

June 21st, 2022 (4-5pm ET)

**Materials:**

- [Ashley's Work Plan](#)
- [Ashley's Initial IOOS Findings](#)
- [Summary Slides from Public Meeting](#)
- [June 27th Agenda](#)

1. **Attendees:** Bob Winokur, Ashley Peiffer, Josie Quintrell, Jen Read, Krisa Arzayus, Schuyler Nardelli
2. **Review discussion summaries from May meeting:**

The PWG reviewed the discussion points from the May public meeting and the suggested recommendations from B. Winokur.

*May Meeting Summary:*

- The FAC should endorse Ashley's work. Tracking and maintaining close contact throughout the process. Need to identify mode of contact and tracking.
- Recommend or develop a sabbatical program (as described by J. Biggs).
- Recommend targeted funding for minority serving institutions
- Recommend/identify opportunities with grant processes for minority benefits or involvement.
  - Note: Be wary of brain drain.
- To ensure recommendations are holistic, the PWG should:
  - understand what the IOOC agencies are currently doing within the DEIA and service equity areas.
  - consider cross theme recommendations

*Other suggestions:*

- Develop an investment strategy for IOOS DEIA efforts that could have the greatest impacts, for all DEIA elements but especially for underserved communities
- Assess how data sources, metrics and analytical methods can be used in decision making for DEIA programs
- Convene stakeholder information gathering sessions for DEIA to for use in program development and assessment to gather inputs from diverse (underserved) groups and communities who rely on access to information and data from the ocean
- Conduct an assessment of barriers to DEIA, including workforce, funding, technology, and capacity and capability
- Ensure networks are available to link communities, provide information and ensure access for communities that that rely on knowledge from the ocean to guide decision making, sharing knowledge, including the local and regional environment
- Convene a workshop on DEIA with representation from diverse groups, including scientists and technologists from diverse fields (including social scientists and students) from academia,

government, industry – could be done in conjunction with the Ocean Studies Board of the National Academies

- Develop a repository of information that includes information on best practices, technology, observing systems and training materials for DEIA and with a focus on underserved and underrepresented communities

Following the review, the members agreed to outcomes from the May meeting discussion and discussed a few key items:

- J. Read noted that we need to focus on which of the suggested recommendations are relevant suggestions for IOOC and IOOS that wouldn't be duplicative of other efforts happening at higher levels within NOAA, DOC, etc. The first bullet could become a good, IOOS-specific recommendation.
  - K. Arzayus added that another way to look at this is to recognize that there needs to be higher level efforts, but at same time we are struggling with what is meaningful within the IOOS Enterprise - could generate a recommendation targeted at the IOOS Enterprise or IOOS level, with recognition that this is a pilot that could be scaled up to broader agency or DOC level. Everyone is trying different things right now, hard to figure out how they mesh together, but we have to start somewhere.
  - B. Winokur added that we are providing advice and counsel to the NOAA administrator, some recommendations could be IOOS Enterprise-specific and some (or elements of some) could be addressed to NOAA.
- A. Peiffer noted that some of the suggested recommendations follow naturally from her work plan, but at a greater depth. First bullet provides the opportunity for information gathering - identifying what communities need at the regional level and having that feed up through IOOS. Metrics and analytics would be interesting to do at IOOS level, but might be more NOAA level. Stakeholder engagements could be done at regional level - there is already a framework for this. Assessment of barriers - work plan starts to do this, but a more detailed analysis in IOOS could be helpful for applying up the chain to NOAA.
  - J. Quintrell noted that COL is trying to do ocean-wide STEM mentoring - ocean sciences is the least diverse of all sciences. IOOS is one small player - but a concerted effort to really work with diverse communities and mentoring could make a difference. That's where recommendations coming from the FAC on NOAA-wide and IOOC-wide issues would be helpful. We need to build on what Ashley is doing, but highlight the lack of diversity in ocean sciences and where IOOS comes into this (e.g., data access - how do you credit indigenous databases appropriately).
    - A. Peiffer added that the last bullet touches on this, could use more attention though.

### **3. Address actions, information gathering, and consensus for recommendations**

In agreeing to a consensus on recommendations the PWG members discussed the following:

- B. Winokur asked: Are we making a series of recommendations such as the list on the slide? Or are we going to undertake a specific study ourselves? If we're going to make a set of

recommendations similar to this list, it needs to be based on something. Ashley's work is a good foundation.

- K. Desai suggested a recommendation to expand Ashley's fellowship as a specific role to move them forward.
- K. Arzayus suggested that we could dive deeper on ~1 if you want, agreeing that we don't have resources to do deep dives on all of them.
- J. Quintrell noted that she likes the idea of the sabbatical program and targeting minority serving institutions and asked if we could suggest a training program in the regions to get national exposure.
  - B. Winokur added, related to the sabbatical program, that he is a big fan of the IPA program. He suggested bringing in an IPA from an HBCU is a useful thing to do and we don't have to worry about brain drain for the larger HBCUs like Howard University.
  - J. Read agreed and noted that she likes that this sets up a mechanism. We don't know what's going on more broadly within NOAA and don't have time to investigate. We can work on a recommendation around this and make sure we think about barriers (like brain drain and other inadvertent negative consequences of the recommendation). We could recommend that NOAA streamline various initiatives. ~1 other recommendation could be about an investment strategy (IOOS-specific but a mechanism or tool that doesn't require knowledge of what's going on across the agency).

#### 4. Drafting recommendations

The PWG agreed to:

- Review a compiled list of all the suggested recommendations to select, scope, reframe, and prioritize based on regional, national, interagency impacts and DEIA fellowship findings (ACTION).
  - Develop a shorter list of recommendations with sufficient context to ensure impact and implementation possibilities
  - Cross-coordinate with other PWG recommendations
  - Develop and share draft recommendations by the November Public Meeting

#### 5. Next Steps

- The PWG members will review the compiled list of suggested recommendations and plan a path forward.
- B. Winokur will lead the report out for the July 27th public meeting.
- To track and coordinate with A. Peiffer's work, a quarterly meeting will be scheduled for the DEIA working group and the PWG to share updates and ideas.

**May 6th, 2022 (12:00-1pm ET)**

1. **Attendees:** Jen Read, Krisa Arzayus, Ashley Peiffer, Bob Winokur, Jason Biggs, Jyotika Virmani
2. **Overview of DEIA fellowship goals:**

The working group was provided with an overview on the DEIA fellowship goals. A. Peiffer outlined the high-level goals which included working with the IOOS Program Office, RAs, and IOOC agencies to:

- Amplify existing and planned efforts to improve DEIA and service equity,
- Research and recommend best practices for improving service equity, training opportunities for staff, workforce development and support, co-development and other activities
- Facilitate information sharing, seek partnerships
- Identify next steps including possible funding opportunities

The progress to date included an outline of existing DEIA efforts, qualitatively assessed needs to identify areas for improvement, compiled an up-to-date list of regional and national activities related to DEIA, and collated best practices in reaching underserved and underrepresented populations (co-design, STEM outreach, etc.) . Currently, A. Peiffer is coordinating and documenting monthly DEIA calls, quarterly DEIA Dialogues discussions (April - Engaging with Indigenous Communities, June - Data Accessibility), connecting with IOOS partners to learn more about their DEIA initiatives, and researching funding opportunities for regional DEIA efforts.

A. Peiffer outlined her initial findings on the DEIA elements within IOOS and they fell into four categories: 1) Administration and training, 2) Service equity, 3) Co-design and co-development, and 4) Community Engagement. The summary of needs to included an expand regional DEIA toolkit (“exploratory assessment”), research and sharing of best practices (hiring practices, data accessibility, reaching underserved communities), structural opportunities for knowledge sharing between Program Office and Regional Associations, among RAs, increasing capacity (identifying opportunities for funding and capacity building for RAs), and connecting Program Office and Regional Associations in DEIA goals, objectives, language, and action-based next steps.

Lastly, A. Peiffer outlined the goals in the DEIA Work Plan to address the elements and needs. The four goals included:

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, foundation, 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.

### **3. Discussion of PWG scope:**

- J. Read asked if there was an opportunity to loop in other NOAA regional activities (SeaGrant and other NOAA regions). A. Peiffer agreed and noted that the second goal is exploring this through a regional assessment for partnership and opportunities for new partners.
- J. Biggs asked if we should broaden the scope to outside the regional entities. A. Peiffer agreed and noted that these findings are part of a baseline assessment and hopes there are opportunities for expansion once all the relevant information is collected.
- J. Virmani asked about the collection of best practices. A. Peiffer noted that, throughout the “dialogues” with the RAs, best practices for engaging with indigenous communities and

relationship building in a culturally appropriate way have been documented and shared across RAs. She also noted that data sharing, accessibility, and multilingual best practices are also in the works.

- B. Winokur asked what the scope of this PWG could be and how they can contribute to these efforts without duplicating.
- J. Virmani asked if there was space for recommendations outside the RAs (i.e. NOAA and IOOS Program Office). She also asked where A. Peiffer believed the PWG recommendations would make the most impact. A. Peiffer noted that the PWG's expertise would most help in understanding the interagency relations and opportunities there to connect. She added that there are many initiatives addressing DEIA and agencies may benefit from streamlining and coordinating efforts for a more holistic approach.
- J. Virmani noted that two potential recommendations could include the continuation of the coordination efforts on DEIA within the RAs and initiation of coordination efforts at the Program Office and agency level. She asked if there was space to address workforce development and offshore infrastructure.
- B. Winokur agreed and suggested that the PWG should assign a liaison to monthly DEIA calls and quarterly DEIA Dialogues discussions. He noted that this would be vital in separating A. Peiffer and the PWG's efforts. He suggested that the PWG examines the big picture (IOOS and external world) while A. Peiffer continues to look internally at the RAs.
- J. Virmani suggested a few next steps and potential recommendations:
  - Potential Recommendation: NOAA identifies someone to coordinate DEIA efforts across line offices
  - Next Step: Briefings/information to better understand the DEIA landscape across the federal agencies and SOST (Environmental Justice Workshop).
  - Next Step: Discussions with the other PWGs and understanding where DEIA can fit into their topics (Climate and New Blue Economy) to ensure cross cutting recommendations
- J. Virmani asked who the audience for A. Peiffer's recommendations are and the timeline for completing them. A. Peiffer noted that the audience for her recommendations is the IOOS Program Office and the RAs and that the recommendations will be final by Dec 2022.
- K. Arzayus noted that the audience for the IOOS FAC is the IOOS Program Office, NOAA Administrator, and the IOOC.
- B. Winokur noted that the PWG should focus on the IOOS Program Office within the bounds of NOAA. He added that the NOAA Service Equity Assessment is only focused on a few line offices.
- B. Winokur asked A. Peiffer if there are early drafts of the recommendations. He suggested that the PWG endorse these early draft recommendations and highlight gaps. We can endorse the recommendations and highlight gaps.
- K. Arzayus shared the NOAA Fisheries draft strategy on [Equity and Environmental Justice](#).

#### 4. Summary and Next Steps:

Overall, the PWG plans to:

- Propose a recommendation to NOAA on identifying a POC to streamline their various DEIA initiatives

- Engage in A. Peiffer's monthly DEIA meetings to understand the evolution of her recommendations and ultimately endorse them with note of any gaps
  - Learn more about the federal agency DEIA efforts and identify areas for engagement and recommendations
  - Engage with the other PWGs to understand where DEIA fits into their topics (Climate and New Blue Economy) to ensure cross cutting recommendations
  - Ask B. Winokur and J. Biggs to report out on the PWG discussions and help facilitate the Committee Deliberations at the public meeting on May 13th
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### April 14th, 2022 (10:30-11am ET)

- **Attendees:** Jyotika Virmani, Bob Winokur, Jason Biggs, Ashley Peiffer, Josie Quintrell, Jen Read
- **General Scope ([Work Plan](#))**

The working group was asked to review the details within the work plan and asked if there were certain topics which would be most influenced by FAC recommendations.

- B. Winokur noted that it was difficult to scope the topics for this PWG's recommendations without a briefing.
- J. Virmani added that it is important to ensure we have some recommendations pertaining to the workforce. She noted vessel operations are going through a stand still due to lack of staff.
- J. Biggs noted that we should add citizen science and coastal science and management to the subtopics under diversity, inclusion, and service equity.
- J. Quintrell noted that the FAC and IOOS should review the work conducted by the new DEIA fellow, Ashley Peiffer, to ensure a thorough background into the RA and system needs and plans.
  - A. Peiffer shared her [initial work plan](#) and [findings](#) with the PWG.
  - B. Winokur suggested holding a follow up meeting to hear about the findings and plan. **(ACTION)**
- B. Winokur also noted that there should be two more sub bullets the work plan addressing infrastructure and facilities and partnerships.
  - J. Biggs added that there should be an emphasis on data acquisition as well. Opportunities for collaboration are present in product development, partnerships with state and local governments, and conservation efforts.
  - J. Virmani agreed and added that areas such as mapping and fisheries management plans need co-creation/co-design with local communities and tribes as well as requirements.
- **Recommendations and Timeline ([2021 Recommendations Report](#))**

The working group was asked to review the 2021 FAC recommendations report and provide feedback on the format and timeline of the new recommendations.

- The group agreed that the report format is good and noted that decisions can not be made without hearing the briefings, the plans of the other PWGs, and information provided on the NOAA budget planning process (timeline).

- **Report out and discussion leads at Public Meeting ([Draft Meeting Agenda](#))**

The working group was asked to volunteer one person to report out on today's meeting and lead the deliberations during the public meeting.

- The group agreed to decide after their follow up meeting where they will be briefed by A. Peiffer.