or level of effort, and the impact. Below are examples of activities that qualify as contributions to diversity and equity.

- **Mentoring/Tutoring:** If you mentored students, post-docs, trainees, staff or faculty from underrepresented groups, describe the specific context and objective of the mentoring, including your personal efforts. Include details that may be relevant, including the number of people who benefited, duration, and outcomes (i.e., success and progress of mentees during and after mentoring, including employment, educational success, etc.).
- **Professional Service:** If you served on a committee or board that focused on diversity, equity, climate and/or inclusion, describe the committee's accomplishments and your role in helping achieve them. Include your position on the committee, its duration, and other relevant details.

- **Research Activities:** This includes research (articles, editorials, etc.) that contributes to understanding the barriers facing underrepresented groups that otherwise contributes to diversity and equal opportunity, including artistic expression and cultural production that reflects culturally diverse communities or voices under-represented in the arts and humanities.
- **Other Activities (e.g. recruitment/retention/teaching/community):** Describe the activity and its context (e.g. a specific conference or organization, student retention or outreach activity, course development to reach a specific group, outreach to a local school, or work with a diversity-related non-profit, Food Banks, philanthropic, Meals on Wheels, charity events, etc.). What was your role and personal effort?

Future or Planned Activities:

The first step is to gather information on activities you would like to pursue or continue to pursue while at UCAR/NCAR/UCP and how they might fit into the research area, lab, department or national/international context.

For each proposed activity you include, describe the role you envision having and what you would like to accomplish in the next two to five years. Who would you like to engage in your efforts, and how would you plan to engage them? Be as specific as possible, but realistic in terms of your effort and time commitment.