

DEIA Fellowship Year-Long Work Plan

Background:

[DEIA Elements in IOOS](#)

[Summary of Needs](#) (presentation)

Work Plan:

Summary of Goals:

- (1) Communicate DEIA activities internally and externally,
- (2) Facilitate information and knowledge-sharing opportunities between the IOOS Office and RAs and among regional associations,
- (3) Identify funding resources to support RA diversity efforts including Federal programs, foundations, and others,
- (4) Provide recommendations to improve service equity, develop long-term activities at both the national and regional level, and create new, and strengthen existing, long-term partnerships.

Summary of Deliverables:

- DEIA webpage and regular communications
- Internal resources for use across IOOS
- Quarterly DEIA Dialogues for RA directors and Program Office
- Informational webinars for IOOS
- Qualitative assessment of current DEIA activities and potential focus areas
- List of funding opportunities to expand DEIA-focused capacity building
- List of recommendations based on Fellowship outcome

Goal 1: Communicate DEIA activities internally and externally

A. Desired Outcomes:

- a. Provide regular internal and external communications on DEIA activities, projects, and programs.

B. Action Items:

- a. External - create DEIA webpage, newsletter articles, presentations
- b. Internal resources - usable DEIA Google documents with links and resources for RAs and PO

C. Timeline/Milestones:

- a. Webpage developed - April, update regularly
- b. Internal - shared and updated regularly
- c. News articles - June, September, December

Goal 2: Facilitate information and knowledge-sharing opportunities between the IOOS Office and RAs, and among regional associations

A. Desired Outcomes:

- a. Structure knowledge-sharing opportunities between the IOOS Office and RAs and among regional associations to strengthen current DEIA initiatives and goals across IOOS.

B. Action Items:

- a. Share Interview Summaries, update DEIA Tracking List
- b. Establish quarterly webinar “DEIA Dialogues” on key topics - informal internal discussion on key issues
- c. Research and collate DEIA best practices for IOOS (e.g., attend, summarize and share major points of diversity sessions at OSM)
- d. Facilitate dialogue between RAs and Program Office to identify and apply common DEIA language and terminology for IOOS
- e. Develop and support a “foundation for growth” pilot project to review DEIA past initiatives, ongoing projects, current partnerships, and existing gaps in regional community reach and impact; build a framework or “foundation” for expansion of DEIA goals at the regional level
 1. Develop outline for “foundation for growth” pilot project based on goals, estimated timelines, and desired outcomes
 2. Research assessment tools available and regional or national partners to collaborate in a “foundation for growth” pilot project
 3. Identify region and assessment tool for “foundation for growth” pilot

- 4. Assist and support pilot region in assessment tool implementation
- 5. Report pilot outcomes and takeaways back to IOOS community
- d. Reach out to partners (Sea Grant, OCM, etc) and others to identify opportunities for collaboration and facilitate information sharing within regions (i.e. from RAs to their regional networks), where appropriate
- e. Organize 1-2 informational webinars for RAs and PO (invite outside experts to speak on key topics that will expand IOOS knowledge and ability to address DEIA issues)
- f. Conduct regional site visits to both learn about successes, challenges and to provide other support

D. Timeline/Milestones:

- a. Interview summaries, DEIA Tracking List - March, updated regularly
- b. DEIA Dialogues -
 - i. April - Collaborating with Indigenous Communities
 - ii. July - Data accessibility,
 - iii. Sept - HR/admin,
 - iv. Dec - building connections and leveraging partners, etc
- c. Reach out to partners - ongoing
- d. Research and Collate DEIA best practices, for example -
 - i. May - working with underserved communities
 - ii. August - data accessibility
 - iii. October - HR/admin, hiring practices
 - iv. December - leveraging partnerships, building new connections
- e. Informational webinars - September
- f. Regional site visits
 - i. May - California - SCCOOS/CeNCOOS all-hands Science Impact meeting
 - ii. June - D.C. for CHOW; Southeast/Gulf - Mote MarSci-Lace, etc.
 - iii. TBD...

Goal 3: Identify funding resources to support RA diversity efforts including Federal programs, foundations, and others

A. Outcomes:

- a. Outline and kickstart financial and technical support for Regional activities.

B. Action Items:

- a. Research foundation opportunities for capacity building, scope 1-2 possible proposals (outline funding framework)
- b. Research opportunities for federal support for IOOS DEIA expansion

- i. Outline funding framework (i.e. changes to grant requirements, fostering long-term relationships, communications, knowledge sharing opportunities, etc.)

C. Timeline/Milestones:

- a. Research - ongoing
- b. Scope and outline proposals - September

Goal 4: Provide recommendations to improve service equity, develop long-term activities at both the national and regional level, and create new, and strengthen existing, long-term partnerships

A. Outcomes:

- a. Tenets of DEIA become a “way of doing business” in IOOS with shared understanding and support across the enterprise

B. Action Items:

- a. Outline tiered, action-based recommendations for DEIA development in IOOS, for example:
 - i. Develop shared objectives and outcomes across the IOOS enterprise (RAs, Office, FAC IOOC)
 - 1. Develop Plan of Action to clarify DEIA objectives
 - a. Develop tangible goals to align to for the long-term and to assess progress and success (accountability)
 - b. Integrate aspects of DEIA as “norm” into IOOS RA functions and standards
 - c. Capture depth and reach of RAs/IOOS network
 - d. Use regional and national demographic information (could also extend to Board and staff?) to set appropriate DEIA goals
 - ii. Align DEIA efforts with those of other NOAA programs
 - iii. Develop or identify metric-based measures of success for continuation of and accountability for DEIA-related projects (i.e. metrics for measuring impacts of service equity)

C. Timeline/Milestones:

- a. Recommendations to be presented at end of Fellowship - December

[Visual Representation of Timeline](#) (spreadsheet)