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Association of Universities for Research in Astronomy

October 16, 2017

Dear Colleagues,

As you are aware, AURA is deeply committed to making AURA and its Centers great places to work. To that end, we strive continually to develop and improve our policies and practices for the purpose of providing a welcoming and inclusive work environment for all of our staff. AURA believes that a diverse workforce, one that includes individuals with different attributes, identities, characteristics, abilities, backgrounds and experiences, contributes best to the achievement of excellence in our organizations, our mission to advance astronomy and the scientific community overall.

In 2009 and 2012, major efforts were undertaken to establish a baseline for understanding and monitoring the overall workplace climate at AURA and in each of its centers, and to identify any areas that could be improved. Earlier this year, we once again launched a climate survey to track progress from the prior surveys and the impacts of efforts that each Center has taken over the years in response to those surveys. The 2017 survey contained many of the questions from the prior surveys so that trends could be monitored.

This year, we contracted with a professional employee survey organization, *Infosurv*, to conduct and evaluate the survey, rigorously protect the confidentiality and anonymity of the survey participants as well as to provide us with a more comprehensive evaluation and report on the climate in our workplaces. Survey reports were provided for AURA overall and each Center.

We are pleased with the results that we see in the survey this year. Overall, engagement among AURA employees remains very high. Positive responses were received in many areas. However, we are also able to see areas that will require more attention and effort in the future to keep our commitment regarding AURA as a great place to work.

We have asked each Center to post the summary of the overall AURA climate survey on their respective Intranet as the results are for internal consumption. For your Center, the report is located at <https://ls.st/Document-27167>.

Over the coming weeks, you will see additional information released from each Center regarding its individual findings and the actions that are planned to address them.

We wish to thank each and every one of you for your participation. Your candor and honesty are invaluable. Making AURA and its Centers great places to work requires input and feedback from all.

Please feel free to direct any questions regarding the survey reports to your Center Management, Diversity Advocate, Human Resources representative, Heidi Hammel or me at the AURA Corporate Office.

Matt Mountain,
President, AURA