

NOAA deeply values diversity and inclusiveness in all roles throughout the agency. It's essential for the NOAA workforce to reflect the diverse nation that we serve.

Below is a non-exhaustive list of actions that NOAA continues to implement to increase diversity. These actions are further outlined in the [NOAA Diversity and Inclusion Implementation Plan \(Fiscal Year 2020-2024\)](#). An updated D&I Implementation Plan will be released later this year.

In terms of attracting new talent by raising awareness of NOAA's career opportunities, the steps that NOAA is taking include: providing grants, internship programs, and fellowships, including those directly affiliated with Minority Serving Institutions and others that encourage women and minorities to participate (see example below: *Jose E Serrano Educational Partnership Program with Minority Serving Institutions*). These opportunities are based in NOAA-mission disciplines, including the natural sciences, social sciences, marine and coastal professions, and other STEM fields. NOAA is also increasing targeted outreach activities at colleges, universities, conferences, and professional organizations that support underrepresented communities. [NOAA has also been recognized as a Top 20 HBCU Supporter](#) for the past three years by the Career Communications Group, Inc., from a survey of university deans and officials.

In terms of bringing new talent onboard, the steps that NOAA is taking include: conducting a periodic review of qualifications in job announcements to ensure there is no disparate impact/unintended consequence, with the goal of creating a more diverse and highly-capable workforce; requiring the use of diverse hiring panels, when available, to create an inclusive interview environment; and NOAA offices will use interview questions for manager, supervisor, and executive positions to identify candidates who demonstrate support for diversity and inclusion.

Additionally, Employee Resource Groups within NOAA represent women, people with disabilities, and minority groups, and they support their constituency and the agency in outreach, recruitment, career development, and retention efforts.

Since 2017, NOAA has increased representation of minorities by 2% and the representation of women by 3%, and our work to increase these numbers continues. Separately, in 2021, the top three major science and technology occupations at NOAA with the highest percentage of African American employees (male and female) are Information Technology Management (7.84%); General Engineering (6.62%); and Electronics Technician (5.11%).

### **Jose E Serrano Educational Partnership Program w/ Minority Serving Institutions**

Funds appropriated to the NOAA Office of Education support the [José E Serrano Educational Partnership Program with Minority Serving Institutions \(MSI\)](#), which awards funding to MSIs and students attending MSIs through national competitions. The program works collaboratively with MSI faculty and staff to increase the opportunities for education, training, and research in NOAA-mission disciplines, particularly for

participants from traditionally underrepresented minority communities in NOAA-mission disciplines.

The Educational Partnership Program with Minority Serving Institutions aims to increase the number of traditionally underrepresented students who are trained in NOAA-related sciences, natural resource management and policy. Since 2001, the EPP/MSI Cooperative Science Center (CSC) institutions have awarded post-secondary degrees to over 2,300 students in fields that support NOAA's mission. Over the same time period, these institutions awarded over half of the Ph.D. degrees that were earned by African Americans in atmospheric science and more than a third of the Ph.D. degrees earned by African Americans and Hispanics in marine science in the United States.

Since 2001, NOAA EPP/MSI Cooperative Science Center institutions have awarded:

- 54% of the Ph.D. earned by Black graduates in atmospheric science.
- 35% of the Ph.D. earned by Black graduates in marine science.
- 30% of the Ph.D. earned by Black graduates in environmental sciences.
- 39% of the Ph.D. earned by Hispanic graduates in marine science.
- 21% of the Ph.D. earned by Hispanic graduates in atmospheric sciences.
- 19% of the Ph.D. earned by Hispanic graduates in environmental science.

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