

Diversity, Equity Inclusion and Accessibility

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- Ashley will work with RAs and IOOS Office:
 - to amplify existing and planned efforts to improve DEIA and service equity,
 - Research and recommend best practices for improving service equity including co-development
 - Training opportunities for staff,
 - Workforce development and support,
 - Seek partnerships, and
 - Identify next steps including possible funding opportunities

RA Activities

Board and Management

- Management
 - Revised policies, position papers
 - Dedicated committees and working groups (engage outside participants) to explore options
- Training - examples
 - Unlearning Racism in Geosciences
 - Seventh Sovereign Training
 - Diversity training
- Work force
 - Hiring practices
 - Training
 - Outreach

Underserved Communities

Service Equity And Accessibility

- Transactional vs Actual relationships
 - Long term, show up with no agenda
- Compensation for time and knowledge
- Traditional ecological knowledge and western knowledge
- Data accessibility
 - Delivery mechanisms
- Grant programs for pilot efforts for underserved communities

Partnerships!

IOOS will not do this alone

Stronger together

- Sister programs such as Sea Grant
- JEDI STEM organizations
- State agencies
- NGOs
- Academic partners, HBCU
- Foundations
 - Technology access foundation
- Schools
- and more...