



## The DEI Goals of CQN

**DIVERSITY:** We aim to bring people qualified by skillset and experience into CQN, regardless of race, ethnicity, gender, sexuality, age, disability, veteran status, religion, marital status, body type, neurodiversity, or cultural background, and to maintain that diversity throughout the developmental pipeline. We understand that the diversity of our community is one of our greatest assets and that harnessing it at all stages of educational and professional development is good for our people, and good for our science.

**EQUITY:** We aim to take measures to ensure that everyone in CQN has an opportunity to succeed in their role. Ensuring that people are treated *equitably* means treating people *fairly*, but not necessarily *equally*, or the same. We account for people's different starting points, access to resources, and unconscious bias in shaping our policies and culture. Achieving equity requires a regular and continuous assessment of the needs of the people who make up CQN.

**INCLUSION:** We aim to make sure that everyone in CQN feels valued, heard, and like they belong. It isn't enough to bring together a diverse group of people and then assume that all the benefits of that diversity will manifest. Diversity has to be nurtured within an inclusive environment. Inclusion requires conscious, ongoing efforts to allow everyone to bring their whole selves to the work we do here.

*At CQN, we aim to be transparent about our DEI goals, as well as about the means for achieving them. But these means are not static and rely on the feedback of the CQN community. We will reevaluate our policies and methods regularly, so please feel free to ask questions, make suggestions, or voice concerns to DCI Director Julie Des Jardins at [juliedesjardins@arizona.edu](mailto:juliedesjardins@arizona.edu).*