

The Niwot Ridge LTER is a community that shares an interest in mountain ecosystems and strongly values diversity and equity among our investigators, staff, postdocs, students, and collaborators. We commit to making our research community an inclusive, safe, supportive, and just environment for participants of any age, ancestry, color, disability, gender identity, national origin, physical condition (including pregnancy), race, religion, sexual orientation, spousal affiliation, or veteran status. We recognize the need for internal assessment and potential changes to the way we communicate, act, organize, and recognize other's contributions in order to reach this goal. In light of this recognition, we have taken or plan to take the following actions related to each of the 4 key areas below. This document will be updated regularly in Fall (starting in Fall 2022) as we learn, grow, and assess the effectiveness of our efforts.

Ensure that the Niwot LTER is a welcoming and inclusive environment

1. Ensure all Niwot personnel have the opportunity to contribute ideas, opinions and feedback and receive credit for their contributions. To achieve this, we have taken the following steps:
 - a. NWT leadership, in collaboration with the DEI committee and the NWT community at large, developed explicit guidelines for authorship for research conducted at NWT.
 - b. Hold monthly "All Niwot meetings" to discuss science, outreach and other topics related to the NWT community
 - c. Established a Slack channel to increase communication between community members
2. Ensure all Niwot personnel feel safe and welcome. To achieve this, we have taken the following steps:
 - a. Continue to hold annual site orientations for all researchers to discuss safety, logistics and the code of conduct
 - b. Requiring annual team-based safety plans and supporting Wilderness First Aid trainings for NWT associates to improve field safety for all
 - c. Hold biennial mandatory bystander training for all NWT associates
3. Ensure all Niwot personnel feel empowered and safe to report any harmful activities. To achieve this, we have taken the following steps:
 - a. Performed an anonymous community climate survey and annual post-summer surveys
 - b. Created anonymous comment box
 - c. Provided a code of conduct with clear avenues for reporting misconduct
4. Future plans
 - a. Include more research and personnel updates at the beginning of All Niwot meetings
 - b. Provide leadership training for all team leaders

- c. Make resources more easily accessible on website, including the code of conduct and reporting process guidelines
- d. Create a “site trailer” to provide incoming researchers a video that discusses challenges and opportunities of doing research at NWT
- e. Create a “Be Niwot” poster to highlight key aspects of the code of conduct and community expectations to be posted around NWT
- f. Work with Mountain Research Station (MRS) to make the site more inclusive, including increasing opportunities for community building

Recruit, retain, and support a more diverse team of students, investigators, staff and collaborators

1. To recruit a team that is representative of society we commit to the following actions:
 - a. Advertise to a diverse pool of potential applicants and value unrelated work experience and commitment to DEI as criteria for job qualification
 - b. Create volunteer standards and guidelines so that the expectation are clear for all personnel involved.
2. To better retain personnel from a diversity of backgrounds, we commit to:
 - a. Provide equal access to gear with the gear closet
 - b. Providing annual support of 1-2 members to attend Society for Advancement of Chicanos/Hispanics & Native Americans conference
3. To better support personnel from a diversity of backgrounds, we commit to:
 - a. Continue the NWT LTER Graduate Recruitment Fellowship: Advancing Inclusivity in Mountain Research, which provides 1 GRA to recruit exceptional students that self-identify along one or more targeted axes of diversity and work aligns with NWT research goals (nominated by mentors)
4. Future plans
 - a. Collaborate with the CU Fired Up program (<https://www.ebiofiredup.com/>)
 - b. Create a document for best practices in recruiting new team members
 - c. Have an ESA-SEEDS national and/or regional field trip to NWT and/or hold ad bioblitz with ESA-SEEDS CU chapter

Collaborate meaningfully with local communities

1. Submit a new REU site grant to increase the number of local students we can support
2. Continue working with Regional Community Colleges
 - a. Continue our collaboration with CIRES RECCS (Research Experience for Community College Students) program as a mechanism for recruiting REUs.
 - b. Continue facilitating community college faculty to bring students to MRS and Niwot Ridge on field trips
3. Collaborate with Cal-Wood Environmental Education center for the annual Mountain School. This collaboration and a small grant from the CU Office of Outreach and

Engagement allows us to recruit 14 participants from low income, Latinx, and first-generation college student backgrounds.

4. Created signage along trails to better educate our local community on the value of mountain ecosystem and the research being conducted at NWT.
5. Future plans
 - a. Form stronger connections with local Indigenous groups to strengthen our land acknowledgement statement
 - b. Hold a combined workshop with Rising Voices (Previously planned workshop canceled due to COVID) and the [Latino History Project](#)
 - c. Consultate with anthropologist [Doug Bamforth](#) on human history of NWT

Frequent assessment and evaluation of efforts

1. To ensure that our efforts are having positive effects, we commit to conducting regular assessments of the social climate at NWT LTER.
 - a. Every 3 years (next in 2023) we will repeat the social climate survey.
 - b. At the end of every field season the DEI committee will conduct a short social climate survey to address any emerging issues.
2. To allow for the incorporation of the effectiveness of our efforts and to change the focus as we learn more about our local community and broader DEI best practices, the DEI committee will review the DEI plan annually and present the updated plan to the NWT community
3. Future plans
 - a. Update DEI plan in Fall 2022
 - b. Highlight specific DEI projects on the website
 - c. Discuss implementing a community characteristic survey annually to track how community demographics have evolved through time with our efforts
 - d. Get IRB approval for our social climate survey and store data long term