Empowering a Diverse and Inclusive Culture between the UW and NOAA

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**Background**

- The National Oceanic and Atmospheric Administrations (NOAA) West Coast Region office has priorities involving improving organizational excellence and regulatory efficiency

- BIPOC (Black, Indigenous and People of Color) and minority students in science-based degrees bring distinguished value to a professional workplace like NOAA

- A Liaison program between the UW and NOAA is working to improve the diversity, equity and inclusion with UW’s various programs and opportunities

- The Liaison program has a framework already set in place (see figure 1)

**Methods**

- Interned virtually with NOAA’s WCR to synthesize multiple Diversity, Equity and Inclusion (DEI) programs and opportunities into a catalogue document

- Conducted a literature review on past and current research on BIPOC students in the scientific community, DEI in the workplace, university-professional organization collaboration

**Results**

- Challenges to university outreach and engagement come from a lack of minority students in STEM degrees and careers (see figure 2)

- Opportunities and programs are listed in the “UW DEI Catalogue” which allows these students to be seen by NOAA for hiring and recruitment

  - Internships (primarily for undergrads)
  - Scholarships
  - Fellowships
  - Schools at the UW with DEI units (SMEA, PoE)
  - Various offices specifically for underrepresented ethnic minorities

- NOAA would share this catalogue to their WCR office as a framework to start the process of hiring and recruiting students

- There are possibilities of deficiencies in diversity initiatives, these can look like scarcity of resources and lack of outreach

- Chart from a scholarly source showing the participation by race or ethnicity in the US fisheries science workforce

**Key Takeaways**

- NOAA hopes to continue progressing with individual, collective, policy and administrative changes (see figure 3)

- The UW has numerous opportunities for minority engagement and outreach efforts to be seen

- The final DEI Catalogue will provide engagement and spaces for BIPOC students to be hired and recruited by NOAA

- NOAA would share this catalogue to their WCR office as a framework to start the process of hiring and recruiting students

**Broader Significance**

- NOAA sets an example for various other scientific communities to cultivate a diverse recruitment pool through educational partnerships

- Diversity management should be emphasized in professional workplaces

- Racially and ethnically diverse individuals would bring valuable ideas and perspectives to companies and organizations

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