

Recent events including the killing of George Floyd and others as well as the disproportionate impacts of COVID-19 have underscored the adversity scientists of color face due to overt and systemic racism. As early-career scientists at NCAR, we express our support for Black scientists and other scientists of color at NCAR and across the Earth system sciences. Our great challenge is to effect change to ensure that all of us are granted opportunities to succeed, to improve our lives, and to elevate ourselves and our community.

We call for institutions like ours to seize this moment and take specific actions to accelerate and substantially expand efforts to diversify our scientific communities to increase the value of science in service to society.

Members of the NCAR ECSA steering committee resolve to:

- 1) Encourage and prioritize applications to the travel and visitor funds specifically to support early-career scientists of color in promoting their science and improve collaborations with and among people of color.
- 2) Further engage with the SOARS program and other NCAR mentoring programs that enhance the diversity and inclusivity of the scientific community.
- 3) Work with leadership to find additional ways to enhance NCAR's profile as a diverse and inclusive Earth-system science hub needed to address the societal challenges we face together.
- 4) Educate ourselves through training and discussion groups (such as [UNEION](#) and [FACES](#)¹) to overcome our biases, the assumptions we make about ourselves and others, and the ways we build our social and professional networks that may exclude others.

We further encourage individual action by all NCAR ECSA members. We challenge ECSA members, NCAR, and UCAR to have the courage for inclusive and honest dialogue and participate in building a more diverse and inclusive community. We can reach new heights as an institution if we all succeed together.

¹ A new grassroots initiative, Forging Allies and Connections for Equity in STEM (FACES) is preparing to launch in the fall. The FACES team will organize meet-ups for conversations about workplace culture, community, and inclusivity with a focus on engaging STEM staff at NCAR|UCAR in DEI discussions (stay tuned for announcements from FACES or contact faces@ucar.edu to get involved).