

AOOS Alaska Ocean Observing System

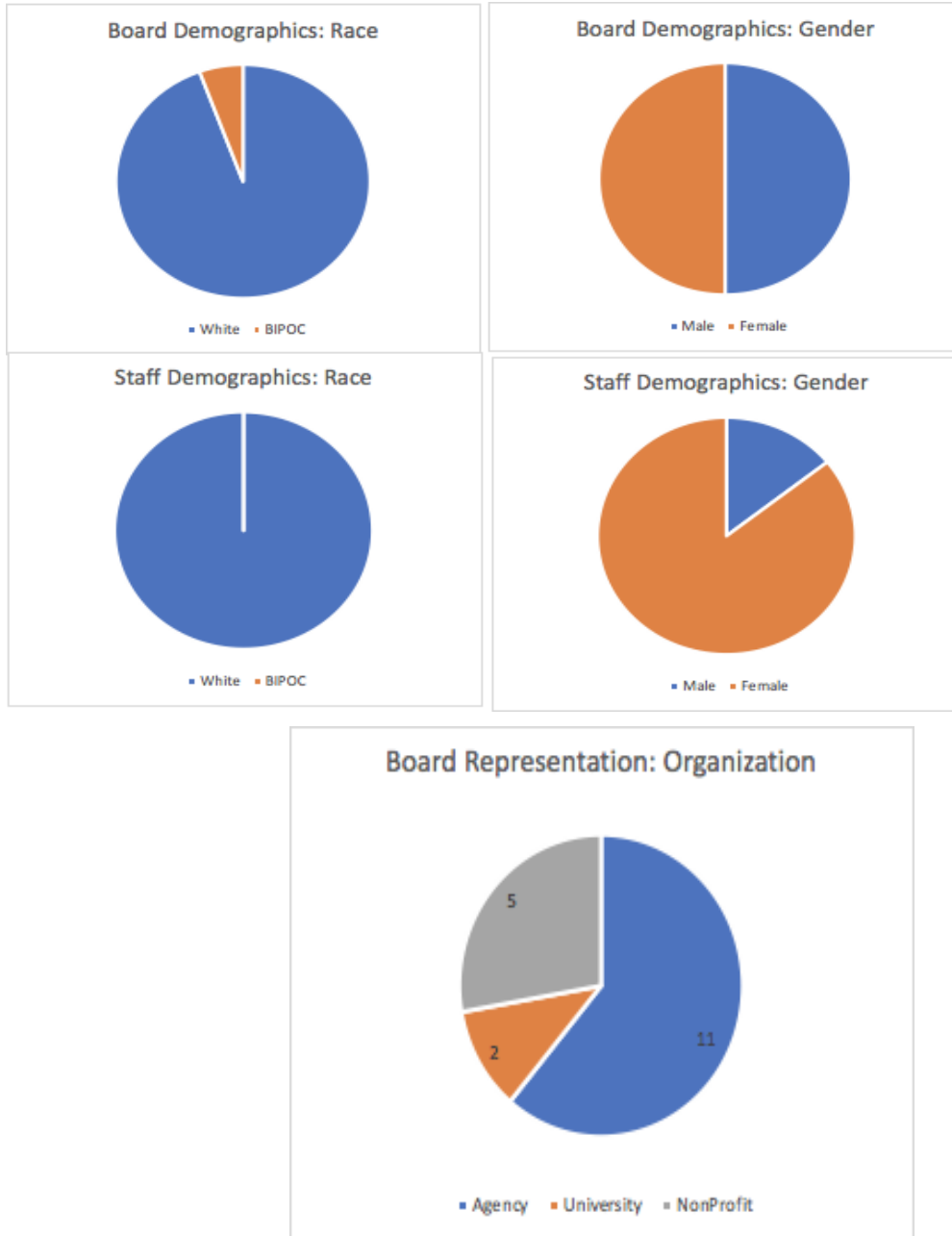
This is what was found by AOOS and friends at AOOS on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data. *Note: the AOOS employee policy manual generally follows the policies of our fiscal sponsor the Alaska SeaLife Center (ASLC), a larger organization. AOOS employees are technically employees of the ASLC.*

The AOOS working group on diversity and inclusion recommended in December to expand Native representation on the AOOS board by establishing four seats for Tribal organizations representing the following geographies: Beaufort/Chukchi, Bering, western Gulf of Alaska, eastern Gulf of Alaska. This and other recommendations from the working group will be brought to the board during the spring board meeting.

- **The link(s) to demographic data at our organization are here:**

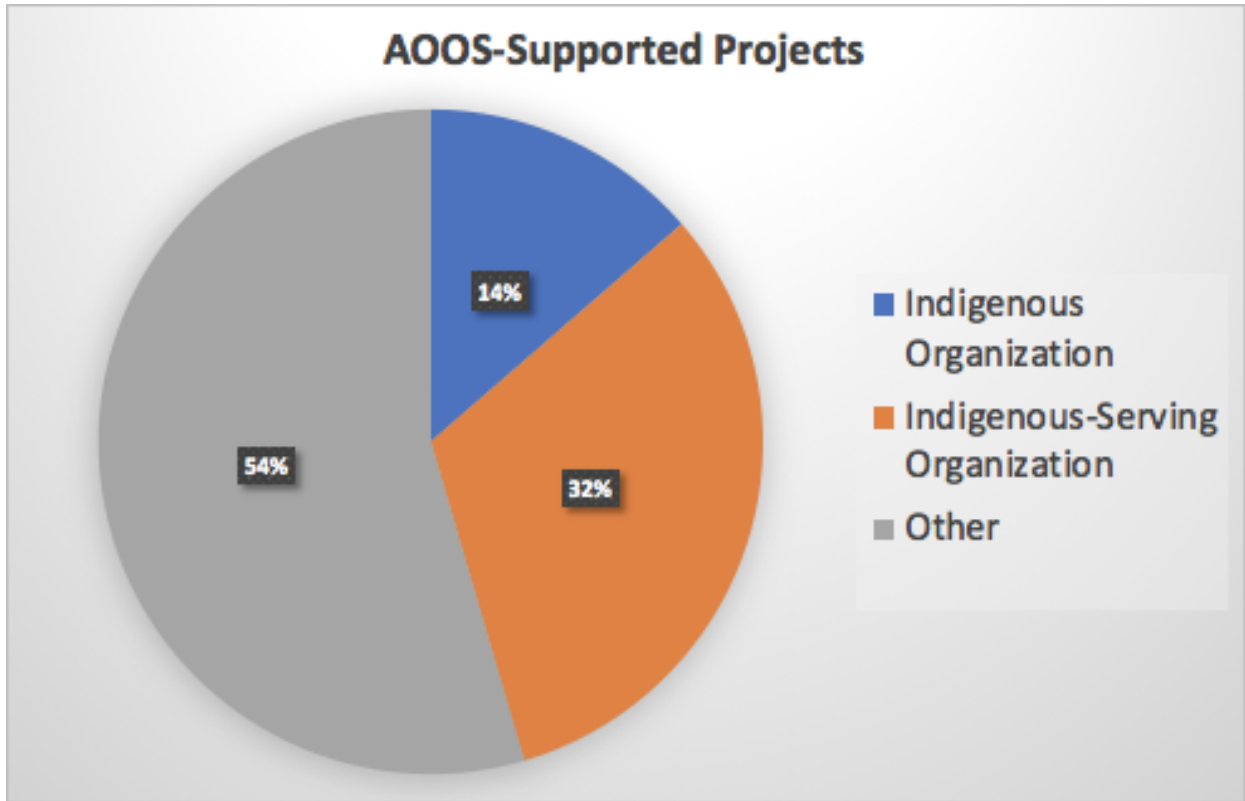
- No demographic information for either AOOS or ASLC are available online. Data are collected and tracked by the HR department for employees, but not for applicants.
- Analysis of past invited speaker demographics: AOOS does provide a forum for institutional or public lectures.
- If data are not available, what is the reason for not making it public? We will raise the issue with our respective boards about posting this information online.
- If data are not collected, what is the reason? Data are collected.

To set a current baseline, the following demographic summaries are estimates of AOOS staff and board demographics gleaned from the AOOS web pages www.aos.org.

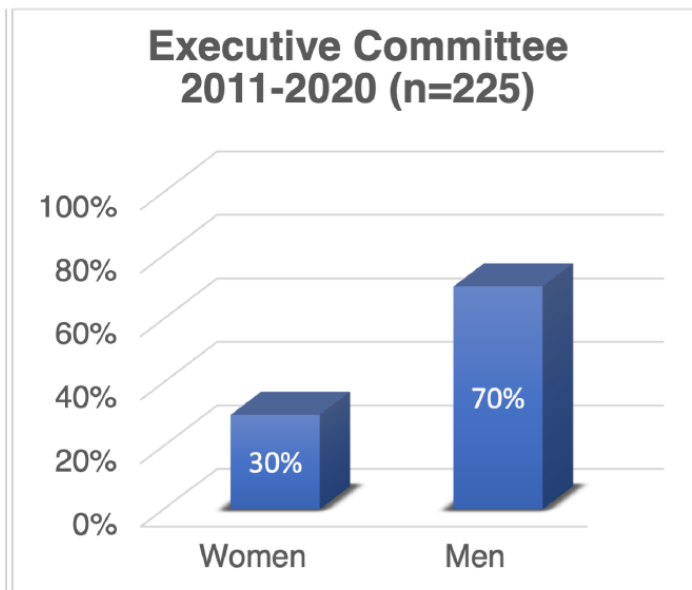


Of the 18 institutions that comprise the AOOS Board, the majority are from State and Federal government management agencies. Many of the non-profit organizations include public education and engagement as a guiding principle in their program's mission.

Following chart: the fraction of AOOS-sponsored projects that are directed to Indigenous-led organizations and/or Indigenous-Serving organizations (UAF is a federally designated Alaska Native-Serving Institution). From the 22 February 2021 PI meeting presentations, of the 24 projects presented, 14% of these are managed by Indigenous-led organizations and 46% go to either an Indigenous-led or Indigenous-serving institution.



- How does your organization compare to others, or to the field as a whole?



The AOOS board compares (graphic above) favorably in terms of gender equity relative to the AAPG’s Executive Leadership makeup in the most recent 10 years.

- **Public goals on demographics or increasing representation:**

AGU has a number of actions that have helped increase awareness and further inclusivity:



For AOOS, such actions/goals do or could include:

- Establishment of DEI Committee
- Unlearning Racism in the Geosciences pod class and activities
- Participation in Indigenous co-management meetings
- Evaluate and improve scope of hiring practices by tracking demographic of applicants
- Listen
- Take time to build meaningful relationships
- Make a plan
- Leverage Board for connections for both AOOS staff and researchers
- Work to increase a diverse representation at AOOS-sponsored events, such as at AMSS
- Are there general goals stated at your organization for achieving representation?
 - Achieve a representation on the AOOS board that more closely matches the State of Alaska demographic makeup.
 - Send AOOS representation to marine-related marine mammal co-management meetings to listen, learn, and support
- Are there measurable goals stated at your organization for achieving representation?
 - Include an Alaskan Native representative from each of the 4 large geographic regions around the state (southeast Alaska/southcentral Alaska, Bering Sea and Chukchi/Arctic).
- **Policy or proposed policy for collecting demographic data at your organization:**
 - How data are collected, reported, tracked, and utilized in decision making.
 - OR proposed policy for collecting, reporting, tracking and utilizing demographic data.
- **What did you learn about other organizations (or in general) while investigating demographic data?**

- <https://uaf.edu/facts/>
 - UAF's student population fairly closely matches the State of Alaska population for Native Alaskan and African American populations\
 - The drop-out rate for Alaskan Native students far exceeds that of White students.

- <https://diversity.ideo.columbia.edu/seminardiversity> - Increase diversity in seminars
- <https://www.nature.com/articles/d41586-019-03784-x> - No all-male panels
- <http://www.ohrc.on.ca/en/policy-and-guidelines-racism-and-racial-discrimination/part-3-%E2%80%93-guidelines-implementation-monitoring-and-combating-racism-and-racial-discrimination> - more information on collection of demographic data in Canada.