

NOAA 5th Annual Diversity, Equity, Inclusion, and Accessibility Summit



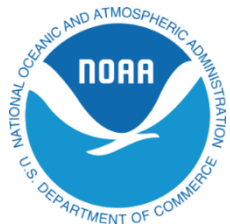
Presented by:
Mr. Kenneth M. Bailey
Director, Office of Inclusion and Civil Rights

As of: July 28, 2021

Discussion Points

Office of Inclusion and Civil Rights

- Workforce Demographics
- DEIA Implementation Plan Dashboard
- DEIA Maturity Model
- DEIA Improvements/Accomplishments
- Effective Summit
- Growth Mindset



Key Terms and Definitions

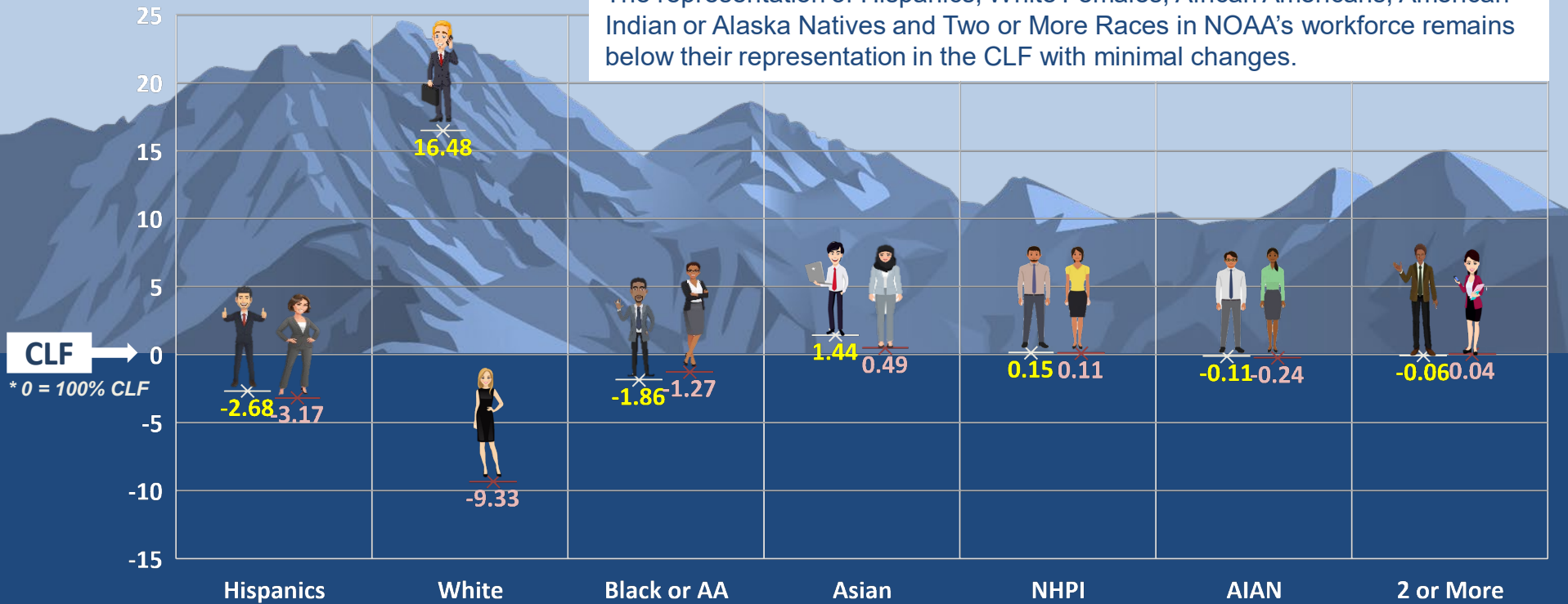
Acronym	Term
CLF	Civilian Labor Force (CLF): U.S. citizens, persons 16 years of age and over (except those in the armed forces), and non-felons who are employed or are unemployed and seeking work.
OCLF	Occupational Civilian Labor Force: Reflects civilian labor force by specific occupation/career series.
↑	Above NOAA total Workforce or CLF
↓	Below NOAA total Workforce or CLF

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NOAA Total Workforce Distribution vs CLF

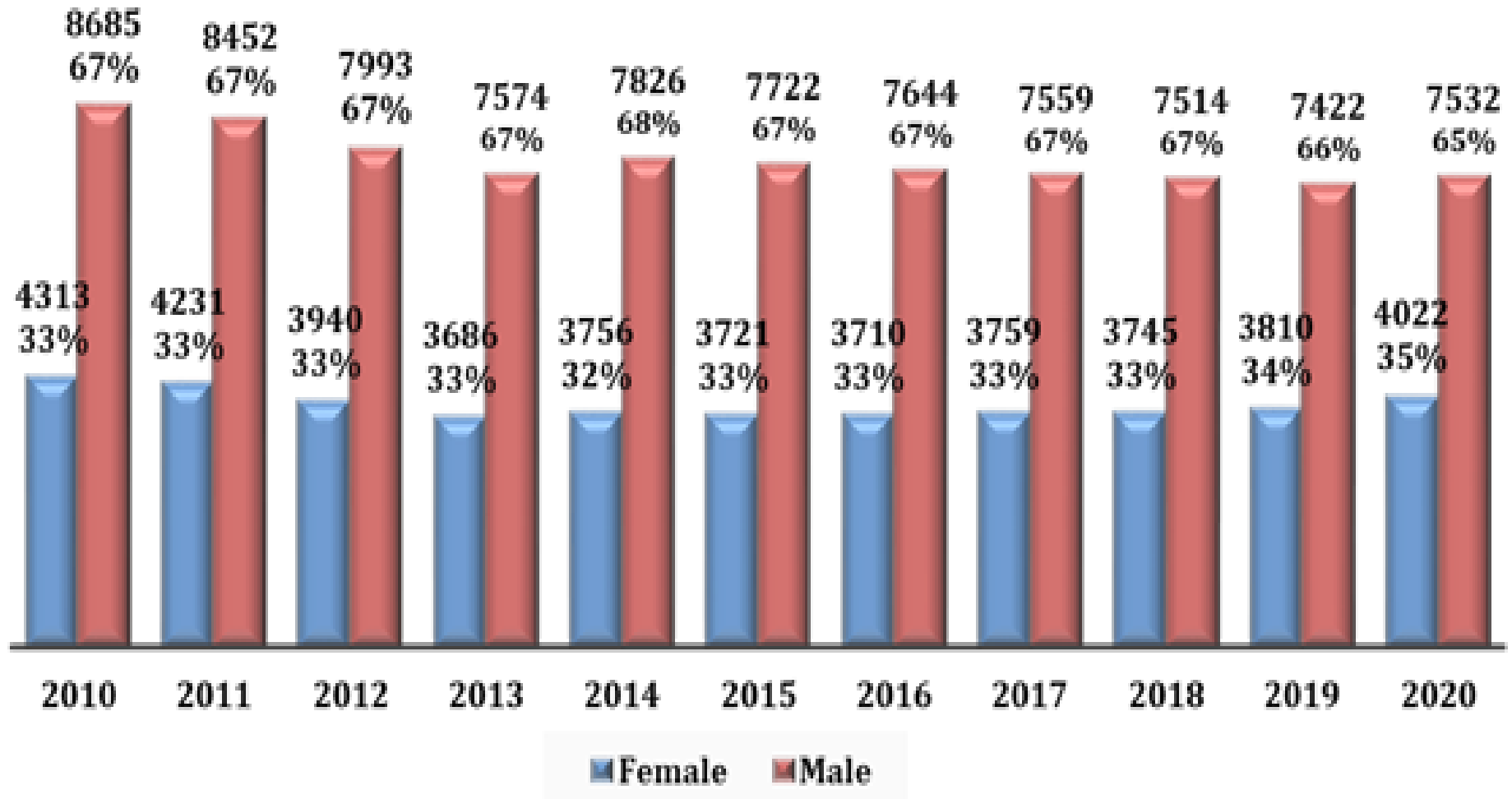
Total FY20 Workforce: 11,584
 The representation of Hispanics, White Females, African Americans, American Indian or Alaska Natives and Two or More Races in NOAA's workforce remains below their representation in the CLF with minimal changes.



	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
FY 2020	2.49 ↓	1.62 ↓	54.81 ↑	24.70 ↓	3.63 ↓	5.26 ↓	3.41 ↑	2.42 ↑	0.22 ↑	0.18 ↑	0.44 ↓	0.29 ↓	0.20 ↓	0.32 ↑
CLF	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

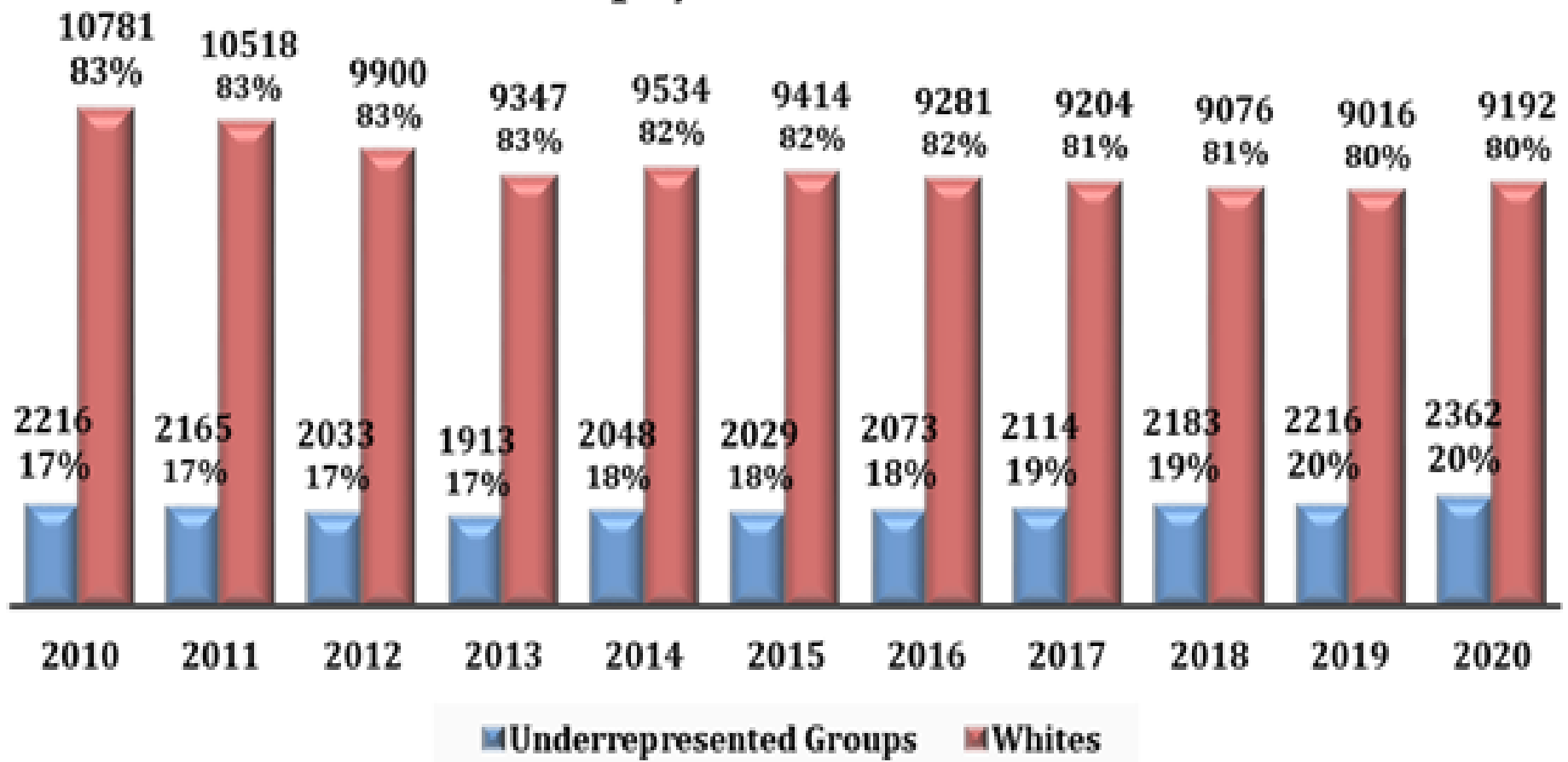
↑ = Above CLF ↓ = Below CLF

NOAA Total Workforce Gender Profile



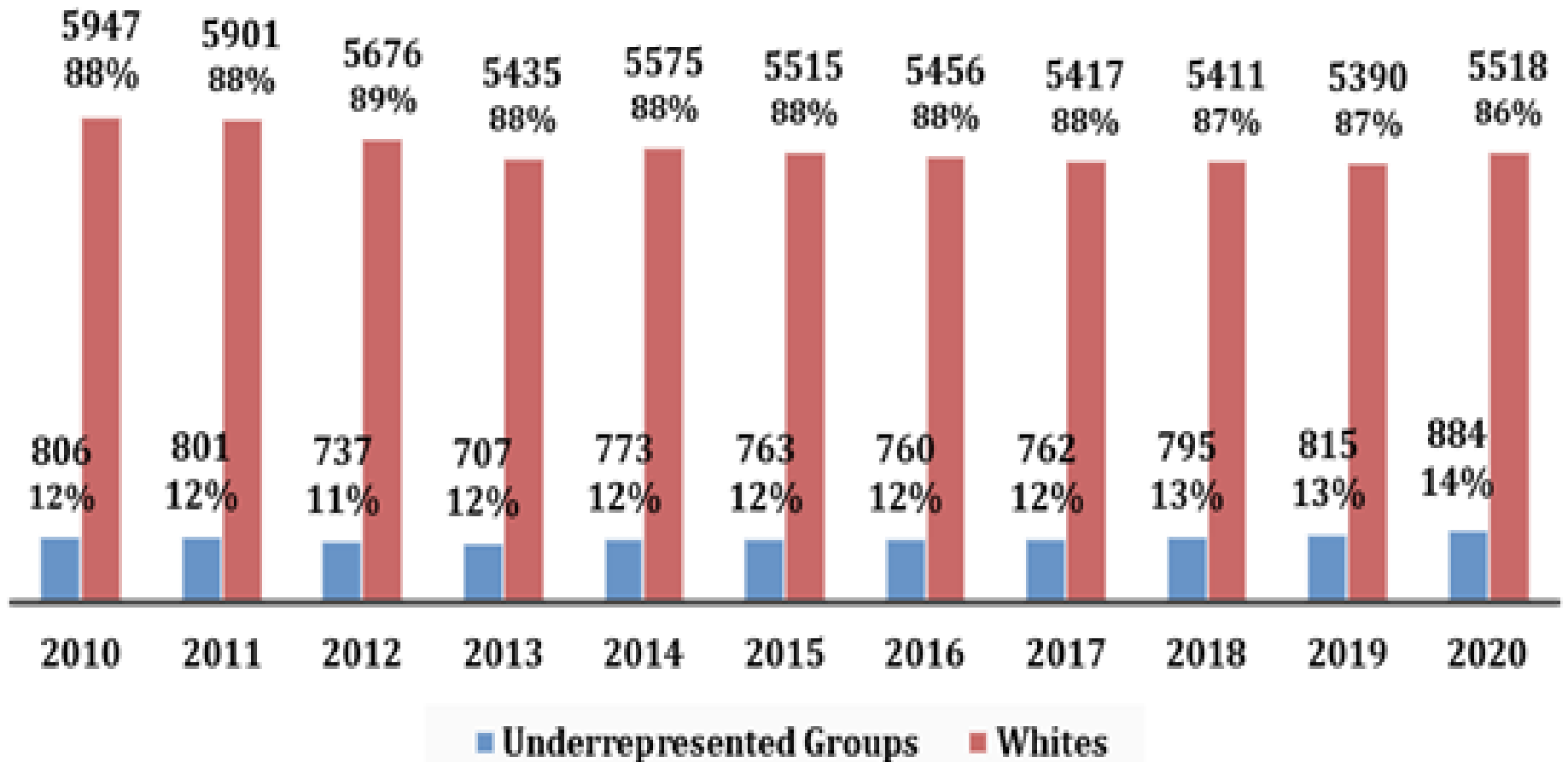
NOAA total workforce gender demographics have improved with women's representation increasing since FY2019, as males have decreased. Until FY2019, male representation was generally flat.

NOAA Total Workforce Underrepresented Groups/Whites Profile



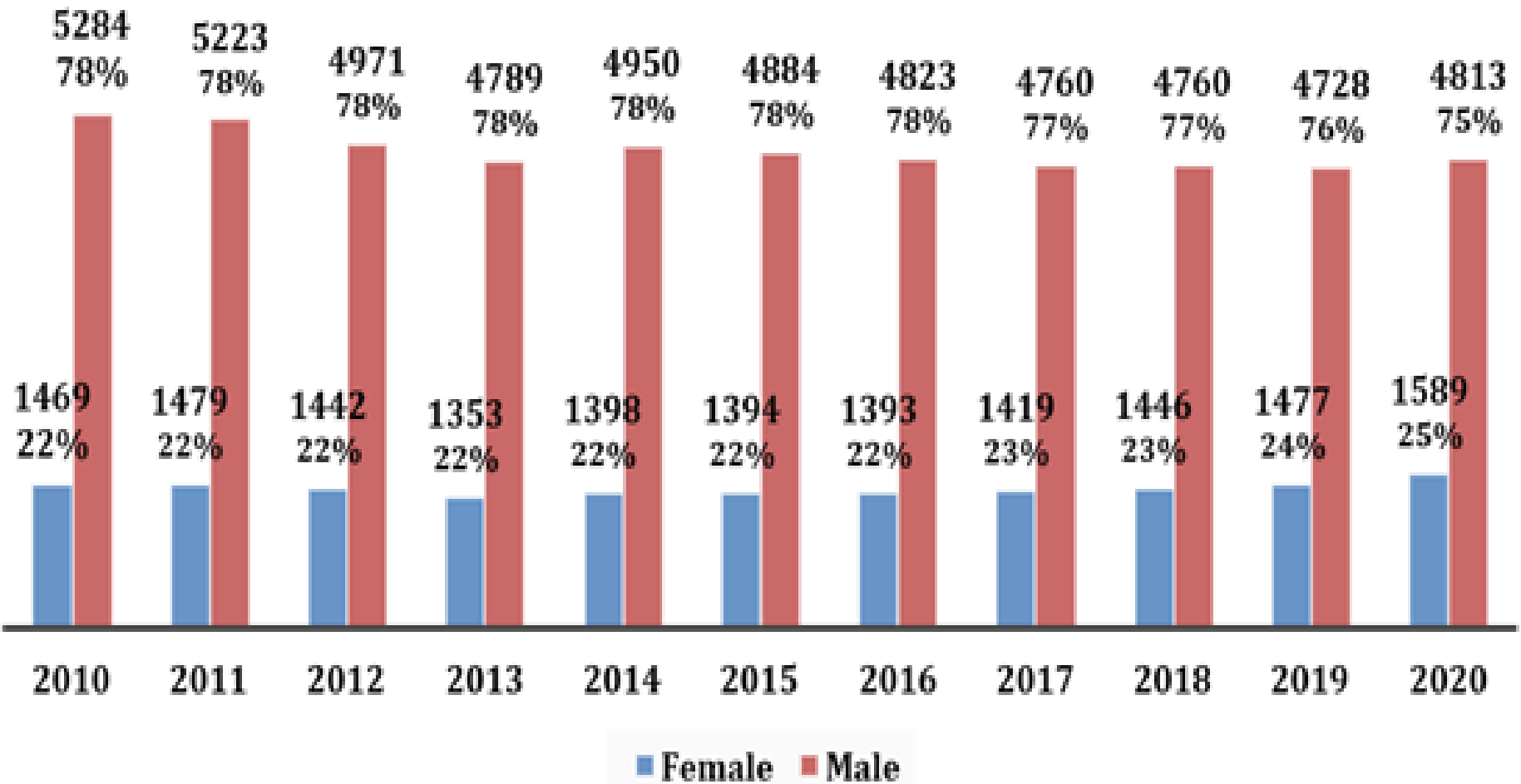
When looking at Underrepresented Groups and Whites the trend for underrepresented groups has slightly increased since FY2017. The representation of Whites had been relatively flat for several years prior.

NOAA Science, Technology, Engineer, Mathematic (STEM) Underrepresented Groups/Whites Profile



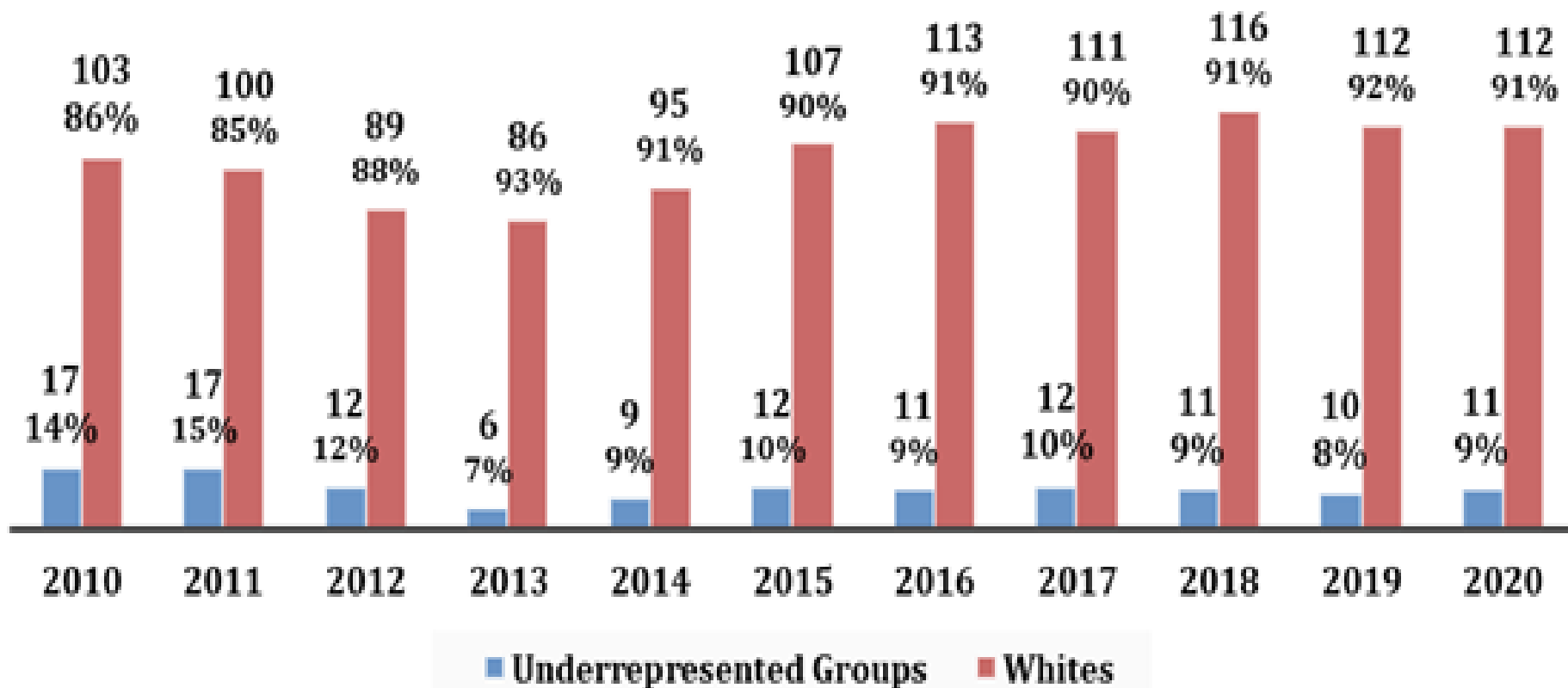
The STEM Underrepresented Group's Profile demonstrates an upward trend since FY2018 when prior years dating back to FY2010 their representation had been generally flat while the STEM White Profile demonstrates a downward trend.

NOAA STEM - Gender Profile



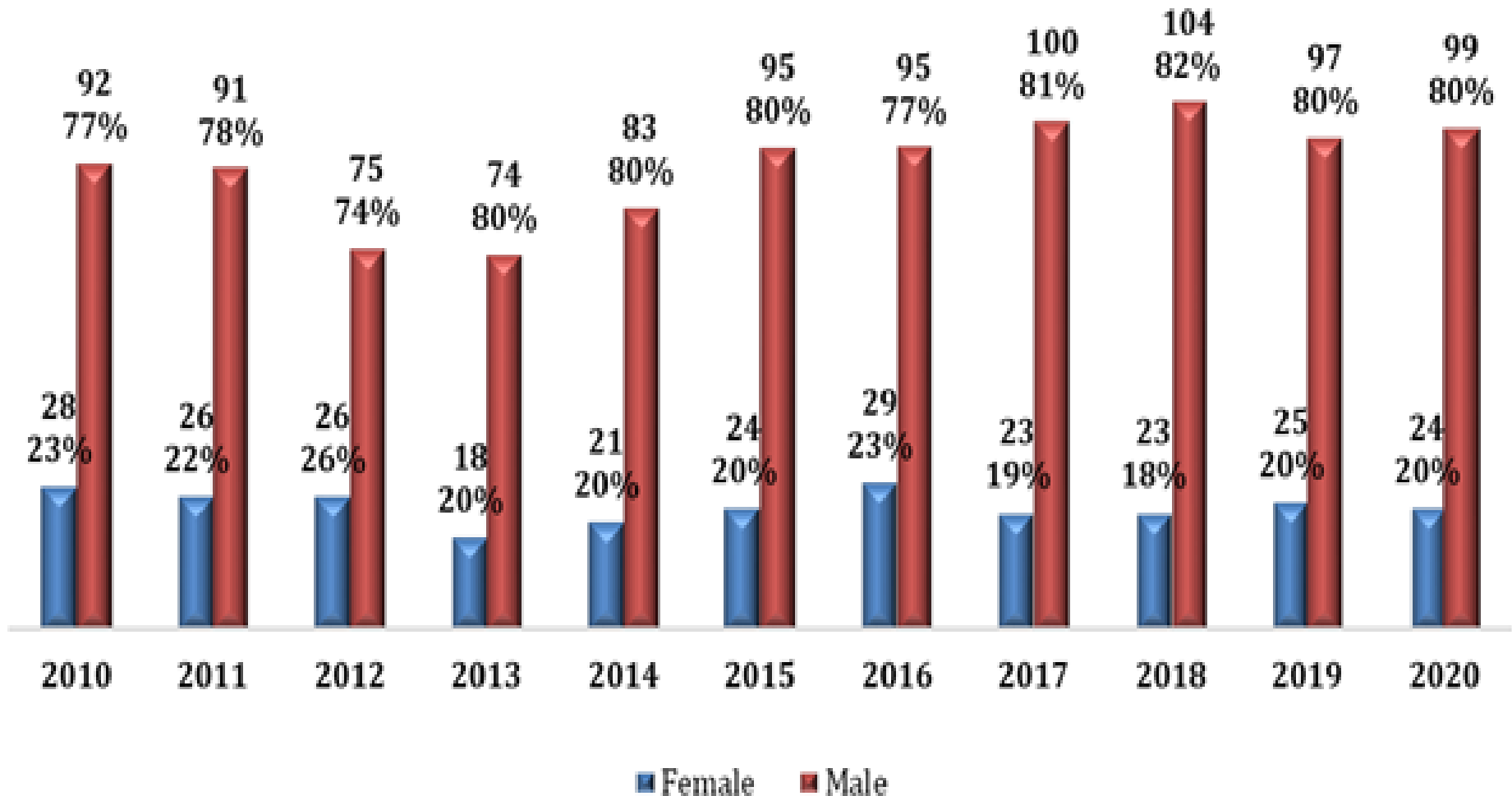
The STEM Gender Profile has increased by 2 percent over the course of the past four years while being flat from 2010-2016.

NOAA Senior Executive Service Underrepresented Groups/Whites Workforce



The SES Underrepresented Groups/Whites Workforce demonstrates a slight change from FY2019 through FY2020. However, the representation of whites in the SES has for a time been well above their overall representation in the workforce as 80%, while underrepresented groups are well below their overall participation in the workforce at 20%. Whites total SES totals 1,144 averaging 104 SES or 90% over an 11 year span, while the underrepresented groups have total only 128 SES averaging 11 SES or 10% over the course of the 11 year period. NOAA understands that it needs to diversify its executive corps to look more like the workforce and have focused initiatives to facilitate professional development of underrepresented groups to enhance their promotion potential.

NOAA SES by Gender



The SES by gender displays wavering inconsistency with increases and decreases of women in the executive service. Women representation is under their overall workforce participation of 35%. NOAA recognizes this is an area where there needs to be focus on succession planning which is inclusive of women in NOAA's workforce.

DEIA Implementation Plan Dashboard

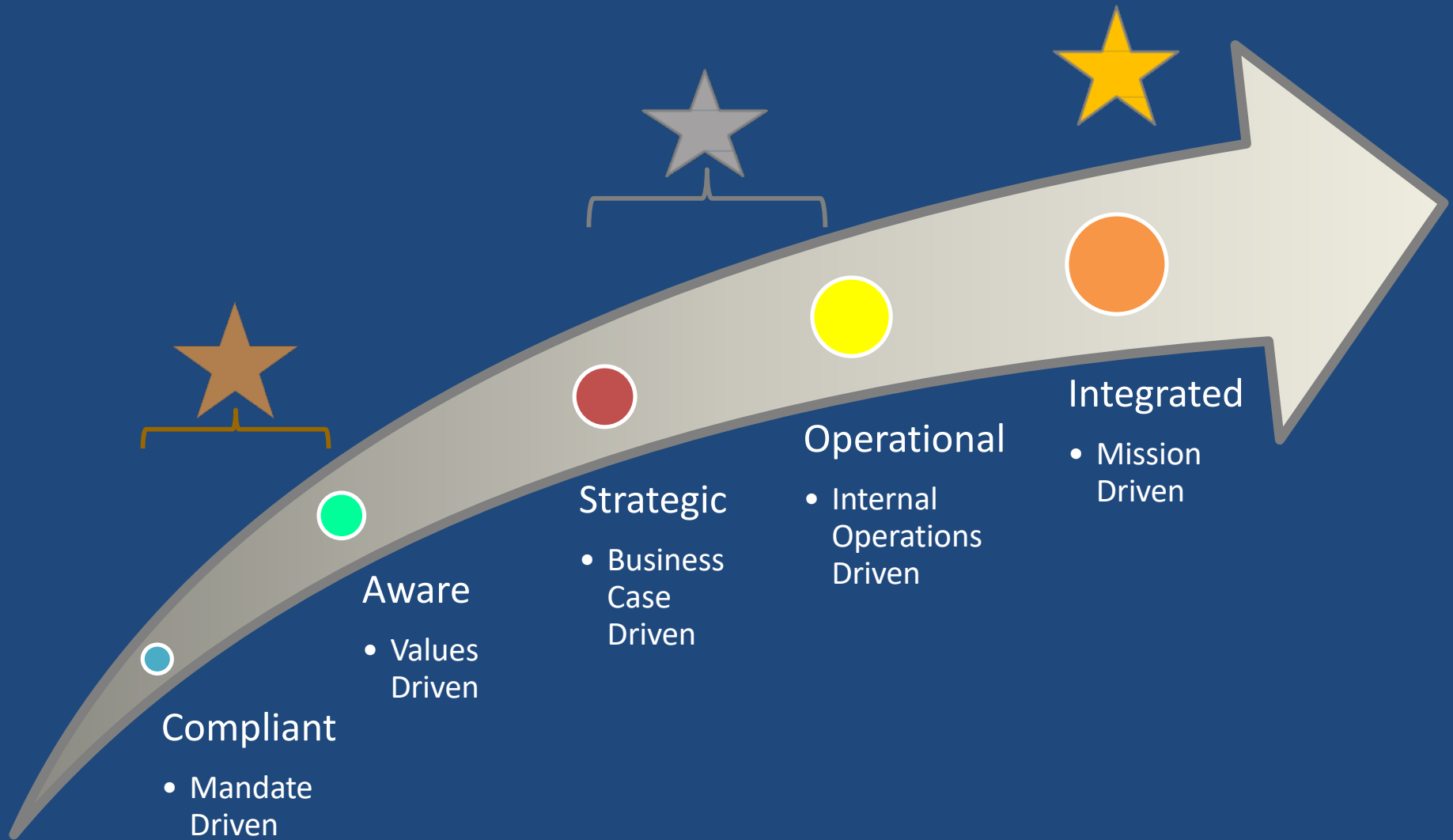
DEIA Implementation Dashboard



Goal 1	Goal 2	Goal 3
<p>Accomplishments:</p> <ul style="list-style-type: none"> • Concerted effort to be more inclusive in recruitment and outreach. • All offices have committed to developing plans to encourage the use of diverse panels. <p>Challenges:</p> <ul style="list-style-type: none"> • Implementing enterprise wide use of diverse interview panels 	<p>Accomplishments:</p> <ul style="list-style-type: none"> • There is robust participation from leadership on D&I. • NOAA Transgender Policy approved and published <p>Challenges:</p> <ul style="list-style-type: none"> • Changing the cultural mindset to one that universally values DEIA • Supervisors lack of support for staff participation in DEIA related events and groups. • Missing an Executive Sponsor for Generations with Genius ERG 	<p>Accomplishments:</p> <ul style="list-style-type: none"> • D&I is currently listed as a high priority risk • NOAA Culture Survey has been launched. • All offices have begun to develop Office specific D&I Plans. <p>Challenges:</p> <ul style="list-style-type: none"> • Developing measurable outcomes and effective data gathering techniques to ensure accountability for each action. • Ensuring leaders remain transparent on their D&I Efforts.




Diversity and Inclusion Maturity Model

DOC D&I Program Opportunities

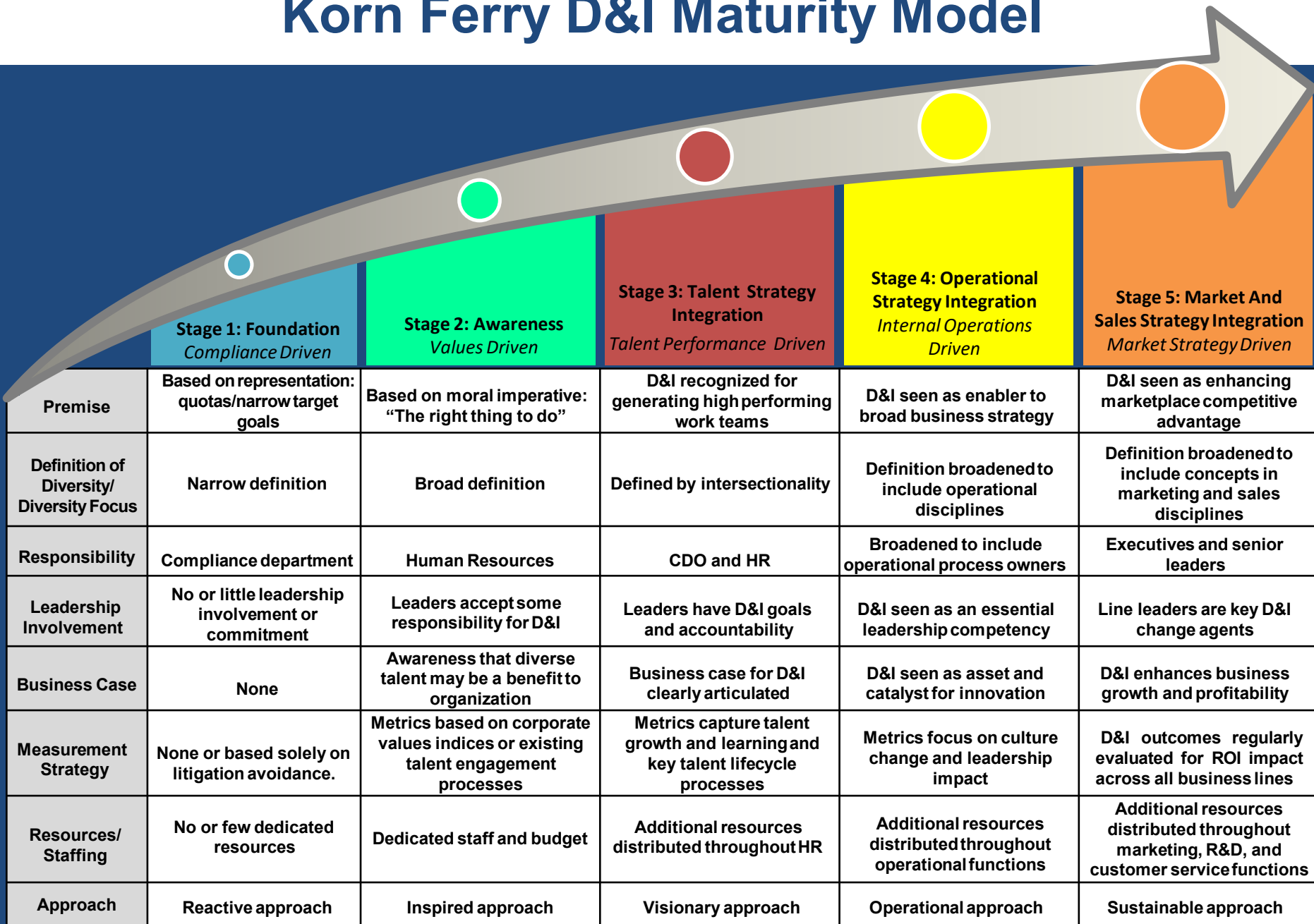


Diversity and Inclusion Framework Matrix

Options for a Holistic DEIA Program

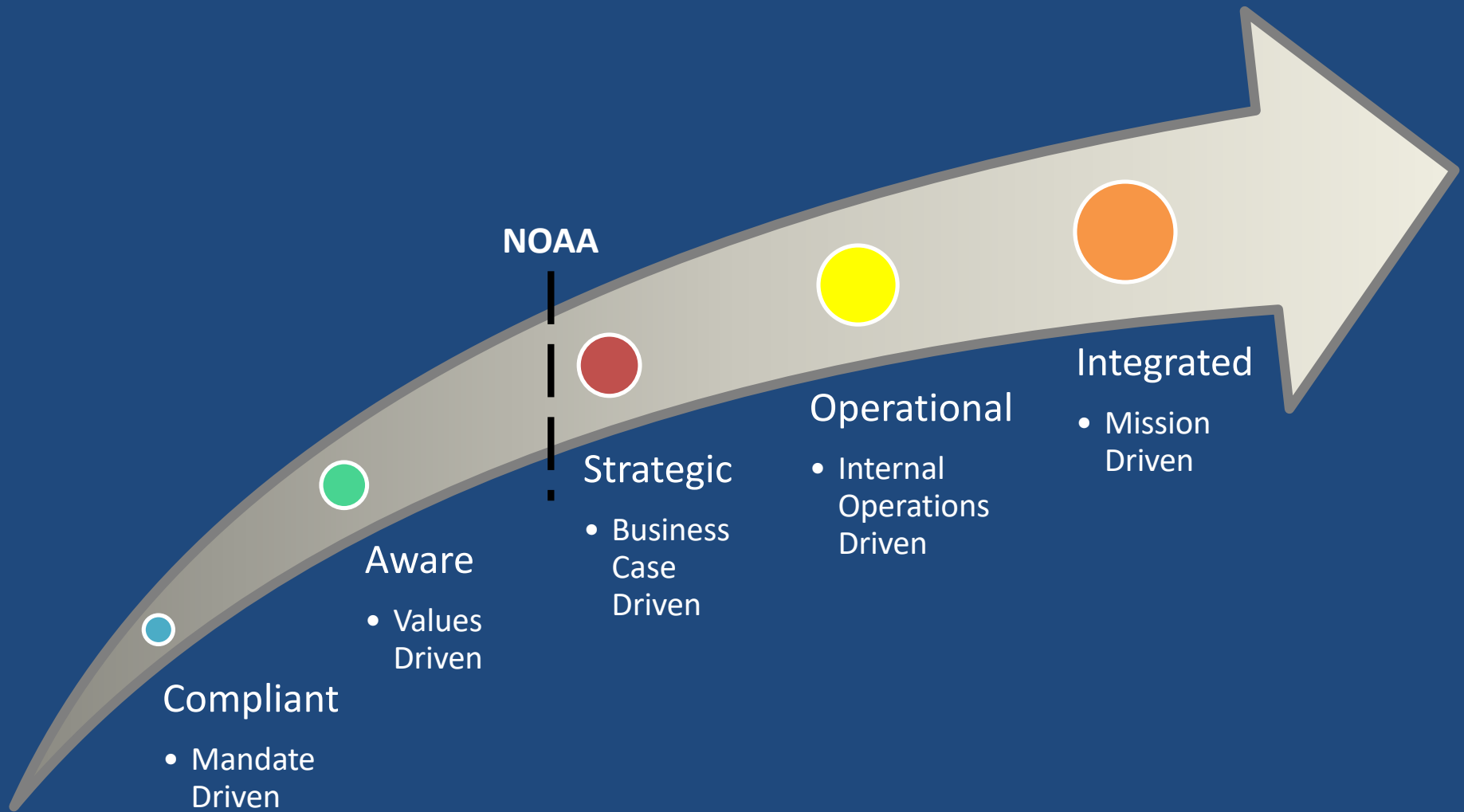
Diversity & Inclusion Framework Components	Focus	Compliant/ Aware (Bronze) 	Strategic/ Operational (Silver) 	Integrated (Gold) 
Workforce Diversity	People	<ul style="list-style-type: none"> - Focused on demographics - Complying with mandatory reporting 	<ul style="list-style-type: none"> - Ensure data driven D&I decisions - Collaborate with HR on workforce planning and conduct targeted outreach 	<ul style="list-style-type: none"> - Workforce diversity outcomes regularly evaluated for ROI impact agency-wide - Diversity is broadened to include cognitive, organizational and functional aspects (even global)
Workplace Inclusion	Culture	<ul style="list-style-type: none"> - Hosting Special Emphasis Events - A few leaders are involved in D&I activities - Email communications to increase awareness of D&I programs and events 	<ul style="list-style-type: none"> - Capitalize on events to communicate D&I goals and objectives - Leaders communicate D&I goals and establish accountability in performance plans - Comprehensive D&I education program - Coordinated events with ERGs and affinity groups 	<ul style="list-style-type: none"> - Leaders are maximizing organizational performance through inclusive practices - D&I drives innovation and process improvement - ERGs and Affinity Groups integrated into agency mission
Agency Mission	Business	<ul style="list-style-type: none"> - No clearly established D&I business case - Resources as needed - Minimum staff and budget 	<ul style="list-style-type: none"> - Established business case for D&I - Operationalizing D&I strategic plan goals and strategies - Additional resources allocated and distributed throughout the organization 	<ul style="list-style-type: none"> - Agency Head is leading the charge for D&I - Agency Directors, Secretaries, and Deputy Directors are key D&I change agents in integrating D&I into all aspects of the organization - D&I is a mission critical imperative and leveraged to meet current and future HR needs - Agency recognized as a leader in D&I in the public sector - Dedicated resources are an agency priority

Korn Ferry D&I Maturity Model





Diversity and Inclusion Maturity Model

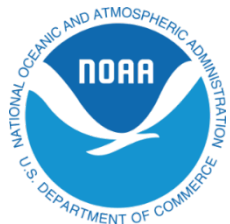


DEIA Improvements/Accomplishments

DEIA Accomplishments

- Completion of FY17-19 D&I Implementation Plan and Implementation of the FY20-24
- Developed an Agency Targeted Outreach Reach Program to attract underrepresented populations to NOAA's workforce
- Raised FEVS Support for Diversity Score Each of the Pass Four Years
- Raised FEVS Inclusion Index Scores Each of the Pass Four Years
- Expanded ERGs and Increased Engagement with ERGs and Affinity Groups (Internal and External)
- CAO develop criteria to use when evaluating locations for NOAA facilities which consider the impact of locations on diversity in the organization
- NOAA received an awards for support from the BIG, FEW, HACU, National IMAGE (Hispanics), FAPAC
- OHCS implemented changes to LCDP application process to eliminate barriers
- Employees and affiliates may directly provide concerns and suggestions to NOAA leadership through the D&I Suggestion Box
- NOAA Response to the National Social Unrest
- Established a DEIA Events Calendar
- 4th Year Chosen as a Top 20 Supporter of Historically Black Colleges and Universities (HBCU)

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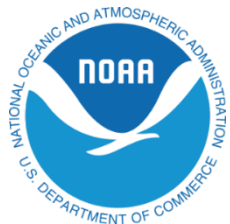


**What Will It Take To Make This Summit
As Effective As Possible For You**

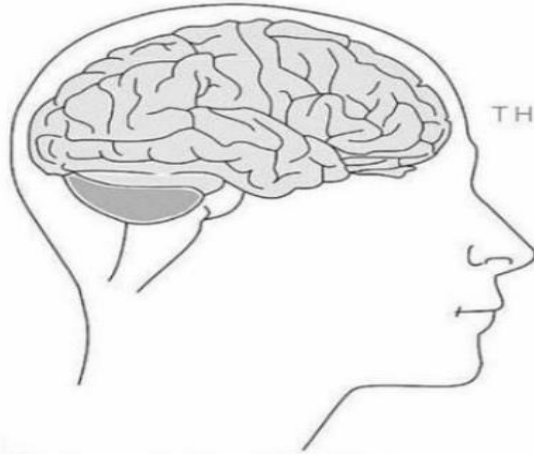
An Effective Summit

**Office of
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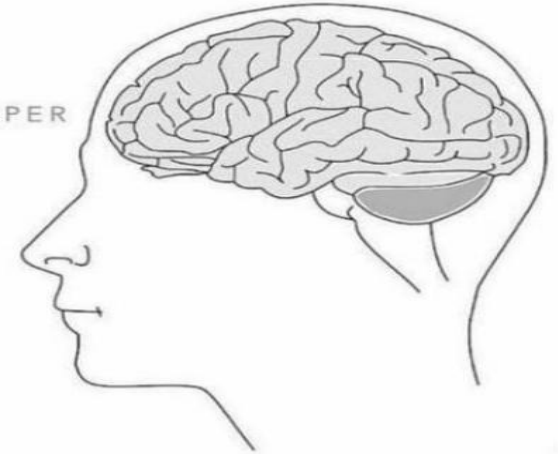
- Motivation for Change
- Continuous Introspective Evaluation
- Being Aware of Areas That Provide Opportunity for You For Growth
- Challenge Yourself With Some Behaviors That Will Produce Actionable Result
- Sustain Effort in Application of Practices In The Areas of DEIA and WPVP



Growth Mindset vs. Fixed Mindset



THINKGROWPROSPER



GROWTH MINDSET

Embraces challenges

Persists in the face
of setbacks

Sees effort as the
path to mastery

Learns from criticism

Finds lessons & inspiration
in the success of others

FIXED MINDSET

Avoids challenges

Gets frustrated or
gives up easily

Thinks potential is
predetermined

Takes criticism personally

Feels threatened by
the success of others

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