Diversity, Equity Inclusion and Accessibility

Ashley Peiffer, 2022 IOOS DEIA Fellow

• 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
• 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!

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

IOOS will not do this alone

Stronger together