

NROC Workplan: Advance Diversity, Equity, Inclusion and Justice (DEIJ)

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

STRATEGIES AND ACTIVITIES

NROC has identified the following 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 DEIJ terms and what they mean for NROC
- Review NROC structure and operating procedures to identify and pursue opportunities to advance DEIJ
 - Consider voices at the table – broaden partnerships if needed

Strategy DEIJ-2: Promote DEIJ among NROC Partners

Activities:

- Convene opportunities for dialogue about DEIJ topics among NROC members, partners and others
- Support development of a community of practice to 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. Examples include:
 - Tools such as the EPA EJ screening tool
 - Case studies
 - Best practices for communication, outreach and engagement

Strategy DEIJ-3: Advance DEIJ through NROC projects and activities

Activities:

- Integrate opportunities to advance DEIJ into the work of NROC's three committees – Coastal Hazards Resilience Committee, Ocean Planning Committee, Ocean and Coastal Ecosystem Health Committee
 - Expand committee membership if needed
 - Review NROC committee projects and activities to identify opportunities to advance DEIJ
 - Implement low or no / cost strategies

NROC Workplan: Advance Diversity, Equity, Inclusion and Justice (DEIJ)

- Seek new partnerships or additional funding if needed to advance more complex strategies
 - Seek partnerships that promote inclusion and diversity
 - Align outreach and engagement strategies with DEIJ best practices
- If / where appropriate identify new opportunities for NROC to partner on efforts to advance DEIJ in in the context of sustainable ocean management practices