

# GLOBE DEI Assessment Survey

## What is the DEI assessment survey?

In 2020, The Global Learning and Observations to Benefit the Environment (GLOBE) Program convened a Diversity, Equity, and Inclusion (DEI) Task Force. One of the recommendations from that Task Force was that there be preparation, distribution, collection, and analysis of a DEI assessment survey in (a) Assessing the state of Justice, Equity, Diversity, Inclusion, Equality, and Accessibility, JEDI-EA, Knowledge, and Practice across the GLOBE infrastructure, (b) Assessing what JEDI-EA resources are needed for additional support and (c) Discovering categories of JEDI-EA assessment and evaluation not normally considered in GLOBE practice.

## How was the DEI assessment performed?

A set of ten relevant terms/categories related to JEDI-EA were defined and measured across the GLOBE's community through a survey: (1) Race and Ethnicity, (2) Biological Sex, (3) Gender (Identity and/or Expression), and Sexual Orientation, (4) Class and Caste, (5) Physical Ability, (6) Neurodiversity, (7) Religion and Spirituality, (7) Verbal and Nonverbal Language, (8) Accent, and Dialect, (9) Age, (10) Structural Governance.

Each category was assessed through six questions/statements, in five values defined as Very comfortable, comfortable, neutral, uncomfortable, or very uncomfortable:

1. How comfortable are you with providing inclusive activities or programming according to the following categories? 2. My goals include a clear commitment to the full participation of individuals inclusive of these categories. 3. My work within GLOBE allows for the full participation of individuals inclusive of these categories. 4. I pursue partnerships that help overcome barriers to participation in these categories. 5. I have intentional processes that inform members of my GLOBE community about the ways bias and prejudice prevent full participation in these categories. 6. I measure (either formally or informally) progress in terms of the participation of individuals inclusive of these categories. 7. I review communication and products for appropriate messaging in relation to the following categories The survey was made available in English and translated into 7 additional languages.

## The results and their analysis

150 responses were received from 40 countries. Although in each of the six questions on the nine categories there were a high ranking of comfortable and very comfortable answers, the DEI Working group and GIO liaison members are still concerned and analyzing those cases of non-comfortability low percentages because inclusiveness means all on board.

## Conclusions

At the end of this process, we believe we have two important "takeaways." First, we believe we have contributed constructively to a generalizable model for JEDI-EA assessment, not just for GLOBE, but for other organizations similarly situated. Second, and more specifically to GLOBE itself, we believe that we have provided some useful information for GLOBE units and for the DEI Working Group to continue moving forward on progress in this area based on a real measurable set of strengths and some delineated areas where further work is necessary. To access the full report, please visit "[GLOBE's DEI assessment.](#)"