

# NROC 2024-2028 Draft Work Plan: Advance Diversity Equity, Inclusion, and Justice (DEIJ)

Goal

- Advance diversity equity, inclusion, and justice in the context of NROC's efforts to promote regional solutions for sustainable ocean management in New England

# NROC 2024-2028 Draft Work Plan: Advance Diversity Equity, Inclusion, and Justice (DEIJ)

## Approach

- Engaging with Tribes, environmental justice communities, and underrepresented groups to ensure that their voices, interests, and priorities are given equal consideration in NROC's work

## Strategies for Advancing Diversity, Equity, Inclusion and Justice

1. Integrate DEIJ into NROC organizational structure
2. Promote DEIJ among NROC partners
3. Advance DEIJ through NROC projects and activities
4. Improve capacity for NROC to advance DEIJ

# Strategies for Advancing Diversity, Equity, Inclusion and Justice

## **1. Integrate DEIJ into NROC organizational structure**

- Review structure to ensure representation / broaden partnerships
- Convene ad-hoc group to identify DEIJ meeting topics or resources to share
- Develop NROC ‘statement’ to define DEIJ terms and what they mean for NROC as a voluntary regional collaboration

# Strategies for Advancing Diversity, Equity, Inclusion and Justice

## **2. Promote DEIJ among NROC partners**

- Convene opportunities for dialogue on DEIJ topics
- Engage with federal and state partner agencies to support integration of DEIJ into regional and national ocean and coastal management and planning
- Identify and share strategies, resources, best practices, and tools for advancing DEIJ among NROC partners

## Strategies for Advancing Diversity, Equity, Inclusion and Justice

### **3. Advance DEIJ through NROC projects and activities\***

- Integrate opportunities to advance DEIJ into NROC Committees
  - Increase engagement with Tribes, EJ communities, and underrepresented communities
  - Consider voices, interests, and priorities of Tribes, EJ communities, and underrepresented communities in NROC project planning and implementation
  - Seek partnerships and/or funding to promote DEIJ across NROC
  - Align outreach and engagement with DEIJ best practices

## Strategies for Advancing Diversity, Equity, Inclusion and Justice

### **3. Advance DEIJ through NROC projects and activities\***

- Identify new opportunities for NROC to partner on efforts to advance DEIJ in context of sustainable ocean management practices
- Expand outreach and communications regarding DEIJ engagement
- Identify and engage with organizations and networks representing Tribes, EJ communities, or underrepresented organizations

# Strategies for Advancing Diversity, Equity, Inclusion and Justice

## **4. Improve capacity for NROC to advance DEIJ**

- Establish and support Tribal Engagement Coordinator position
- Integrate opportunities to engage with Tribes, EJ communities, and underrepresented groups during development of new projects and funding proposals



**Thank you,**

**We welcome your feedback and suggestions!**