



DEIAJB+ Subcommittee

A Presentation to the
NOAA Science Advisory Board

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30 August 2022



Outline



- Purpose
- Deliverables
- Key Activities
 - Coordination with ERGs
 - Engagements with NOAA staff & partners
- Areas to Continue Work



Purpose

To listen, learn, & bring attention to DEIAJB+ needs and activities

- *To provide the SAB & NOAA leadership:*
 - *Awareness of agency activities & staff needs*
 - *Recommendations & considerations*
 - *Guidance going forward*
 - *Report anticipated in Spring 2023*



Deliverables

Report to the SAB

- ***Focus: Policy, Analysis, Questions, & Recommendations***
 - Findings from NOAA ERG engagements
 - Recommendations for NOAA
 - Brief report (less than 12 pages in length)
 - Appendix considerations (Findings from ERGs/Affinity engagements)
- ***Topics***
 - DEI efforts within NOAA
 - Employing/retaining people
 - Foundational support considerations for staff
 - Creating inclusive culture that recognizes DEI
 - How does NOAA measure impacts?
 - What information is NOAA collecting and publicly sharing
 - Gaps analysis
 - Transparency & accountability



Planned Work

- ***Engagements with NOAA Employee Resource Groups & Affinity Groups***
- ***Topical Scoping***
 - **Inward Facing**
 - DEI w/in NOAA
 - NOAA operations (people in NOAA)
 - **Outward Facing**
 - Equitable stakeholder involvement



Engagement Script



- 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?



Listening Sessions

- *Engagements with ERGs & Affinity groups*
 1. African American ERG
 2. NOAA Pride
 3. Latinos @ NOAA
 4. National Sea Grant
 5. American Indian/Alaska Native
 6. Asian ERG
 7. Accommodating Differently Abled People Team (ADAPT)
 8. Native Hawaiian and Pacific Islander ERG - Sept 16



Engagement Summary

- **Successes**
 - ***ERG communities are strong & valuable resources for their members***
 - *Mentoring programs, teaching soft skills, outreach & education, **places of belonging, places to share***
 - *Good communication between ERGs & NOAA leadership*
 - ***Top NOAA leadership has been very active in supporting***



Engagement Summary

- ***Areas for Growth & Recommendations***
 - ***Need for transparency in hiring process***
 - *Hiring has been difficult for EVERYONE*
 - *Unconscious bias*
 - *Diversity in hiring panels*
 - *Long process for applicants, but not for hiring managers*
 - *Stall in hiring for senior level positions (ceiling)*
 - ***Target middle management for DEIAJB+ training***
 - ***Consider changes in the HR processes***



Engagement Summary

- **Areas for Growth & Recommendations**
 - **Sustained, dedicated funding**
 - *Current funding is supplemental (at best)*
 - **Data accessibility**
 - *Internal organizational reach*
 - **Lack of ERG resource awareness by general NOAA**
 - **Isolation at work (lack of office connections)**
 - **All-of-NOAA commitment**
 - *Lack of ERG resource awareness by general NOAA*
 - *ERGs allowed 10% of time to participate in groups, but not applied consistently by management*
 - *Inconsistency in the asks of ERGs*



Areas to Continue

- ***Supporting People***
 - *Internal DEIAJB+ issues are equally about talent management as is about fairness and justice*
- ***Shifting to an Outward Focus***
 - *What is being done outside of ‘internal’ NOAA*
- ***Breaking the ‘glass ceilings’***
 - *Learnings across groups point to multiple purposes: cultural belonging, advocating for and creating appreciation and awareness of one’s culture, support and mentoring*
 - *Improve recruitment, employment, and well-being*



Areas to Continue



- ***Building trust, connectedness, & collaboration with integrity***
 - *Connecting with communities that are different from NOAA*
 - *To let what science has to say and have it not buried by cultural differences*
- ***Reaching the Next Level in the Journey***
 - *NOAA is becoming aware*
 - *NOAA is supporting ERGs*
 - *NOAA is sending positive signals internally & externally*
 - *Now is the time to push to the next (internal & external) levels across NOAA and its teams*