

Please note that DEIA Plans are usually created based on each request for proposal. The below language is comprised of resources available at the Climate School and Lamont, and can be utilized to strengthen your proposal. The below language should not be used as a substitute for a fully developed DEIA plan.

Diversity, Equity, Inclusion and Anti-Bias (DEIA) Resources at the Columbia Climate School and Lamont-Doherty Earth Observatory

The Columbia Climate School (Climate School) is committed to promoting a culture and work environment that is diverse, equitable, inclusive, safe, and welcoming for all. The Climate School encompasses The Earth Institute's research centers and programs, builds on the Lamont-Doherty Earth Observatory's decades of research, and involves schools and departments across Columbia University. The Climate School aims to serve as an exemplary institution that actively attracts, supports, advances, and retains diverse students, faculty, researchers, and staff at all levels, through commitment to fairness, social justice, and anti-racism; cultivation of inclusive, respectful, and vibrant communities; abiding dedication to research, practice and education that benefits all, particularly members of marginalized and vulnerable communities; and encouragement and support of each individual in the achievement of their full potential. Our Diversity, Equity, Inclusion, and Anti-Racism (DEIA) Action Plan created in 2021 proposes priority areas for the pursuit of inclusive excellence, including: 1) Institutional Accountability 2) Linking Commitment to Funding 3) Hiring, Promotions, and Retention 4) Education and Outreach and 5) Research and Partnerships. For each priority, the plan outlines specific goals, strategies, and deliverables that are used to measure progress.

Housed in the Lamont Directorate, the Office of Academic Affairs & Diversity was created in 2008 as a response to the recommendations of the National Science Foundation (NSF) ADVANCE program. This office is committed to fostering a diverse, vibrant, and inclusive work environment at Lamont. Diversity, Equity, Inclusion and Anti-Bias are integral to our achievement of academic and scientific excellence. The Office of Academic Affairs & Diversity leads initiatives including racial bias awareness, implicit bias training, harassment awareness, and events that promote underserved minorities, women, and members of the LGBTQ+ community. The office is staffed by Maureen Raymo (Climate School Co-Founding Dean and Director of Lamont), David Goldberg (Deputy Director, Lamont), Vicki Ferrini (Associate Director for Diversity, Equity, and Inclusion, and Senior Research Scientist), Mackenzie Carr (Assistant Director for Diversity, Equity, Inclusion and Anti-Bias), and Nicole deRoberts (Senior Manager for Academic Affairs).

The Climate School is making strides to integrate DEIA into the core of the school. It has recently hired an Associate Dean for Diversity, Equity, Inclusion, and Anti-Bias to work across the Climate School to ensure a welcoming, diverse, and inclusive culture. This position creates a cohesive and strategic vision for DEIA in the Climate School, leveraging existing plans and activity underway across the Earth Institute. In addition, the school is piloting a funding pool for DEIA programming, open to anyone within the Climate School community, and developing a DEIA Council, composed of faculty, researchers, staff, and students to consult and advise the inaugural Associate Dean for Diversity, Equity, Inclusion, and Anti-Bias, Skyller Walkes.

A recent and exciting addition to the Climate School is the INSPIRE Program (Implementing Novel Solutions for Promoting Cultural Change In Geoscience Research & Education). INSPIRE delivers a multi-faceted solution for transforming culture, shifting power, and authentically engaging underserved communities within the transdisciplinary earth and environmental sciences. INSPIRE mentors, trains, and develops early-career researchers and

professionals historically undersupported in the geosciences. By strengthening relationships between research institutions and Minority Serving Institutions (MSIs), INSPIRE decolonizes geoscience, prioritizes engagement of communities through co-design of research programs, and promotes the equitable sharing of geoscientific knowledge broadly across our nation. INSPIRE is led by Dr. Vicki Ferrini.