

A photograph of a boat's deck at sunset. The sun is low on the horizon, casting a golden glow over the water and the sky. In the foreground, there is a yellow crane-like structure with a large red buoy attached to it. The boat's deck is visible, and the water is choppy with white foam from the boat's wake. The overall scene is serene and captures the beauty of a sunset at sea.

Diversity, Equity, and Inclusion (DEI) Session

2:00 PM – 4:30 PM

SECOORA 2021 - 2023 STRATEGIC PLAN

MISSION

SECOORA's mission is to observe, understand, and increase awareness of our coastal ocean; supporting community, economic, and ecosystem resilience through strong and diverse partnerships.

5 YEAR VISION

SECOORA is the recognized regional leader, valued partner, and the trusted source for coastal ocean information.

CORE VALUES

We believe in...



Scientific integrity,
technical excellence,
and innovation



Active stewardship of
coastal ocean ecosystems

Diverse, inclusive, and
supportive participation in
all activities



Leadership in coastal
ocean science



Accessible useful information
for addressing societal needs



Science based discovery
and decision-making

STRATEGIC GOALS

1 Increase exposure and broaden usage of SECOORA's information and products

Strategies:

- Outreach to and engage with students
- Investigate and implement ways for information to reach specific communities
- Broaden awareness and usage of coastal ocean observing activities
- Ensure an effective congressional outreach strategy
- Enhance tracking and usage of specific products

2 Utilize a prioritized science-justified ocean observing system plan to guide and inform decision making and implementation

Strategies:

- Increase engagement and clarify charge of the science committee
- Conduct regular analysis of SECOORA supported data sets
- Advance new technologies and optimize use of current technologies throughout the region
- Develop specific strategies to add detail where needed to the RCOOS Plan

3 Expand partnerships - including members and stakeholders

Strategies:

- Incubate affiliate networks which support regional priorities that align with SECOORA's mission
- Enable more diverse representation and participation
- Continue pursuing funding opportunities beyond core IOOS funding

4 Broaden participation of historically underrepresented groups at all levels in our activities

Strategies:

- Increase diversity of SECOORA leadership, management, and staff
- Partner with effective DEI programs
- Seek external funding to support participation by historically underrepresented groups
- Increase opportunities for historically underrepresented individuals and businesses to work with SECOORA

5 Improve SECOORA's organizational capabilities

Strategies:

- Ensure SECOORA's governance structure enables us to achieve our vision
- Manage effective implementation of all grants
- Obtain organizational and technical infrastructure support
- Build staff awareness and capacities around supporting diversity, inclusion, and equity



Goal 4: Broaden participation of historically underrepresented groups at all levels in our activities

- A. Increase diversity of SECOORA leadership, management, and staff
- B. Partner with effective DEI programs
- C. Seek external funding to support participation by historically underrepresented groups
- D. Increase opportunities for historically underrepresented individuals and businesses to work with SECOORA

Actions

- Executive Committee is acting as DEI Committee
- SECOORA team learning
- SECOORA educational funding opportunities targeting Title 1 schools and underserved communities
- Key to success will be partnership and building on member activities

DEI Session Overview

- Moderated by Bryan Dewsbury, Florida International University
- Goals:
 - Elevate the voices of minorities in ocean sciences
 - Learn about programs that have been successful in supporting minorities in ocean sciences
 - Identify steps SECOORA can take to reach our goal of having a diverse and inclusive organization



A photograph of a research vessel at sea during sunset. The sun is low on the horizon, creating a golden glow over the water. The vessel's deck is visible, featuring a large yellow crane or davit structure. A teal text box is overlaid on the left side of the image.

DEI Panel - Individual Perspectives in Ocean Sciences

DEI Panel

Individual Perspectives in Ocean Sciences

- Jasmin Graham, Mote Marine Laboratory
- Makeda Okolo, NOAA Office for Coastal Management (virtual)
- Rolando Omar Santos Corujo, Florida International University (virtual)

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Ocean Science Programs Focused on DEI

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- IOOS DEI Fellowship - Josie Quintrell, IOOS Association
- Mote's Marine Science Laboratory Alliance Center of Excellence (MarSci-LACE) - Aly Busse, Mote Marine Laboratory
- Sea Grant Perspectives - Mona Behl, Georgia Sea Grant (virtual)
- CERF Rising TIDES & SEAS Islands Alliance Project - Susan Park, Coastal and Estuarine Research Federation (virtual)

A photograph of a boat's deck at sunset. The sun is low on the horizon, casting a golden glow over the water and the sky. In the foreground, a large yellow crane or winch is visible, along with a large yellow reel. The boat's deck is made of metal, and there are various pieces of equipment and ropes visible. The overall scene is serene and captures the beauty of a sunset at sea.

**DEI Open
Discussion to
Advance
SECOORA DEI
Efforts**