



SCIENCE ADVISORY BOARD

May 23, 2023

Dr. Richard W. Spinrad
Under Secretary of Commerce for Oceans and
Atmosphere & NOAA Administrator
Herbert C. Hoover Building, Room 6811
14th Street & Constitution Avenue, NW
Washington, DC 20230

Dear Dr. Spinrad:

Subject: Transmittal of the NOAA Science Advisory Board Diversity, Equity, Inclusion, and Accessibility (DEIA) Report

On behalf of the NOAA Science Advisory Board (SAB), I am pleased to transmit to you the *SAB Report on Diversity, Equity, Inclusion and Accessibility (DEIA) at NOAA: Promising Developments and Critical Needs*. The DEIA at NOAA subcommittee was formed in response to a DEIA panel discussion at the October 2020 SAB Meeting, which motivated questions about underrepresentation of minority communities within the ranks of NOAA's scientific staff and leadership. SAB members underscore the critical importance of DEIA at NOAA and accelerating change.

The subcommittee proposes nine recommendations based on conversations with NOAA Leadership and Employee Resource Groups (ERGs). The overarching recommendation is that current efforts to foster diversity and belonging at NOAA should be accelerated, supplemented with additional measures, and embedded into NOAA organizational structures and NOAA's institutional culture.

Discussions underscored the depth of the challenges. The subcommittee believes entities such as the ERGs, while relatively new, if adequately resourced and listened to, could provide ideas, wisdom, and energy to drive real and lasting institutional change. Current leadership is eager to support change, and has initiated a variety of mechanisms to accelerate change processes. However, many of these processes are still in their infancy, and there has not been adequate time to judge their effectiveness.

The SAB greatly appreciates the opportunity to provide this advice to NOAA. We look forward to engagement with NOAA on this critical topic in coming years.

Very Respectfully,

A handwritten signature in blue ink that reads "John R. Kreider". The signature is fluid and cursive, with the first name being the most prominent.

John R. Kreider
SAB Chair

Cc: Sarah Kapnick
Karen Hyun
Michael Weiss
Ngozi Butler-Guerrier
Hakeem Basheerud-Deen
Martin Storksdieck
Chris Lenhardt
Cynthia Decker
Katherine Longmire
Andrew Peck
Viviane Silva
Karin Bucht

Attachment: NOAA Science Advisory Board Report on Diversity, Equity, Inclusion and Accessibility (DEIA) at NOAA: Promising Developments and Critical Needs