

**UCAR 2020 - Strategic Plan (draft)**

## Goals

- As a model institution, recruit and retain a diverse and interdisciplinary workforce to address scientific and societal problems of highest importance.
- Create multiple opportunities and open pathways to those from nontraditional backgrounds to build an inclusive community of diverse and global perspectives.
- Build strong interdisciplinary science partnerships with people and institutions representing varying perspectives.
- Build and sustain national and international partnerships between stakeholders in the scientific, academic, political, public and private sectors.

**NCAR Strategic Plan (2006)**

Strategic Goal #3: Cultivate a scientifically literate and engaged citizenry and a diverse and creative workforce.

## Engaging a Broader and More Diverse Community in the Atmospheric and Geosciences

- Defining and implementing an augmented and multifaceted program of pathway development, recruitment, mentoring, professional development, outreach, and partnerships
- Creating and nurturing a working environment that allows a diverse workforce to flourish
- Translating our Web-based resources into Spanish so that our science can be made accessible to the fastest growing segment of the U.S. population as well as a large global audience
- Initiating an on-going Warren Washington Fellowship Program to honor the achievements of this preeminent NCAR African American scientist and ensure his legacy by creating prestigious opportunities for talented minority scientists to spend time at NCAR
- Building on the efforts of groups like the Alliances for Education and the Professoriate (AGEP), the Society for Chicano and Native American Students (SACNAS), the Historically Black Colleges and Universities (HBCU), Tribal Colleges and Universities, and the Lewis Stokes Alliances for Minority Participation (LSAMP) program, to create additional opportunities for the development of scientists, engineers, technicians, scientific educators, and policy and decision makers from traditionally underrepresented groups
- Seeking the advice and guidance of experts in diversity through a UCAR-wide National Diversity Advisory Committee that will inform diversity programs across our institution and the broader community and a "Summit on Opportunity and Diversity in the Atmospheric and Related Sciences" to develop recommendations for the atmospheric sciences community

**UOP Strategic Plan 2006-2011**

Goal 1

- Provide premier leadership in building and hosting community projects that advance the national and international scientific and educational agenda.

UOP Values

- #3 Promoting collaboration across disciplines, nations, and boundaries that may separate scientific education, research, applications, and operations

**E&O Strategic Plan 2006 (draft)**

Goal: 3 Broaden participation in the geosciences to promote involvement by diverse and historically underrepresented groups and communities.

- Engage diverse communities in learning about, contributing to and benefiting from the geosciences.
- Increase the number of scientists, educators and other professionals from underrepresented communities participating in the geosciences.