

Diversity, Equity, and Inclusion

The Scientific Organizing Committee is committed to addressing diversity, equity, and inclusion first and foremost by reflecting it in our membership, which includes members of different gender, racial and ethnic backgrounds from different institutions at varied career stages, including early-career. We are committed to cultivating an equitable and inclusive environment and will strive to ensure people of all backgrounds feel welcome. To support an equitable and inclusive environment within this workshop we will take the following specific actions:

- The organizing committee membership and workshop participants reflects diversity, equity, and inclusion;
- We will proactively ensure the inclusion of scientists who are early-career and from under-represented groups both as organizing committee members and as presenters;
- The determination of oral and poster presentations at the meeting reflects diversity, equity, and inclusion, where consideration would be given to diversity across scientific expertise, institutional affiliation, career stage, gender, race/ethnicity, and other demographic factors;
- Promote the workshop broadly with a focus on recruiting participation from Minority Serving Institutions (MSIs), Historically Black Colleges and Universities (HBCUs), and tribal colleges;
- Seek out invited speakers from underrepresented groups;
- We will promote the event by targeting under-represented groups to engage their awareness and participation;
- During the workshop, we will organize network events for early career scientists. By fostering an intellectually stimulating, inclusive environment, we are helping early career scientists develop scientific identity, confidence, and a sense of belonging;
- Make a workshop policy that the early career scientists should be given the first opportunity to ask questions and begin the discussion;
- Provide opportunities for early career scientists and scientists from underrepresented groups to take the lead on writing assignments in collaboration with a more experienced scientist;
- Seek out breakout session leads and rapporteurs that are early career scientists;
- The meeting budget will include reduced registration fees and travel support opportunities for early career scientists and scientists from underrepresented racial and/or ethnic groups, further enabling their participation in the meeting;
- Our meeting dates will avoid major religious and cultural holidays;
- Share/describe the [US CLIVAR code of conduct](#) at the beginning of the meeting;

- Allow and promote the virtual attendance option and adopt best practices to run an engaging hybrid meeting that enhances the virtual experience;
- Conduct a survey at the end of the workshop to collect feedback on meeting diversity, equity, and inclusivity and what future workshops might do better.