



**NROC**

Northeast Regional  
Ocean Council

# **NROC Draft Work Plan**

***Diversity, Equity, Inclusion & Justice***

**November 2021 - 2023**



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# DEIJ Work Plan Goal

*Advance diversity, equity, inclusion and justice in the context of the Northeast Regional Ocean Council's efforts to promote regional solutions for sustainable ocean management in New England*



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# STRATEGIES AND ACTIVITIES

NROC strategies to advance DEIJ:

1. Integrate DEIJ into NROC organizational structure
2. Promote DEIJ among NROC partners
3. Advance DEIJ through NROC projects and activities



## Strategy DEIJ-1

# Integrate DEIJ into NROC organizational structure

### Activities:

- Convene ad-hoc group including at least one rep from each committee to advance DEIJ
- Develop NROC 'statement' on DEIJ (define terms)
- Review NROC structure and operating procedures to identify and pursue opportunities to advance DEIJ



## Strategy DEIJ-2: **Promote DEIJ among NROC Partners**

### **Activities:**

- Convene opportunities for dialogue about DEIJ topics among NROC members, partners and others
- Provide guidance to NROC members and partners for advancing DEIJ
  - ◆ Identify and share strategies, resources, best practices and tools for advancing DEIJ among NROC partners.



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## Strategy DEIJ-3:

# Advance DEIJ through NROC projects and activities

### Activities:

- Integrate opportunities to advance DEIJ into the work of NROC's three committees
  - ◆ Expand committee membership if needed
  - ◆ Review NROC committee activities to identify opportunities new funds and partnerships that promote inclusion and diversity
  - ◆ Align outreach and engagement strategies with DEIJ best practices