

# Sea Grant's DEIJA Community of Practice



# 10-year DEI Vision

- Initiated in 2016 during conversations at the Mid-Atlantic Sea Grant meeting and Sea Grant Week
- Learning network that encourage activities related to diversity, equity and inclusion.
- Has met virtually monthly to quarterly for 5 years
- Engages all 34 Sea Grant programs
- Focused on DEI professional development, regional collaborations, and advancements for state programs
- Developed 10-year roadmap to guide Sea Grant activities.



# 10-year DEIJA Vision

*Reaching Outward and Looking Inward: Building Sea Grant Resilience from the Lens of Diversity, Equity, Inclusion, and Justice*

**Diversity:** The full representation of and collaboration between people with different identities, knowledge sets, experiences, and perspectives

**Equity:** The allocation and accessibility of resources for fair distribution of services, benefits, and burdens

**Inclusion:** The creation of an open and welcoming environment that recognizes and affirms the value and dignity of all people

**Justice:** The systematic removal of barriers that result in equitable opportunities and outcomes for every individual in a diverse society



# Impact

← → ↻ seagrant.noaa.gov/Community-Engaged-Internship



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## Community Engaged Internship for Undergraduate Students

The Community Engaged Internship is designed for undergraduate students from underrepresented and indigenous communities. The overarching goal of this internship program is to broaden participation in marine and coastal professions by providing training and mentorship to the next generation of scientists, decision makers and citizens. The program will do so by recruiting, retaining and engaging diverse students in place-based research, extension, education and/or communication that respects and integrates local ways of knowing.



# Impact

2020: 7 Sea Grant programs and 34 students

2021: 14 Sea Grant programs and 64 students

2022: Funding opportunity for 20 interns



Ipsita Tingi

Intern, Georgia Sea Grant Public Programs Internship -



David Martinez Vasquez

Intern, Michigan Sea Grant Environmental Internship -



Grace Maves

Intern, Michigan Sea Grant Environmental Internship -



# Impact

- Professional Development Committee
  - Some topics covered so far:
    - *Equitable recruitment practices*
    - *Developing a DEI committee and action plan*
    - *Expanding and retaining the next generation workforce*
- Implicit bias*

# Impact

- Leveraged funding (e.g., NSF INCLUDES planning grant)
- Traditional and Local Knowledge (TLK) connections
- State program DEIJA committees active and vision statements articulated for at least half of the state programs
- Integrating DEIJA into our grantmaking and fellowships processes
- DEIJA program audits and assessments becoming more commonplace
- CEI in state program omnibus budgets
- Increased diversity of staff, funded partners and students, and advisory boards



# Next steps

- DEIJA evaluation committee
- Defining accessibility
- Leadership transition