

Statement and Call to Action on Racial Justice, Equity, Diversity, and Inclusion by the CEDAR DEI Task Force

Motivation

At the 2020 CEDAR Virtual Meeting, approximately 80 members of the community participated in a workshop entitled “Diversity, Equity, Inclusion and CEDAR” (http://cedarweb.vsp.ucar.edu/wiki/index.php/2020_Workshop:Diversity_Equity_and_Inclusion_and_CEDAR). A number of issues and practices regarding Diversity, Equity, and Inclusion (DEI) in CEDAR surfaced. Given the positive feedback received as part of what should be seen as the beginning of a continuing dialogue about DEI issues in our community, it was clear a grassroots effort focusing on addressing some of the issues raised at the workshop could lead to real progress within CEDAR and the broader Heliophysics communities related to DEI. As a result, The CEDAR Diversity, Equity, and Inclusion (DEI) Task Force is currently being formed and we ask all within the community to lend their support, because as the [A Call to Action for an Anti-Racist Science Community from Geoscientists of Color: Listen, Act, Lead](#) so elegantly states “the scientific community seems to recognize that now is not a time to be silent. Silence at this time is equivalent to implied consent. To be silent is to be complicit in our own destruction because racism destroys us all. But not being silent entails more than publishing statements.” In this spirit, the first action item of the CEDAR Diversity, Equity, and Inclusion Task Force would like to issue the following statement and proposed actionable items to improve DEI within the CEDAR and broader Heliophysics communities.

We ask that you provide input into these actionable steps provided via Google Doc below, and ask you to show your support for an anti-racist, anti-discriminatory, and inclusive CEDAR community in the form of a signature at the end of this document.

The Call to Action

The CEDAR Diversity, Equity, and Inclusion (DEI) Task Force and the following members of the CEDAR community join with others across the globe including those in the scientific community to condemn the unnecessary and senseless shootings/killings recently highlighted in the media, including but not limited to Rayshard Brooks, George Floyd, Breonna Taylor, Tony McDade, Jacob Blake and so many other Black or Brown lives similarly lost or irreparably harmed. We also stand with Gavin Grimm, Lindsay Hecox, Eden Rogers and Brandy Welch, and so many others whose civil rights and liberties were violated on the basis of their gender or sexual orientation. At this crucial

juncture, we support transformative actions at local and national levels to avoid repetition of these tragic events in the future and seek to create a better, more inclusive future, absent social injustice, systematic racism, oppression, and discrimination of minorities, including towards members of the LGBTQ communities.

We believe that it is also urgent to address the other disparities for African Americans and other communities of Color. The disproportionate number of African Americans, Latinx, and Indigenous people dying of COVID-19 reflects the widespread disparities and lack of access to quality healthcare, education, and economic opportunities

(<https://www.cdc.gov/coronavirus/2019-ncov/community/health-equity/race-ethnicity.html>). Environmental racism further erodes the health and well-being of communities of Color, including the disproportionate impacts of climate change.

Systemic racism and oppression reduces educational and scientific opportunities for communities of Color. We are keenly aware that people of Color and their talents and ideas are underrepresented in the geosciences

(<https://blogs.scientificamerican.com/voices/the-geosciences-community-needs-to-be-more-diverse-and-inclusive/>), including in the CEDAR community.

We encourage all members of the CEDAR community to reflect on lessons learned, best practices, and policy recommendations for how the CEDAR community can broaden participation and inclusion, create a welcoming learning and working environment for ALL, and reduce conscious and unconscious bias. There is much that can be done on an individual, institutional, and systemic level to be effective forces of change for the CEDAR and wider STEM communities, including but not limited to the actions listed below. We urge the CEDAR community to review and implement the actionable strategies put forth by the Call for Action for an Anti-Racist Science Community from Geoscientists of Color: Listen, Act, Lead (<https://notimeforsilence.org/>). This Call for Action has been endorsed by the American Geophysical Union, the American Meteorological Society, and a number of members of the CEDAR community. This moment in history underscores the critical need for transformation in all areas of our society to make for a more equitable and just world.

It is our hope that the CEDAR acronym not only stands for Coupling, Energetics and Dynamics of Atmospheric Regions, but also represents an inclusive Community of scientist, engineers, educators, and students, that promote Equity and Diversity, while showing Allyship and Respect towards and for the challenges that face CEDAR and broader scientific disciplines now and into future. We acknowledge that issues such as the

systematic oppression of BIPOC (Black, Indigenous, and People of Color, <https://www.nytimes.com/article/what-is-bipoc.html>), discrimination against LGBTQ people and gender bias, discrimination of immigrants, and other conscious or unconscious actions that act to disenfranchise any and all communities are unacceptable. Thus, concrete actions that we, as CEDAR scientists, plan to undertake to improve such DEI and related-issues can be found in the following living Google Doc (https://docs.google.com/document/d/1rl29P-lmXHIFon_2oxm2PYNdrBGKOGhKISxKfROGKXk/edit?usp=sharing). Participants in brainstorm discussions during the CEDAR Diversity, Equity, and Inclusion Workshop generated this initial list. The CEDAR DEI task force plans to incorporate additional suggestions from resources such as the Call to Action for an Anti-Racist Science Community, successful DEI programs such as the Significant Opportunities in Atmospheric Research and Science (SOARS) program at NCAR, and DEI initiatives organized by scientific professional societies. We look forward to continued input from the CEDAR community. It is our hope that CEDAR will not just be part of this moment in history, but part of the movement that makes wide sweeping changes to the policies and infrastructures shown to inhibit the growth of so many throughout the history of humanity.

Thank you in advance for your input regarding this CEDAR DEI statement and contributions to the actionable steps listed in the Google doc linked above.

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