

GLOBE Diversity, Equity, and Inclusion (DEI) Action Plan

The following items are the first steps recommended by the GLOBE Diversity, Equity, and Inclusion task Force to move the GLOBE community to a more DEI-conscious community.

Create DEI Working Group:

To have long term change around Diversity, Equity and Inclusion, a Working Group focused on DEI needs to be created. This group would further and shepherd the implementation of the initial Action Plan written below. The Task Force recommends that several spaces in the initial Working Group be filled by Task Force members to allow greater continuity between the work the DEI Task Force has started and the work the Working Group will continue to do.

Administer DEI Assessments:

- ❖ Start with a constituency-based community needs and resources assessment for DEI. This will help establish a baseline for who is/is not currently being served within the GLOBE community.
- ❖ Promote accountability by monitoring progress in DEI activities within GLOBE and assessing their impact over time, with continual consideration of what adjustments are needed.

Build a DEI Standard Operating Procedure:

- ❖ Establish clear policies about DEI in GLOBE that both establish program expectations (e.g., code of conduct) and define protocols to be followed. Having concrete policies and procedures will foster continuity and consistency over time in DEI efforts.
- ❖ Develop a rubric that could be used for assessing all GLOBE materials, campaigns, field work and websites. Review resources on hand against the rubric/standards.
- ❖ Develop practical guidelines for DEI principles that GLOBE events will adhere to. Provide exemplar as a tool. Use the rubric or standards to assess all events.

Develop DEI based Resources:

- ❖ Create a Searchable Library of resources and Best Practices for Diversity, Equity and Inclusion.
 - The Library would include resources for face-to-face or virtual GLOBE educational materials which reflect DEI principles, as well as a DEI taxonomy.
- ❖ Improve accessibility of GLOBE Materials and Online Resources:
 - Caption and describe GLOBE videos

- Develop a guidebook for how teachers can pursue grants to support GLOBE based on success stories within the community (make sure that regional examples are included).
 - Alumni network - invite them to fill in personnel gaps, provide role models, provide continuity of what you can do after GLOBE.
 - Make recommendations to ensure GLOBE's website is accessible and it remains accessible each time it is updated, following Web Content Accessibility Guidelines (WCAG).
 - Continue to expand opportunities for virtual participation in things like training, collaborative projects, IVSS, etc. which can serve those who have technology but not a lot of other resources.
- ❖ Consider accessibility to GLOBE Instruments:
 - Create shared GLOBE instrument pools that can be used by those who can't afford to have their own.
 - Support the refurbishment of older GLOBE equipment that is being replaced with newer devices and re-distribute them to disadvantaged GLOBE participants.
 - Expand the types of instrumentation used within the program in order to capitalize on lower cost instruments. (tax incentives for some companies?)
 - Create regional resource officers who can help identify pertinent DEI resources for that community.
 - Continue to expand opportunities for virtual participation in things like training, collaborative projects, IVSS, etc. which can serve those who have technology but not a lot of other resources.

Establish DEI Training Opportunities:

- ❖ DEI Training for GLOBE Community Members:
 - Incorporate DEI into the "About GLOBE" eTraining for members of the GLOBE community.
 - Develop a larger pool of Mentor Trainers so we have the core expertise to expand participation; ensure that this includes diverse participants to serve as role models.
 - Create optional professional development/learning about DEI.
 - Provide training for GLOBE scientists/subject matter experts on mentorship that incorporates DEI principles.
 - Add Watercoolers with DEI topic Discussion
- ❖ Strongly encouraged DEI Training for GIO Staff, Working Group Members, US Partner Forum, and RCOs.

Form DEI Supportive Partnerships:

- ❖ Pursue strategic partnerships with other organizations that can provide DEI-relevant expertise, help develop materials and/or offer professional development opportunities with DEI.
- ❖ Partner with social scientists who would be interested in doing research on GLOBE DEI activities.
- ❖ Create partnerships with equipment suppliers who can offer reduced cost equipment.
- ❖ Leverage community partnerships:
 - Develop synergies with partner organizations especially with regard to citizen science projects that are located within regions.
 - Increase GLOBE's relevance through expanded focus on community and project-based science that particularly supports or engages underrepresented groups or serves the GLOBE DEI priorities.
 - Continue to expand the participation of underrepresented populations within GLOBE, especially through increased recruitment in long-lived GLOBE schools and through reaching out to other schools serving under-represented populations.
 - Foster mini-collaborations between schools or teachers that link established GLOBE programs with new (and diverse) schools/teachers, that can provide some coaching and encouragement.

Find funding for DEI:

- ❖ Additional funding will support continued DEI efforts. As a starting point, these are some ideas for what could be done were there additional funding towards DEI:
 - Fund the DEI Working Group to continue DEI prioritization and efforts within GLOBE.
 - Fund the creation of a sharable research library that contains DEI materials.
 - Support DEI-related participation in GLOBE through support like stipends to partner with faculty at minority-serving institutions.
 - Create a DEI GLOBE-named award and provide funding for it at these major science competitions. This would help promote branding and recognition for GLOBE science.
 - Promote the engagement of diverse scientists who routinely use GLOBE-generated data through the creation of mini-grant programs, with the requirement that the scientists follow the GLOBE DEI criteria as part of their efforts.
 - Identify some new DEI initiatives that go beyond GLOBE as usual operations that would be conducted on an on-going basis, but which specifically focus on diverse audiences (e.g., a recruitment campaign).

Communicate DEI Initiatives:

- ❖ Increase the visibility of GLOBE among new audiences through expanded GLOBE branding, marketing, and outreach.
- ❖ Create DEI marketing materials for GLOBE to raise the prominence of DEI as a priority.
 - Add DEI Section in monthly GIO Newsbriefs and highlight DEI opportunities.
- ❖ Create a media channel, web page and hashtag that highlights inspiring stories about who is doing GLOBE, showcasing the diverse community to highlight DEI themes/projects.