

SAB Work Plan Topic: Diversity Equity and Inclusion at NOAA

Champion(s): Christopher Lenhardt, Martin Storksdieck, Bonnie McCay Merritt, Chelle Gentemann, Ruth Perry

Description of Planned Work:

- Weekly/biweekly meetings
- Speak to a variety of NOAA Employee Resource Groups & Affinity Groups
 - We have asked and will ask additional NOAA ERGs and AGs these questions:
 - What issues do you focus on?
 - What events are happening and what products are being delivered?
 - How does your work contribute to DEI issues at NOAA?
 - What are some of your major milestones/successes?
 - What is the internal facing work vs. external facing work like?
 - Do you have any official statements about future plans?
 - Are you advocating for broader perspectives and implications or individual plans?
 - Are your groups working together?
 - Is there cross-pollination between DEI groups at NOAA?
 - Do you know of any potential speakers who could speak to DEI topics looking outward from NOAA?
- Topical scoping:
 - Inward Facing
 - DEI w/in NOAA
 - NOAA operations (people in NOAA)
 - Outward Facing
 - Equitable stakeholder involvement

Deliverables:

- Report to the SAB
 - Focus: policy, analysis of the situation, major questions we want to address, NOAA DEI, implications for research done by NOAA
 - Organization: first share the findings, then share the recommendations.
 - Length: relatively brief report, less than 12 pages in length.
 - Possible Appendix: findings from our “fact finding mission” - from our meetings with the ERG and Affinity Groups
 - Possible Footnote: NOAA is part of the larger scientific community that lacks diversity.

- Key Topics to Cover
 - DEI efforts within NOAA internally. Employing/retaining people.
 - Foundational support for staff and creating inclusive culture that recognizes DEI
 - How does NOAA measure impacts (the [NOAA Diversity and Inclusion Plan](#))?
 - What information is NOAA collecting and publicly sharing, where are the gaps?
 - Transparency and accountability regarding DEI and numbers

Timetable:

1. January 12, 2022: Subcommittee meeting
2. February 18, 2022: Subcommittee scoping meeting
3. March 4, 2022: Subcommittee meeting discussing guest speakers and creating questions
4. April 11, 2022: Meeting with NOAA Pride (Kenneth Walker) and African American Resource Group (Artara Johnson and Maria Krug)
5. April 18, 2022: Meeting with Latinos at NOAA (Brittany Struck and Pilar Trevino) and Sea Grant (Brooke Carney)
6. Future meeting ideas:
 - a. Additional meetings with NOAA Employee Resource Groups and Affinity Groups
 - b. Committee meetings to draft and review report on this topic
7. November/December 2022: Finished report presented to the SAB at the winter meeting

Participants: SAB Members, NOAA liaisons, NOAA Federal Advisory Committees and Other Collaborators Working on this Topic—Please list and explain.

- Chris Lenhardt (SAB Member, DEI Co-Chair, DAARWG SAB Liaison)
- Martin Storksdieck (SAB Member, DEI Co-Chair)
- Chelle Gentemann (SAB Member, CWG SAB Liaison)
- Bonnie McCay Merritt (SAB Member)
- Ruth Perry (SAB Member)

Resources needed:

- SAB staff support

Potential Challenges:

- Linkages or overlap w/other working groups, i.e. equitable access to data
- Trouble finding exact figures and data