

Responding to IOOS AC recommendations for Diversity, Equity, Inclusion, and Accessibility (DEIA)

Kelli Paige
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About me

43, F (she/her)

Chicana (Mexican-American) from Chicago, IL

Neurodiversity spectrum

Single mom of 2 daughters, 12 & 9 yo.

BA: Environmental Public Policy @ DePaul University Chicago, IL

MS: Aquatic Resource Management @ UM Ann Arbor, MI

Early career: local govt and non-profits

2009-2014: Outreach Coordinator/Project Manager @ GLOS

2015-2023: GLOS Director/CEO

Community Organizing Highlights:

- **Smart Great Lakes:** bi-national, community sponsored op-ed and congressional briefing
- **Lakebed 2030:** drafting bi-partisan appropriations language
- **Indigenous Great Lakes Network:** engagement of diverse range of Tribal, First Nations, and Indigenous research community members with leveraged funding from Great Lakes Fisheries Commission

Currently reading: *Recoding America* by Jennifer Pahlka

IOOS to me is: Public Interest Technology



My role

To ensure equitable service delivery through implementation of IOOS IRA funding to support climate-ready coasts.

To advance recommendations from the IOOS AC and the IOOS Association DEIA Fellowship to develop and execute strategies in DEIA that will strengthen the IOOS Program, IOOC observing community, and the new blue economy.

DOC CDO, Junish Arora: “Connector in Chief” critical role of:

- Coordinating DEIA+EEO/HR
- Government-wide DEIA to DOC + Bureaus
- Linking external partner relationships to internal DEIA
- 2-way communication between leadership & ERGs
- other roles as assigned

FAC Recommendations “on deck”

1. Recommendation: The IOOS Program Office, working with the IOOS Association, the RAs, the IOOC and others (e.g., NOS) should develop common DEIA vision and mission statements for the IOOS enterprise.



Mission: Engage with diverse communities so that, together, observing systems are designed to provide equitable service delivery, tailored to meet the needs of each regional community and produce, integrate, and communicate high quality information that meets the safety, economic, and stewardship needs of the regions.

Vision: Solutions for root causes and barriers to equitable, inclusive, and accessible observing systems are implemented. The workforce of the observing community reflects the diversity of the regions, and all communities are empowered with the ocean, coastal, and Great Lakes information they need to make decisions that support lives and livelihoods.

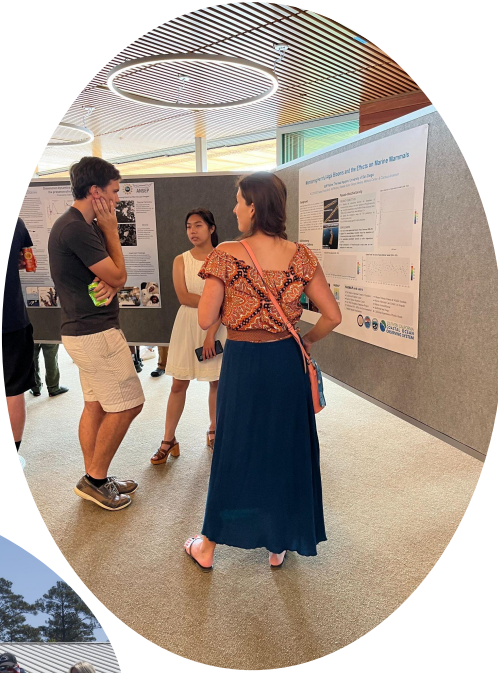
Effective & equitable service delivery via BIL / IRA

2. Recommendation:
NOAA should expand
support for and/or
develop new programs
for DEIA activities
within NOAA,
leveraging the broader
IOOS community.

Including, an IOOS
DEIA Strategic Plan
and follow on
Implementation Plan for
execution by the U.S.
IOOS Office, developed
in collaboration with the
Regional Associations.



Evolving the enterprise for future generations



3. Recommendation: NOAA and the IOOC should develop and execute strategies in DEIA activities that will strengthen the IOOS Program, IOOC observing community, and the new blue economy.

Including:

- conducting an assessment of barriers to and opportunities for DEIA
- workforce development
- opportunities for leveraged funding