

Guidance to ASP applicants:

NCAR and the Advanced Study Program (ASP) embrace a work environment that is inclusive, diverse, and equitable. Our employees come from diverse backgrounds, and we strive to create the kind of inclusive, supportive, and welcoming workplace that will attract and retain an even greater diversity of individuals in the future.

As part of this commitment, we require an “Inclusion Statement” from applicants that addresses the role of inclusion, diversity, and equity in Science, Technology, Engineering and Math (STEM) fields. The search committee considers past, current, or proposed contributions toward promoting diversity, equity, and inclusion (DEI) as a part of the applicant’s careers.

The written statement should respond to the following two points:

1. How have you helped to build or support a diverse, inclusive, and equitable environment in your research, academics, and/or work groups thus far in your career?
2. What future plans do you have to support diversity, equity, and inclusion? This could be related to your research plan, the teams you are a part of, and/or who is a part of your research.

*Note that while you can write up to a page, the ASP application only requires 1/2 page, 12 pt font, single spaced.

Our staffing policy states that a candidate's race, gender, ethnicity, national origin, or other personal characteristics may not be considered in the evaluation of academic appointments. Your responses to these questions do not require that you disclose any personal information about yourself.

NCAR believes that everyone has a role to play in embracing a diverse, equitable, and inclusive work environment, regardless of your own personal identities. We are interested in how your research, leadership, and team dynamics work to expand inclusion in our fields.

We recognize that everyone’s experiences are different (e.g. international students, various academic focus areas) and each applicant may have different levels of experience with DEI efforts. Here is some information to help guide you in writing your response to the inclusion statement prompt:

- [UCAR/NCAR Diversity, Equity, and Inclusion Strategic Plan](#) (definition of DEI on pg. 5)
- [UCAR/NCAR Case for Diversity, Equity, and Inclusion](#)
- Past activities can include, but are not limited to: mentoring, tutoring, serving on boards and/or committees, conducting research working with communities and/or using culturally responsive practices, volunteer opportunities, outreach and education activities, and/or other activities that impacted your approach to working with others