



From time to time really exciting things happen at UCAR and we will be sending you news splashes to keep you up to date!

Hello Staff,

I wanted to let you know that the UCAR 2021 Workplace Culture Survey will be arriving in your mailboxes tomorrow, Tuesday, April 13th. Every 4 years UCAR puts out a Culture Survey to assess the broader culture of our organization. Please help us by taking the time to complete the survey and by encouraging your colleagues to do so too. This is your chance to tell us your thoughts about our workplace culture and to let us know what would help make our organization a better place for all of us.

To clarify, this is the survey we had a meeting about last month. I would encourage you all to take this survey to have your voices heard, particularly in regard to how the UCAR culture impacts non-Boulder employees. David Allen, CPAESS Program Specialist located in NOAA Global Ocean Monitoring and Observation (GOMO) Division, has contributed to the development of the survey to specifically represent non-Boulder staff.

The information gathered from this survey will be used as a catalyst for a myriad of changes across our organization. Past data have been used by the UCAR President's Office, the NCAR and UCP Directorates, the COO, HR, and by all of your labs, centers, programs, and offices ([see the FAQ](#) for more information – you will need your Workday login and password). This is your opportunity to talk directly to management about how UCAR, NCAR, and UCP can become a better place for you and for your colleagues.

Of the survey, Carolyn Brinkworth, UCAR's Office of Diversity, Equity, and Inclusion Chief says "Our number one priority is protecting your anonymity. The survey is being conducted by an external vendor, the Nova Collective, who will send out a generic link (not tied to anyone's email address) to the survey in Qualtrics. No one at UCAR/NCAR/UCP will ever receive the full data file from Nova. Instead, Nova will only report data to us in aggregate. Your responses will remain completely anonymous to everyone and in no case will information ever be reported in

such a way that a person's identity could be discerned. Nova will never report on any identity groups, job families, or departments with fewer than 10 people represented in that group.”

If you have more questions about the survey, or want to know more about the policies and actions that were implemented since the last survey in 2017, [visit our Frequently Asked Questions page](#). If you have additional questions, you can contact me at carolyn@ucar.edu or you can directly contact Jaci Devine at Nova at jaci@thenovacollective.com or myself hanne@ucar.edu.

The email will come from research@thenovacollective.com. You will have three weeks to complete the survey, which will close at 11:59 p.m. on Tuesday, May 4.

Thank you all in advance for your support in this important step toward a more equitable and inclusive workplace culture.

A handwritten signature in black ink, appearing to read "Hanne". The signature is written in a cursive, flowing style.