Diversity at NCAR/UCAR/UOP

Bridging the Gap

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Diversity...

• Woven through all we do
• Shared by all
• Strengthens our excellence
• Serves all of society
CURRENT STATE

Strengths:
• High-level consensus
• Proven successes

Weaknesses:
• External constraints
• Patchwork approach

Opportunities:
• Momentum/reputation
• Untapped resources

Threats:
• Financial constraints
• Disorganization
Diversity…

• Woven through all we do
  • Shared by all
  • Strengthens our excellence
  • Serves all of society
Bridging the Gap

We've Hit a Plateau

Lack of critical mass
Lack of a work environment comfortable for diverse staff
Lack of a true implementation plan
Lack of metrics & accountability
Limited resources
Limited coordination
Unclear roles & responsibilities
Implementation plan

Clear roles & responsibilities
Work environment comfortable for diverse staff
Lack of critical mass
Limited Results

Coordination
Lack of coordination
Limited resources
Lack of metrics & accountability
<table>
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<tr>
<th>Coordinated Implementation</th>
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<tr>
<td><strong>Strengthen relationships with Minority Serving Institutions (MSIs)</strong></td>
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<td><strong>Day care</strong></td>
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<td><strong>Mentoring new staff</strong></td>
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<td><strong>Goal:</strong></td>
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<td><strong>Roles/Responsibility:</strong></td>
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<td><strong>Supporting Evidence:</strong></td>
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To Bridge the Gap

- Coordination
- Resources
- Roles and Responsibilities
Questions?

Diversity Animation Reference:
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