

Increasing Diversity, Inclusion, Equity and Accessibility

Louisa Koch
NOAA Director of Education
Louisa.Koch@noaa.gov
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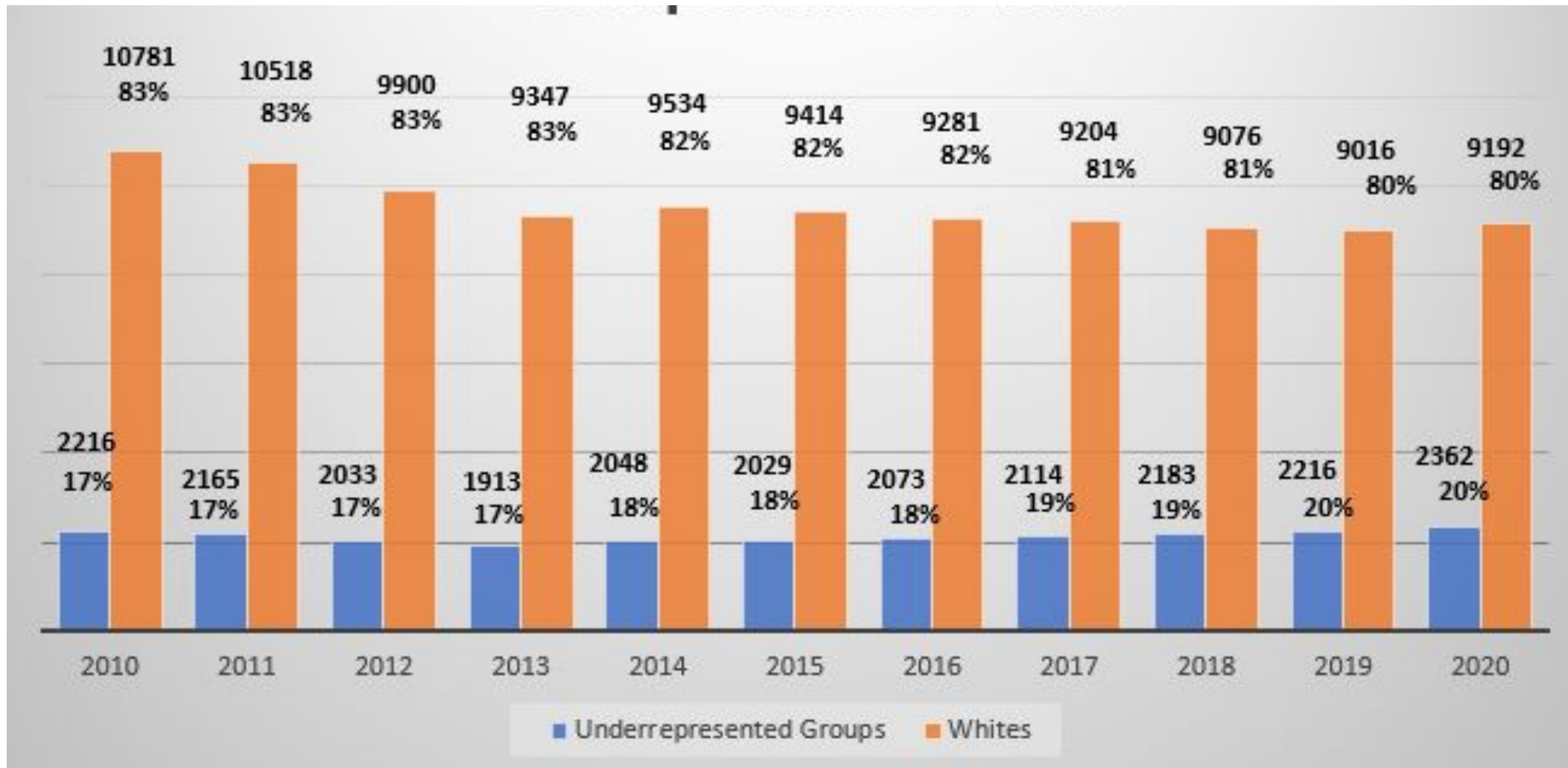
Outline

- Diversity at NOAA
 - Employee and STEM workforce
 - Hiring flow analysis
 - D&I Plan
- Strengthen diversity of technical expertise
 - Educational Partnership Program w/MSIs
 - Cooperative Institutes Funding Opportunity
- Evaluation
 - General
 - Focus on D&I



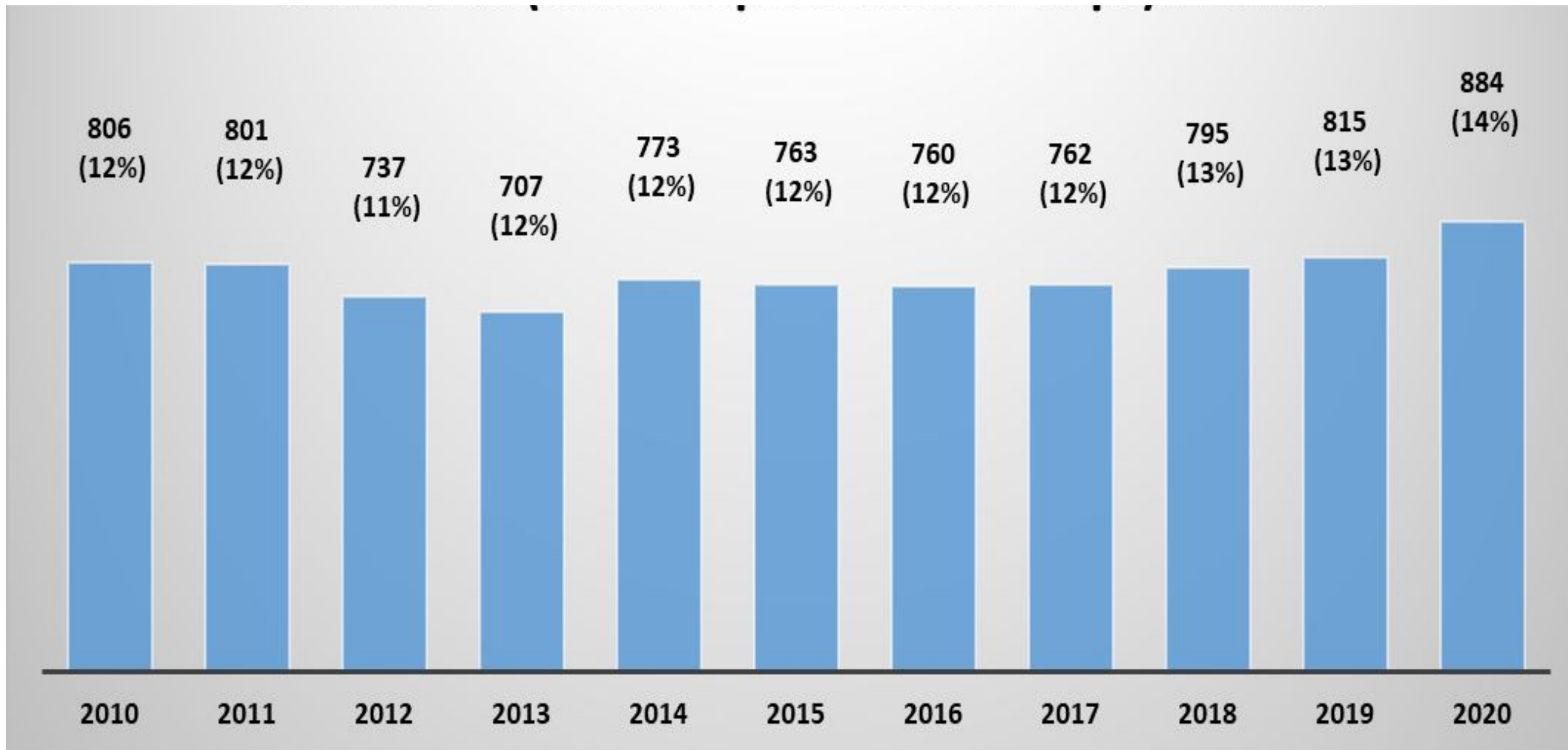


Total Workforce Profile - By Race



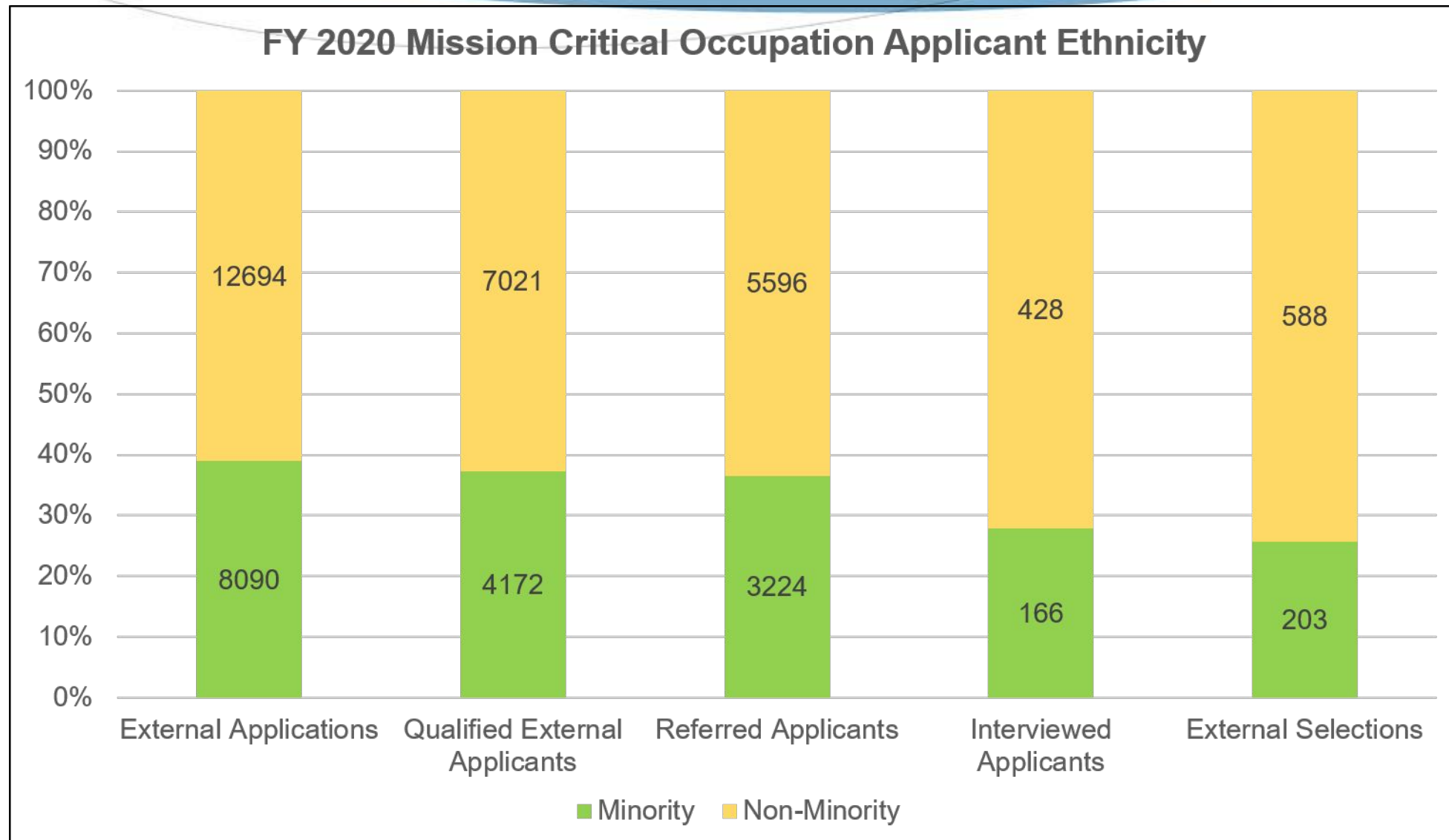


STEM Workforce - Underrepresented Groups



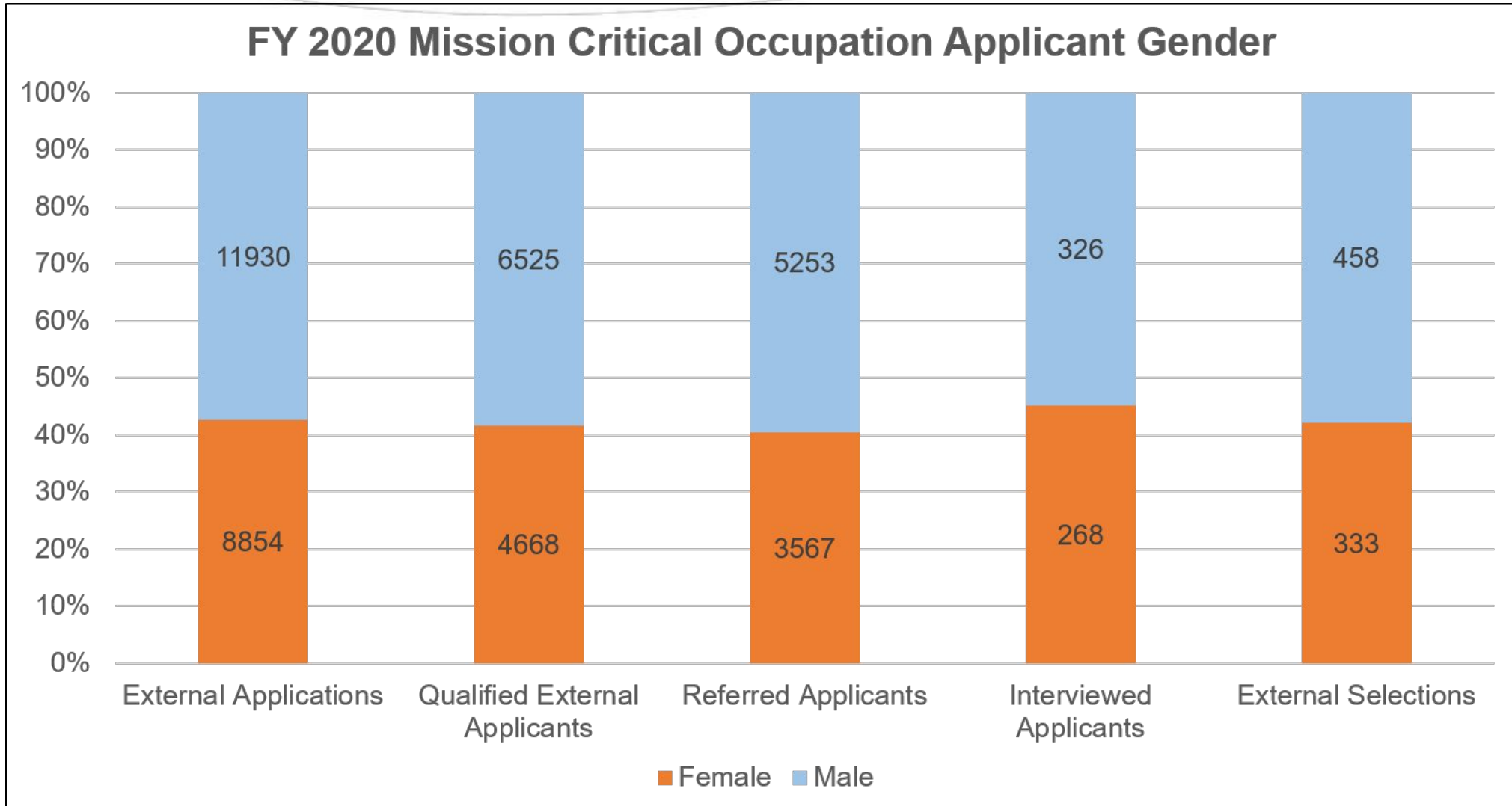


External Hire Applicant Diversity



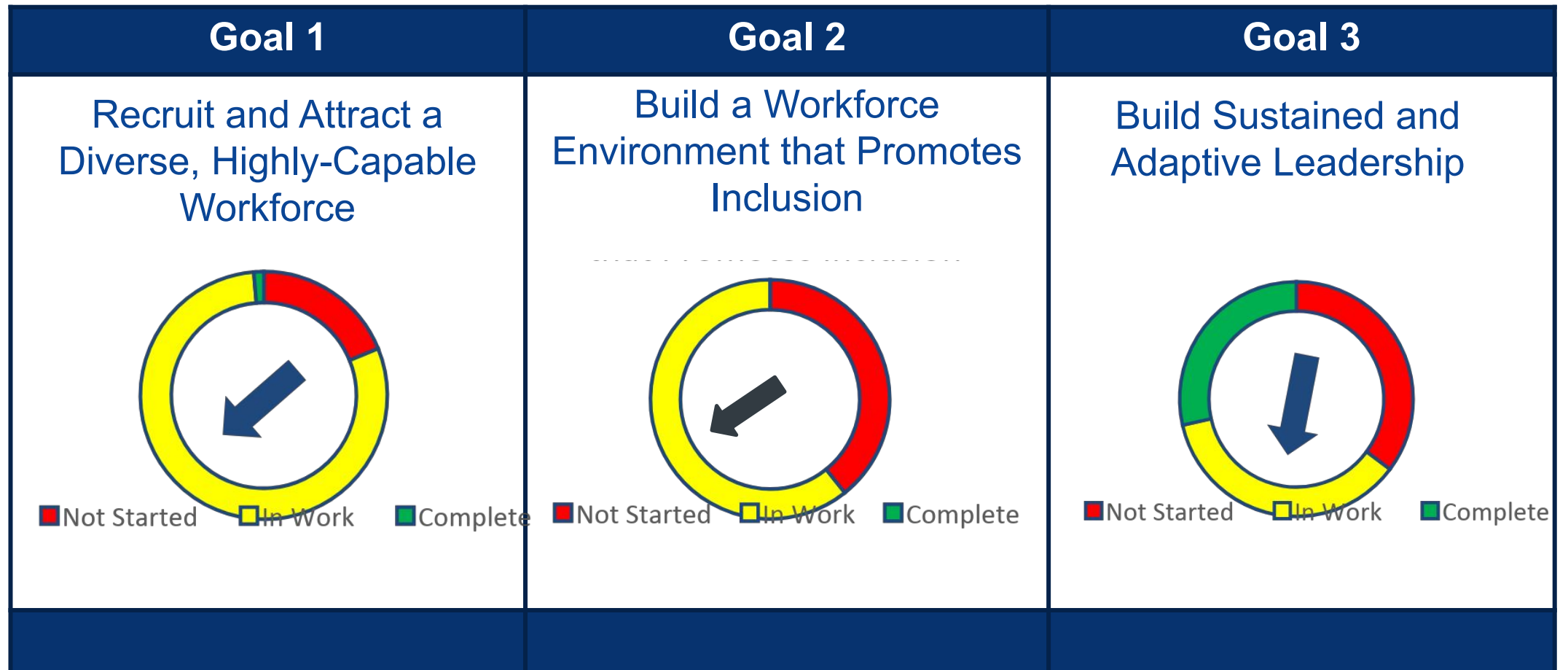


External Hire Applicant Diversity





D&I Implementation Dashboard





NOAA's Educational Partnership Program

- Developing highly skilled diverse STEM professionals for NOAA and the Nation
 - Four Cooperative Science Centers
 - Graduate Internships
 - Undergraduate scholarships and internships
 - Coming soon: EPP Fellows Pilot



Stephanie Martinez-Rivera
NOAA Fisheries



Four EPP Science Centers

- Living Marine Resources Cooperative Science Center (LMRCSC)
 - Stock Assessment, Climate and Ecosystems, Safe Seafood and Aquaculture, Healthy Habitats
- Center for Coastal and Marine Ecosystems (CCME)
 - Coastal intelligence, coastal resilience, placed based conservation
- National Center for Atmospheric Sci & Meteorology (NCAS-M)
 - Resilient communities, weather extremes, climate
- Center for Earth System Sci & Remote Sensing Tech (CESSRST)
 - Coastal resilience, weather prediction and ecosystem services



Cisco Werner
Chief Fisheries Scientist



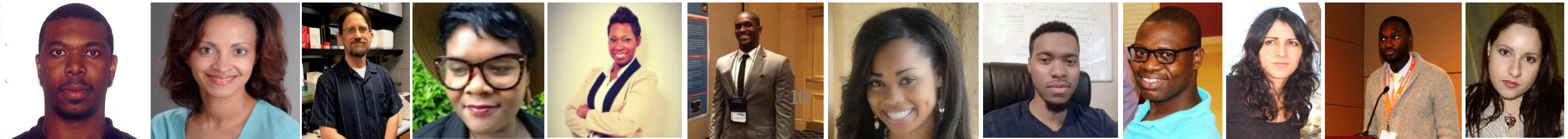
Sam Rausch
Fisheries Regulatory Lead



Making NOAA Science More Diverse

EPP PhDs supported 2003-2019

- 54% of all African-Americans awarded PhD degrees in atmospheric sciences
- 35% of African Americans awarded PhD degrees in marine science
- 30% of African-Americans awarded PhD degrees in environmental science
- 39% of all Hispanic PhD degrees in marine science
- 21% of all Hispanic PhD degrees in atmospheric sciences
- 19% of all Hispanic PhD degrees in environmental science





EPP Alumni Employed at NOAA

DaNa Carlis, Research



- Deputy Director at NOAA's Global Systems Laboratory
- Co-created NOAA Diversity and Professional Advancement Working Group
- PhD supported by EPP/NCAS-M

Martin Yapur: NESDIS



- Deputy Director, Interagency Council for Advancing Meteorological Services, Office of Science and Technology Policy
- BS, MS and PhD supported by EPP/CESSRST

LaToya Miles, Research



- Director of and Supervisory Scientist of the Atmospheric Turbulence and Diffusion Division
- PhD supported by EPP/ECSC

Larry Alade, Fisheries



- Supervisory Research Fisheries Biologist
- Member of the Woods Hole Diversity Advisory Committee
- Co-chair of the Woods Hole Black History Month Committee
- PhD supported by EPP/LMRCSC



Untapped Potential

- Since 2001, EPP has supported a lot of high performing students
 - 1200+ Undergraduate degrees
 - 500+ Master's degrees
 - 300+ PhD degrees
- 50% of Knauss students hired by NOAA
- 4% of EPP students hired by NOAA



Nigel Lascelles Graduate Scholar



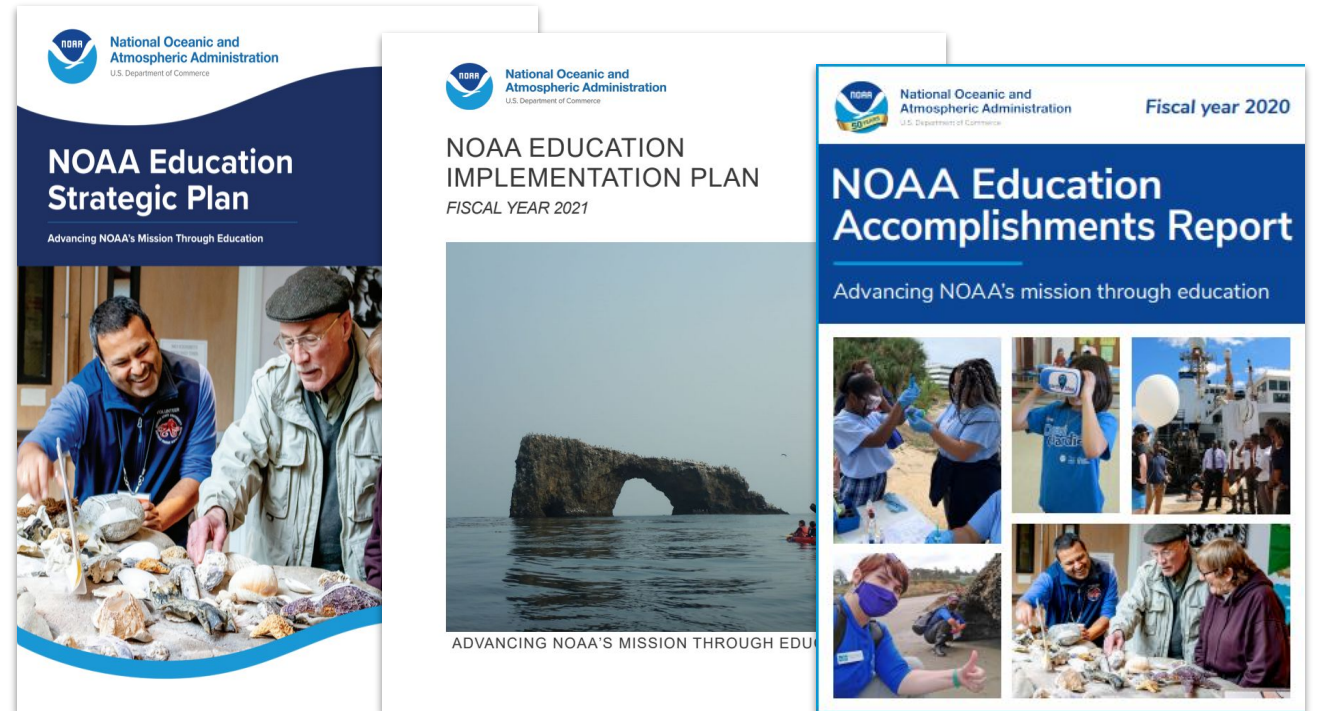
NOAA Cooperative Institutes Federal Funding Opportunity

- Capabilities: NOAA ... encourages the CI to work with Minority Serving Institutions and NOAA EPP/MSI Cooperative Science Centers.
- Applicants should clearly describe how they will recruit and train a more diverse and inclusive workforce
- Evaluation Criteria: Does the CI involve partnerships with other universities or research institutions, including Minority Serving Institutions and universities that can contribute to the proposed activities of the CI?



NOAA Education Evaluation

- Required by American Innovation and Competitiveness Act
- Collect evidence
- Monitoring progress
- Underpinning program improvements
- Reporting accomplishments, outcomes, and impacts



Monitoring the NOAA Education Portfolio



- The NOAA Education Council collects and reports monitoring data on an annual basis
- Collection and reporting tools:
 - Common measure definitions
 - Unified Data Call
 - Accomplishment reports
 - Implementation planning and reporting

Hollings Scholarship Assessment

- Over 100 scholars per year
- Two years of academic support and a summer internship
- NOAA's premiere undergraduate scholarship
- Applicant flow analysis and benchmarking with other agencies identified barriers for minority applicants
- Changes to application requirements seem to be having a positive affect





Questions or Comments?