



NCEAS Diversity, Equity, Inclusion, and Justice (DEIJ) Strategic Plan 2025-2026

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How to collaborate on this document:

All NCEAS residents may participate on the DEIJ committee and the strategic plan. To request a change, for example after completing an action, please use comment/suggest mode and send a summary message to the #diversity slack channel. The DEIJ co-chairs will review any requests.

What is DEIJ? NCEAS Working Definitions

- **Diversity:** Diversity is the wide variety of characteristics and human experiences that make us unique. There are countless visible and invisible facets of diversity. Elements of diversity can include race and ethnicity, but also Indigeneity, gender identity, sexual orientation, economic background and current status, ability, religious affiliation, nationality, age, immigration status, and more. An individual person cannot be “diverse” (as in “diverse candidate”). These differences are subject to systemic advantages and disadvantages, barriers, and mistreatment people encounter.
- **NCEAS Vision:**
 - NCEAS maintains a workplace, participant, and decision-maker composition (representing various identities, backgrounds, and abilities, including non-academic professionals) such that those affected or impacted by NCEAS research, activities, or ideas trust NCEAS to represent their needs and interests; for example, the workplace composition may try to be representative of the populations NCEAS lives, engages, or impacts through its research.
- **Equity:** Proactively ensuring everyone has equal access to opportunities and resources while taking into account historical and current systems of oppression and privilege that affect individuals differently based on their identities. As such, this means that resources may be redistributed or divided to account for these differences.
- **NCEAS Vision:**
 - NCEAS provides access to knowledge and resources for all employees/participants, ensuring underserved groups in STEM also receive access, and encourages policies incorporating flexibility in support of the needs of employees/participants.
- **Inclusion:** The act of fostering an environment in which any individual or group feels welcomed, respected, and supported to fully participate. The views and ideas of individuals or groups who have experienced more systemic disadvantages are valued and meaningfully incorporated.
- **NCEAS Vision:**
 - NCEAS employees and participants feel they can freely express their opinions, perspectives, and unique qualities in the workplace and feel valued within their teams and within NCEAS as a whole.
- **Justice:** The replacing of systems of oppression with ones that promote equity so that all people, especially those from historically and systemically underrepresented and underserved groups, can participate fully and thrive.



- **NCEAS Vision:**
 - NCEAS intentionally prioritizes projects that address the needs and interests of marginalized groups. We recognize the interconnectedness between environmental wellbeing and social equity, and strive to ensure that our research topics and questions are responsive to and inclusive of diverse perspectives, particularly those of underrepresented communities in ecology and environmental science.
 - NCEAS working groups and other projects are diverse in composition and topic: they consider and incorporate values and perspectives of the communities impacted by or discussed in their research as well as general access/ethics guidelines, including FAIR & CARE principles, for example.

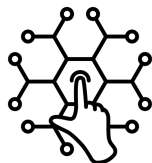


Goal 1 | Culture

Foster an informed, welcoming, and inclusive culture at NCEAS so that employees, participants, partners, and the broader ecological community feel like they belong and have a sense of connection to NCEAS.

1. Create and maintain a welcoming, inclusive, and equitable work environment, including extending this mindset to the broader ecological community beyond UCSB/NCEAS
2. Ensure that NCEAS residents and visitors can report bias and unacceptable behavior
3. Ensure that everyone at NCEAS has a forum to engage in DEIJ issues
4. Center DEIJ in NCEAS leadership decisions (see #9 below for other ideas)
5. Provide centralized DEIJ resources around learning and action for NCEAS residents
6. Clarify our public commitment to improving DEIJ
7. Identify new funding streams for DEIJ programs
8. Support Indigenous data governance in NCEAS research
9. Ask NCEAS Executive Team to clarify how they center DEIJ in strategic decisions (e.g., committee chair confirmation, NCEAS policy changes, recruitment/retention strategy, promotion)

Sub-Goal	Task	Status
1	Re-configuring the google organization so that all NCEAS email addresses are discoverable as suggestions	In Progress
1	Updated the employee website	Completed
1	Updated the welcome website	Completed
1	Started the Welcoming Committee	Completed
1	Created guidance for best practices for hybrid meetings and technological access for remote residents and participants	Completed
1	Updated and improved internal access to the NCEAS Computing Help Site , by highlighting the computing section on the NCEAS Welcome website to employees.	Completed
1	Continued creating documentation of DEIJ Committee Organization	Completed
3	Updated and clearly communicated DEIJ committee structure and process to improve productivity via GitHub README	Completed
4	Diversity committee co-chairs presented updates to the Executive Team in Summer 2025	Completed
5	compiling existing mentorship programs at UCSB or SB for new or current NCEAS employees to join (e.g. Women Mentoring Women, Business officer mentorship program) and included on NCEAS Welcome website	Completed
5	Revisited organization of resources to ensure residents can and do access them	Completed
7	Received TACO grant for the professional development program (postdocs!)	Completed
3	Restart a DEIJ reading group	Completed
6	We're still the DEIJ committee	

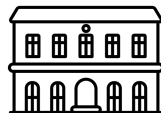


Goal 2 | Working Groups

Support more diverse and inclusive working groups at NCEAS.

1. Write and advertise calls for proposals to encourage applications from diverse groups
2. Evaluate diversity, equity, inclusion, plans and components as part of working group selection process
3. Provide resources for working groups to maximize diversity, inclusion, and productivity
4. Evaluate the diversity and inclusion of NCEAS working groups
5. Encourage working groups to create accessible products for wide audiences

Sub-Goal	Task	Status
3	Working Group Cheatsheets: SciComm Cheat Sheet	Completed
3	Working Group Videos for Application Process (Morpho, Luna, GEI)	Completed



Goal 3 | Recruitment and Retention

Increase the diversity of NCEAS employees/participants through equitable hiring and recruitment processes and improve access to professional resources after being hired.

1. Increase the diversity of applicant pools for NCEAS recruitments
2. Consider commitment to DEIJ during application reviews and interviews
3. Increase the transparency of the hiring and promotion process
4. Support professional development & career growth of NCEAS employees

Sub-Goal	Task	Status
3	In the hiring process, provide details on how a non-negotiable salary offer was determined	Completed
4	Revamp Hackathons for NCEAS residents and UCSB students to collaborate on projects and share data science tips and tricks	In Progress
4	Write a professional development resources and opportunities guidelines document	In Progress
4	Professional development series for postdocs/PhDs	Completed
4	Creating an alumni directory on the NCEAS website	Completed
4	Professional development series for analysts / alt-ac careers	Completed

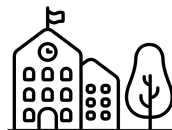


Goal 4 | External

Bridge NCEAS research with diverse perspectives and external communities to elevate ethical environmental data science practices.

1. Encourage individuals at NCEAS to engage in community outreach and reciprocal community engagement
2. Organize the annual DEIJ in environmental data science seminar series
3. Organize the annual Environmental Data Science Summit (retired 2026)
4. Integrate art and science perspectives at NCEAS

Sub-Goal	Task	Status
2	Organizing the 2026 DEIJ Seminar Series	Completed
1	Encourage NCEAS community members to do more things like “Pub Talks”	Completed (1 pub talk completed Dec 2025, 1 Jan 2026, 1 completed March 2026, 1 completed May 2026, 1 completed June 2026)
3	Organizing the annual EDS summit	Completed
1	Ten simple rules for GenAI workshop & paper (and 2 presentations to UCSB community)	Completed

**Goal 5 | Education***Improve access to environmental data science learning.*

1. Create scholarships for underrepresented groups to participate in NCEAS paid courses
2. Publicize open-access resources on the NCEAS website and other communication channels
3. Engage with other data science teaching and pedagogy communities
4. Increase accessibility of NCEAS educational materials and courses

Sub-Goal	Task	Status
1	Applying for funding for data science training courses	Completed & Ongoing
2	Open-access resources are featured in the newsletter each month for DEIJ and scicomm topics	Completed & Ongoing