



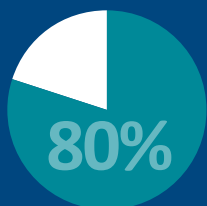
# NOAA FISHERIES

## Improving Diversity, Equity, and Inclusion



NOAA Fisheries is committed to advancing diversity, equity, and inclusion at all levels of the organization. We are aligned with NOAA's mission of science, service and stewardship. We recognize that the best "business case" for diversity is our commitment to "Mission First; People Always." Our efforts continue to cultivate a diverse workforce to reflect, understand, and respond to the varied communities and stakeholders we serve.

### What You Told Us



More than 80% of respondents to the FY2020 Listening Sessions and D&I Survey Box highlighted the need for greater emphasis on Diversity, Equity, and Inclusion.



Most discussed issues in the organization were:

- 1) Equity
- 2) Diversity
- 3) Management



#### Areas for Action:

- Management Engagement
- Increasing Diversity Recruitment
- Regular open and transparent D&I Communication

### What We Are Doing



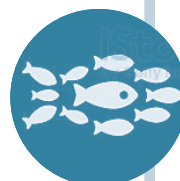
Development of the NOAA Fisheries D&I Implementation Plan and the NOAA Fisheries D&I Strategic Plan FY22-25

Working with NOAA and across the agency to increase diversity in entry-level hiring through pathways, special hiring authorities, internships and Conservation Corps Act



New NOAA Fisheries Diversity in Hiring Panels Guidance

Kick-off of the new IN-FISH (Inclusion in NOAA Fisheries) Internship Program



Focused and targeted recruitment of under-represented populations

Newly formed Deputies Council D&I Subcommittee will champion D&I efforts and engagements at all scales that advance the agency's mission and culture



Increasing training for managers to eliminate potential barriers in recruitment and selection practices

Provide FMCs and Offices with data on performance and awards to improve their equity and diversity efforts.



Established a Fisheries Strategic Action Team for Inclusion to develop and monitor efforts that promote employee engagement and contribute to an organizational culture of inclusivity.

**Fisheries is committed to improving Diversity, Equity, and Inclusion across our organization.**

For more information on our programs please visit <https://sites.google.com/a/noaa.gov/noaa-fisheries-intranet/>