

Northern Gulf of Alaska-Long Term Ecological Research (NGA-LTER) Diversity, Equity and Inclusion Plan

The NGA-LTER site is a community composed of various partners that share an interest in the Gulf of Alaska ecosystem, and include the core researchers funded through the National Science Foundation (NSF), affiliated researchers funded by a consortium of state and federal agencies, Alaska communities, and other groups who welcome our outreach activities.

We strive to create a diverse, equitable and inclusive community that is welcoming to all participants, because we believe that valuing individual differences will strengthen our community, and will allow those participating to best contribute to the success of our site. Understanding the complex NGA will require not only diversity in scientific disciplines, but also diversity in epistemologies and points of view as to the ascribed value of this ecosystem.

We acknowledge that we work on the ancestral lands and waters of the Eyak and Sugpiaq-Alutiiq peoples. We recognize their unique relationships with this place, and are grateful for their stewardship past, present, and future. We strive to uphold Indigenous sovereignty and be in good relations with the original peoples and with this place.

We see this plan as a living document that will help us promote diversity, equity and inclusion within the NGA-LTER, and that will provide a roadmap for tracking our progress towards achieving our vision.

Vision

- The NGA LTER fosters an equitable and inclusive environment at all levels of involvement, where participants thrive as part of a supportive community.
- The NGA LTER is a diverse community where the perspectives of all participants are valued and considered equally.

Steps towards achieving our vision

Immediate (Short-Term, Ongoing)

- Allocate time during NGA-LTER All-hands meetings (held quarterly) and Executive Committee sessions to introduce and discuss action items related to DEI.
- The NGA-LTER DEI Committee helps move forward action items
- Allocate time during PI meetings to discuss needs and progress of DEI related activities
- Tracking success stories and communicating them to the community via social media, the NGA-LTER website, press releases, etc.
- Develop guidelines for conditions that could impact at-sea participation
 - Safety concerns
 - Requirements for sea going
- Assemble (website) and develop as needed information resources for DEI related content that includes training opportunities, process for reporting complaints, metrics for DEI goals, UNOLS guidelines, NGA-LTER at-sea condition guidelines, etc.
- Provide information of various physical disability accommodations within the NGA-LTER infrastructure
- Discuss and develop recruitment and retention strategies for maintaining our DEI vision
- Stay engaged with DEI initiatives at the network level

Will require more time (Mid-Term, Ongoing)

- Form relationships with and respond to outreach and education requests from schools and community groups of NGA-LTER regions in southcentral Alaska and research university communities
- Reaching out to create partnerships with Alaska Native communities (within the NGA region)
- Form relationships and robust partnerships within the broader science community
- Develop competitive proposal(s) (at all levels) to obtain funding for enhancing diversity within the NGA-LTER
- Implement, evaluate, and refine NGA-LTER recruitment and retention strategy

Metrics for Evaluation

- Track: (1) demographics of participants at various career levels, (2) resources allocated for training, (3) specific initiatives and outcomes, (4) funds (internal and external) dedicated to enhancing DEI, (5) time allocated towards DEI activities, (6) number and nature of complaints, and how they were addressed
- Progress reports are compiled on an annual basis and disseminated to the NGA-LTER community and funding agencies
- Possible Long Term Effort: Develop plan to evaluate participant perceptions of equity and inclusion within the NGA LTER community (will require outside evaluator and will require additional funding)