



AMS

American Meteorological Society

Supplemental Material

Bulletin of the American Meteorological Society
Outcomes and Lessons Learned from Implementing a
Diversity, Equity, and Inclusion Program at UCAR/NCAR
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Supplemental Material

The syllabus below provides an overview of each of the four sessions of UNEION. This is provided a recent sample of learning material in the program. This material may change for each cohort, emphasizing issues that arise in course discussion, current topics, or other necessary changes to tailor the content to provide the best learning experience possible. Institutions implementing similar programs should consider tailoring the sessions and content to meet the needs of their specific organization.

Table 1. Sample UNEION syllabus

Session	Learning Outcomes	Sample Materials	Sample Activities
Understanding Privilege and Identity	<ol style="list-style-type: none"> 1. Gain understanding of what an identity is and how our identities affect how we experience the world. 2. Understand systems of privilege and oppression. 3. Understand that we don't have choice in the privileges we hold, we only have choice in what we do with it. 4. Know the case for diversity & inclusion at UCAR/NCAR. 	<p>The Myth and Reality of Meritocracy</p> <p>Why does John get the STEM job rather than Jennifer?</p> <p>What riding my bike has taught me about white privilege</p> <p>Ted Talk: The Danger of a Single Story</p>	<p>Brave space and community agreements: defining how we will work together.</p> <p>Who Are You activity: reflecting on the facets of our own complex identities.</p> <p>Assign accountability buddies: developing connections to do the work and attend sessions.</p>
Gender as a Social Construct	<ol style="list-style-type: none"> 1. Understand power, privilege and oppression in regard to gender. 2. Learn about equality, equity 	<p>Legos and the 4 I's of Oppression</p>	<p>Reflection: draw a picture of the first time you realized gender influenced</p>

Session	Learning Outcomes	Sample Materials	Sample Activities
	<p>and the prism of intersectionality.</p> <ol style="list-style-type: none"> 3. Understand how individual and institutionalized sexism impacts people. 4. Learn about Feminism, Womanism and Transgender Movements history. 5. Gain a better understanding of the trans community. 6. Explore how gender issues play out in our lives (work, home, school) and what we can do about it. 	<p><i>Guyland</i> (select chapters)</p> <p>Scene on Radio podcast: The Juggernaut</p> <p>100 years on, politics is where the U.S. lags most on gender equality</p>	<p>how you were treated.</p> <p>Understanding the 4 I's of oppression.</p> <p>Activity and discussion outlining gender as a continuum.</p>
Race as a Social Construct	<ol style="list-style-type: none"> 1. Understand power, privilege and oppression in regard to race. 2. Learn about race in and intersectionality. 3. Understand how individual and institutionalized racism impacts people. 4. Learn about the construction of race within a U.S. context and contemporary movements to address it. 5. Explore how racial issues play out in 	<p>Scene on Radio podcast; How Race Was Made Podcast</p> <p>"Why are all the black kids sitting together in the cafeteria?"</p> <p>How the GI Bill's promise was denied to a Million Black WWII veterans</p> <p>What a White Savior is and Why it's a Problem</p>	<p>Discussion defining racism and our own identity development.</p> <p>Activity to demonstrate color blind racism.</p>

Session	Learning Outcomes	Sample Materials	Sample Activities
	our lives (work, home, school) and what we can do about it.	I, Racist	
Bystander Intervention and Difficult Conversations	<ol style="list-style-type: none"> 1. Learn effective intervention techniques. 2. Build the confidence to safely intervene and support. 	Bystander Effect- Why don't we help? "A Trip to the Grocery Store" Calling In: A Quick Guide on When and How Courage video Inclusion is a bad word	<p>Demonstration and discussion of the "5 D's" of bystander intervention.</p> <p>When Do I Report to HR and What Happens?</p> <p>Learning about protected classes.</p> <p>Small group practice of intervention techniques.</p>