

Mount Washington Observatory

Board of Trustees Statement on Diversity, Equity, and Inclusion

The Mount Washington Observatory (MWOBS) embraces all people and diverse thought and experience in its work. As a scientific institution committed to research and education about the natural systems that create Earth's weather and climate, we seek to increase access to and participation in climate science for populations historically excluded and under-included in Science, Technology, Engineering, and Mathematics fields. Diversity, Equity and Inclusion (DEI) are essential to our work maintaining a weather station on the summit of Mount Washington, performing weather and climate research, conducting innovative science education programs, and interpreting the heritage of Mount Washington.

MWOBS advocates improving access to climate services for those disproportionately vulnerable to weather and climate risks. We pledge to 1) use MWOBS' unique history, location, programs, and communications to address environmental injustice related to weather and climate; and 2) create a diverse, welcoming and inclusive institution as we pursue our work. We commit to the following guiding principles and actions to fully integrate DEI into our mission and all the work that we do.

Guiding Principles

1. Seek diverse partners, students, faculty and audiences for all of our work, to better understand the human relationship to climate and weather.
2. Identify strategies for engaging underserved populations in all areas of our work.
3. Implement plans and policies to improve accessibility of our facilities, programs, exhibits, data, communications, and resources.
4. Develop networks that promote inclusion for underrepresented populations in our research, educational, and development programs.
5. Continue this work as, and after the above action items are implemented; expand the scope of our inclusion efforts as we learn of new steps or methods to accomplish these principles.

The Observatory's goal is to integrate these principles fully into our business practices and culture. To accomplish this goal, the MWOBS developed a series of Action Items to steer us in the right direction and keep MWOBS on course.

Action Items

1. Annual DEI training for Trustees and staff.
2. Incorporating DEI language in all job advertisements and descriptions.
3. Developing a land acknowledgement statement for posting publicly on MWOBS facilities and communications mediums.
4. Pursuing goals for diversity and belonging throughout MWOBS, including on our Board of Trustees and its committees.
5. Including measures evaluating DEI in Executive Director, Board of Trustees, and staff annual review processes.
6. Expanding representation across all material published by MWOBS, including pamphlets, online, museum exhibits.

7. Annually: assessing and reporting on progress of DEI work; and, adopting new or modified goals and/or action items.