

DEIA Preparatory Work Group  
Draft Recommendations  
December 1, 2022

## Vision

To empower and ensure that communities, specifically including those who are underrepresented and underserved, have the local capacity, technology, and other resources they need to access information on the ocean, coastal, and Great Lakes to support lives and livelihoods.

## Mission

Engage with diverse communities so that, together with these communities we define and design observing systems to provide timely information, empower all to access the data and knowledge tailored to each regional community, provide decision support and to inform policy, and enhance stewardship of our oceans, Great Lakes, and coasts.

## **Recommendation: Expand support for DEIA activities within NOAA and the broader IOOS community.**

- Develop or expand NOAA programs to provide competitive grants and funding opportunities specifically for minority serving institutions leveraging STEM expertise, including internships and opportunities for sabbaticals and IPAs at NOAA or the IOOC agencies.
- Establish a permanent IOOS DEIA fellowship program to work with the RAs, IOOS program office and stakeholders to identify and assess issues, identify opportunities, recommend improvements, and recommend new or expanded partnerships.
- The IOOS Program Office, working with the Regional Associations, should develop an IOOS DEIA Strategic Plan and Implementation Plan for execution by the Program Office.

## **Recommendation: *Develop and execute investment strategies in DEIA activities that will ultimately strengthen the new blue economy.***

- Conduct an assessment of barriers to and opportunities for DEIA, including workforce development, funding, R&D, technological innovation, observation systems and information access.
- Assess how data sources, metrics and analytical methods can be used in decision making for investments in DEIA programs.
- Develop and implement an investment strategy for DEIA efforts that could have the greatest impacts for DEIA elements, but especially underserved communities.
- Where appropriate develop, expand, and implement partnerships with stakeholders and minority serving communities to foster technological innovation and inclusivity, including the IOOC agencies, academia, NGOs and the private sector

**Recommendation: *Gather knowledge and enhance access to information to increase diversity, equity, inclusivity, and accessibility in coastal ocean communities and programs.***

- Enhance program development and assessment by expanding stakeholder engagement and information gathering sessions with diverse and underserved groups and communities that rely on access to information and data from the ocean.
- Support the development and enhancement of networks to link communities, provide information and ensure access for communities that rely on knowledge from the ocean to guide decision making and sharing knowledge from and for the local and regional environment.
- Find and connect to a centralized repository of knowledge that includes information on best practices, technology, observing systems, and training materials for DEIA, with a focus on underserved and underrepresented communities.

## Recommendation: Increase coordination of DEIA activities across NOAA.

- Work with other NOAA Line Offices and the IOOC to ensure coordination of DEIA initiatives, avoid duplication, focus, and maximize investments.
- In coordination with other entities, 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.

## Endorsement

- IOOS RA's DEIA Fellow's work, including tracking and maintaining close contact throughout the Fellowship.