



**NOAA**  
**SCIENCE**  
**ADVISORY**  
**BOARD**

# DEI at NOAA Subcommittee Update

30 November 2022

Martin Storksdieck, Chris Lenhardt, Ruth Perry, Bonnie McCay Merritt, Elizabeth Weatherhead

# Objectives for the subcommittee

- **Understand the state of affairs around DEIAJB+ at NOAA as it relates to**
  - The scientific enterprise of NOAA
  - Staff diversity at NOAA (to what degree does NOAA staff represent the public?)
  - Recruitment, hiring, retention, & advancement of staff from underrepresented racial/ethnic groups & ability status
  - Potential implication for NOAA Mission fulfillment
- **Provide the SAB & NOAA leadership with guidance and advice**
  - Review of key agency activities & staff needs around DEIAJB+
  - Reflection on the effectiveness of current NOAA activities around DEIAJB+
  - Recommendations for diversifying the scientific enterprise of NOAA



# Process: Listen, learn, & bring attention to DEIAJB+ needs and activities

- **Listening Sessions with**
  - 8 NOAA Employee Resource Groups (2 more planned)
  - NOAA Directors & Leadership
    - Ben Friedman around NOAA DEI Strategic Plan & state of implementation
    - Richard Grant and Hakeem Basheerud-deen (planned)
    - Terence Lynch & colleagues
  - External speakers
- **Biweekly subcommittee meetings to plan, review and digest**
  - 4-5 SAB members & Cynthia Decker
  - Staff support (currently Kathy Longmire): essential for logistics - many thanks!

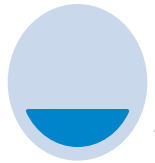


# Deliverable - Report to the SAB

- **Focus: Policy, Analysis, Questions, & Recommendations**
  - Findings from NOAA ERG engagements
  - Critical review of DEIA efforts so far
  - Recommendations for NOAA
- **Topics**
  - DEIAJB+ efforts & culture within NOAA
  - Coordination of DEIAJB+ efforts & support for ERGs and other groups
  - Recruitment, hiring, retention & advancement of NOAA's non-dominant groups
  - How does NOAA measure, monitor & share intel about DEIAJB+ issues?
  - Link between NOAA operation & mission fulfilment
- **Reminder: as pertains to NOAA's scientific enterprise**

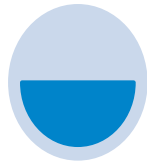


# Timeline



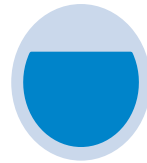
**2021**

Topic introduction, refinement and formation of subcommittee



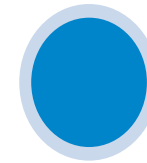
**June - Dec 2022**

Met with ERGs, NOAA leadership, and external stakeholders



**Dec 2022 -  
March 2023**

Draft, review and revise report



**April 2023**

Report delivered to SAB



# Current findings (a selection of commonalities)

- **Listening Sessions with ERGs were highly appreciated**
  - NOAA leadership is listening & using tools (SAB) to solicit input
- **ERGs are already playing an important role in supporting non-dominant communities at NOAA**
  - Provide a safe place & sense of belonging
  - Bring awareness of group to entirety of NOAA
  - Advocate for the respective group within NOAA
  - Support NOAA as a group of dedicated staff (science & non-science)
- **Link between internal NOAA operations and mission fulfilment around DEIAJB+ clearly identified by most stakeholders**
  - Need for trust, representation, & community voice



# Current findings (a selection of commonalities)

- **Talent management is changing**
  - New ideas for supporting a more diverse workforce at NOAA exist
  - Implementation is still lagging behind
  - Culture of NOAA / Fed Gov't not yet supportive of more aggressive HR strategies
- **Diversity Plan exists**
  - We are halfway through the DEI strategic plan's timeline
  - Financial support from Congress is missing
  - Plan limitations: doesn't identify baseline issues or defining numeric outcomes / desired state of affair -> Process oriented, not outcome oriented



# Current findings (a selection of commonalities)

- **ERGs would benefit from**
  - More support from NOAA leadership & respective staff-level management
  - Additional resources - funding, time, & internal/external deployment
  - Ability to coordinate between groups
  - Opportunities to be utilized as external engagement tool for diversifying the scientific enterprise of NOAA





# Special Thanks To:

- All the NOAA staff who shared their perspective and entrusted us with their information
- The SAB staff who supported the subcommittee work so far: Kathy, Andrew, Cynthia
- The SAB for its willingness to tackle the issue
- NOAA leadership for its desire to listen and reflect
- NOAA for being a steadfast steward of the public interest through science and public engagement

