AOOS Diversity, Equity, Inclusion, and Accessibility Policy

Draft to be Reviewed at September 29, 2022 board meeting

Definitions

Diversity: *Demographic representation and appreciation of individual, social, economic, and cultural differences.* AOOS embraces individuals of all ages, races, ethnicities, national origins, gender identities, sexual orientations, abilities, cultures, religions, citizenship statuses, marital statuses, education levels, job descriptions, veteran statuses, income, and socioeconomic statuses.

Equity: *A state, quality, or ideal of being fair and impartial.* AOOS is committed to fair and impartial opportunities for all persons, and works to challenge and respond to bias, harassment, and discrimination.

Inclusion: *A state, quality, or ideal of being a part of a group or structure where the inherent worth and dignity of all people are recognized and respected.* AOOS is committed to building inclusive programs that serve people with unique backgrounds, needs, perspectives and ways of knowing.

Accessibility: *The design, construction, development, and maintenance of ocean observing information and technology so that people can fully and independently access them***.** AOOS is committed to making ocean information available and accessible to all stakeholders.

Policy

AOOS recognizes the 22 distinct Alaska Native cultures and the 229 independent Alaska Native tribal governments of Alaska. Alaska Natives are the first peoples of Alaska and represent dynamic cultures. AOOS recognizes that Alaska is one of the most diverse states in the country, with residents who reflect varied and vibrant cultures, whether Alaskan-born or having settled here from other states, territories, and countries.

AOOS does not discriminate on the basis of race, religion, color, national origin, citizenship, age, sex, physical or mental disability, status as a protected veteran, marital status, changes in marital status, pregnancy, childbirth or related medical conditions, parenthood, sexual orientation, gender identity, political affiliation, genetic information, or other legally protected status.

AOOS commits to diversity, equity, and inclusion in carrying out our vision and values as a practice in organizational excellence through the following ways. In striving to meet these goals, AOOS staff and Board will:

- Be welcoming and inclusive.
- Attract, retain, and advance a diverse workforce and leadership.
- Maintain accountability and transparency in our sustained focus on DEIA.
- Support regular training and professional development on various aspects of DEIA.
- Recognize and mitigate implicit bias in ourselves and our programming.
- Provide programming that facilitates science-informed decision-making, and supports equitable access to available scientific information and data and relevant traditional and local knowledge.
- Lead research and scholarship that address topics of value to diverse communities, and includes interdisciplinary scientific approaches and multiple ways of knowing.

- Promote research and program development funding inclusive of diverse and underrepresented applicants.
- Provide accessible summaries of research to the public in an equitable manner, using appropriate communication methods, pending available resources.
- Train and educate an environmentally literate and informed public that is inclusive and reflective of diverse populations.
- Provide professional development and fellowship programs that prepare a next generation of decision-makers and environmental professionals that is reflective of diverse populations.
- Create cross-cultural, equitable, and accessible information and communications products.