

**Justice, Equity, Diversity and Inclusion (JEDI)
Sea Grant Week 2020**

Key Organizers: [Mona Behl](#) (GASG), [Jane Harrison](#) (NCSG), [Sarah Kolesar](#) (ORSG), [Karen Morrill-McClure](#) (WASG) and [Melissa Watkinson](#) (WASG)

VIRTUAL SEA GRANT WEEK 2020 PRESENTS:

CULTIVATING A CULTURE OF BELONGING & INCLUSION

Join us for a discussion on justice, equity, diversity and inclusion (JEDI) in geosciences, and build tools and resources to support Sea Grant's role in advancing JEDI.



Featuring Keynote speaker
Brandon Jones, Program
Director for the education and
diversity programs at NSF's
Geosciences Directorate

NOVEMBER 18, 2020
12-2PM PST, 3-5PM EST
Register at:
<https://seagrant.noaa.gov/insideseagrnt/VirtualSGweek2020>

VIRTUAL SEA GRANT WEEK 2020 PRESENTS:

**FEATURED
PANELISTS:**

Heather Triezenberg (MISG)
Leah Mupas Segui (Knauss Fellow)
Karen Morrill-McClure (WASG)
Jess Kuonen (NYSG)
Monica Miles (NYSG)

OPEN DIALOGUE ON JEDI

A panel and breakout discussion on justice, equity, diversity and inclusion at Sea Grant

**DECEMBER 8TH, 3-4:30PM EST/
12-1:30PM PST**

ORGANIZED BY JANE HARRISON (NCSG), KAREN MORRILL-MCCLURE (WASG), MELISSA WATKINSON (WASG), MONA BEHL (GASG), AND SARAH KOLESAR (ORSG)



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Discussion Agreements

- Be open to experiencing some discomfort.
- Recognize that multiple truths exist.
- Respectfully challenge one another, but share the space.
- Speak your own experience (“I” statements) and participate to the fullest of your ability.
- Listen to understand, not to respond.
- What happens here stays here.
- No fixing (we are not going to fix all this right now).
- Assume best intent, AND own the impact if/when you hurt others.

Sea Grant JEDI Topics

- Addressing Implicit Bias
- Microaggressions
- Integrating DEI into Recruitment and Hiring
- Increasing Diversity on Advisory Boards
- Supporting the LGBTQ+ Community
- Creating an Inclusive Workplace Culture
- Accessibility and Universal Design
- Leaning into Anti-racism
- Working with TLK with Indigenous Populations
- Power and Privilege
- Planning Inclusive Meetings and Conferences
- Giving and Receiving Feedback
- Collecting Inclusive and Equitable Data
- Sustaining Accountability and Transparency

Resources for Facilitators

- [Leading an Inclusive Support Circle](#)
- [How to Run Emotionally Intelligent Zoom Meetings](#)
- [11 Ways to Facilitate Great Conversations](#)
- [A Mindfulness-Based Technique for Leading Sensitive Discussions](#)

Session Summaries

JEDI Session #1:

Cultivating a Culture of Belonging and Inclusion (recording [link](#))

Nov 18, 2020; 3:00-5:00 pm Eastern (12:00-2:00 pm Pacific)

*Alongside the development of Sea Grant's 10-year DEI vision, several Sea Grant programs have formed committees and/or working groups to examine what justice, equity, diversity and inclusion (JEDI) means for their program and explore ways in which JEDI can be integrated into the management and activities of the program. The goals of this session are to facilitate information exchange across the network and explore strategies that will lead to the creation of a culture of belonging and inclusion in Sea Grant. This session will feature **tools, resources, and processes that Sea Grant programs can use to integrate JEDI into their programming, highlight programmatic or individual responses to initiatives like #BlackLivesMatter or #ShutdownStem, and discuss ways in which we can advance JEDI as a network. Knowledge generated from this session will be used to inform activities across the Sea Grant Network, including next steps for Sea Grant's DEI Community of Practice, JEDI-related professional development activities, and Sea Grant's Community-Engaged Internship Program.***

Key Presenters: Brandon Jones (NSF) and Jane Harrison (NCSG)

Agenda Highlights	
Topic, Objectives, Activities	Facilitator/Speaker
Introduction and Poll Everywhere intro <i>Participants feel welcomed, understand the rules of engagement, understand the goals of the session, acknowledge COVID and anti-racism</i>	Melissa Watkinson
Keynote Talk <i>Participants understand the challenges related to the current culture in geosciences, and potential strategies to promote JEDI.</i>	Brandon Jones
Sea Grant's DEI efforts till date <i>Participants are aware of Sea Grant's DEI efforts to date</i>	Jane Harrison
Breakout group discussion <i>Participants discuss 2 pre-designed questions.</i> <ul style="list-style-type: none">• What is your Sea Grant program doing (or would like to do) to incorporate or institutionalize DEI/JEDI? Up to 2 examples• What are you doing to develop/deepen your own DEI learning and development? Up to 2 examples	Volunteer facilitators in each group

JEDI Session #2:

**Open Dialogue on Justice, Equity, Diversity, and Inclusion
Dec 8, 2020; 3:00-4:30 pm Eastern (12:00-1:30 pm Pacific)**

*This session aims to foster an **open dialogue** on Sea Grant’s justice, equity, diversity and inclusion (JEDI) efforts. **Participants will have the opportunity to ask questions, share challenges and accomplishments, and discuss good practices.** While this session will be informed by the previous JEDI session, participation in the previous session is not a prerequisite for participation here.*

Key Presenters: Karen Morrill-McClure (WASG), Leah Mupas Segui (Knauss), Heather Triezenberg (MISG), Monica Miles (NYSG) and Jess Kuonen (NYSG)

Agenda Highlights	
Topic, Objectives, Activities	Facilitator/Speaker
Introduction and Poll Everywhere intro <i>Participants feel welcomed, review agenda and panel format, understand session goals and outcome, and engage with poll everywhere.</i>	Sarah Kolesar Melissa Watkinson
Panel Introductions <i>Each panelist briefly introduce themselves, their work and how they relate and/or implement JEDI</i>	Sarah Kolesar Karen Morrill-McClure Leah Mupas Segui Heather Triezenberg Monica Miles Jess Kuonen
Panel Q&A <i>Use chat box, anonymous questions provided through Poll Everywhere</i>	Sarah Kolesar Melissa Watkinson
Breakout Discussions <i>JEDI session organizers serve as facilitators to support each panelist’s breakout discussion</i>	Jane Harrison Panelists Facilitators
Closing and Adjourn <i>Take final poll, request folx to share resources in Poll Everywhere “marina”</i>	Sarah Kolesar

Combined Session Questions:

- How do you deal with leadership or colleagues that are not open to conversations of equity or doing things differently?
- How do you get inclusive interest in JEDI within Sea Grant?
- What can Sea Grant provide to help fill in the gaps for reaching underrepresented groups as future Knauss fellows?
- How do you word community demographic polls and do you have any language around why you are polling attendees/how the information will be used?
- How have others at NYSG used your EJ mapping tools in their programming?
- What are some of the changes your program made to hiring practices? What results, if any, have you seen?
- Is the national SG program planning to address justice relative to our organization?
- How do we move diversity initiatives forward if we have directors or administrators pushing back against these movements?
- How do we get leadership to buy-in for JEDI initiatives?
- How can we reach (recruit) underrepresented populations when hiring?
- How do you keep moving forward, but don't rush the good work?
- What are some ideas or best practices for recruiting diverse student and faculty researchers and grant applicants?
- Where are the best practices case studies available?
- How can one evaluate the state of the immediate environment, their working environment?
- How do we engage HR in our efforts and make them part of the solutions?

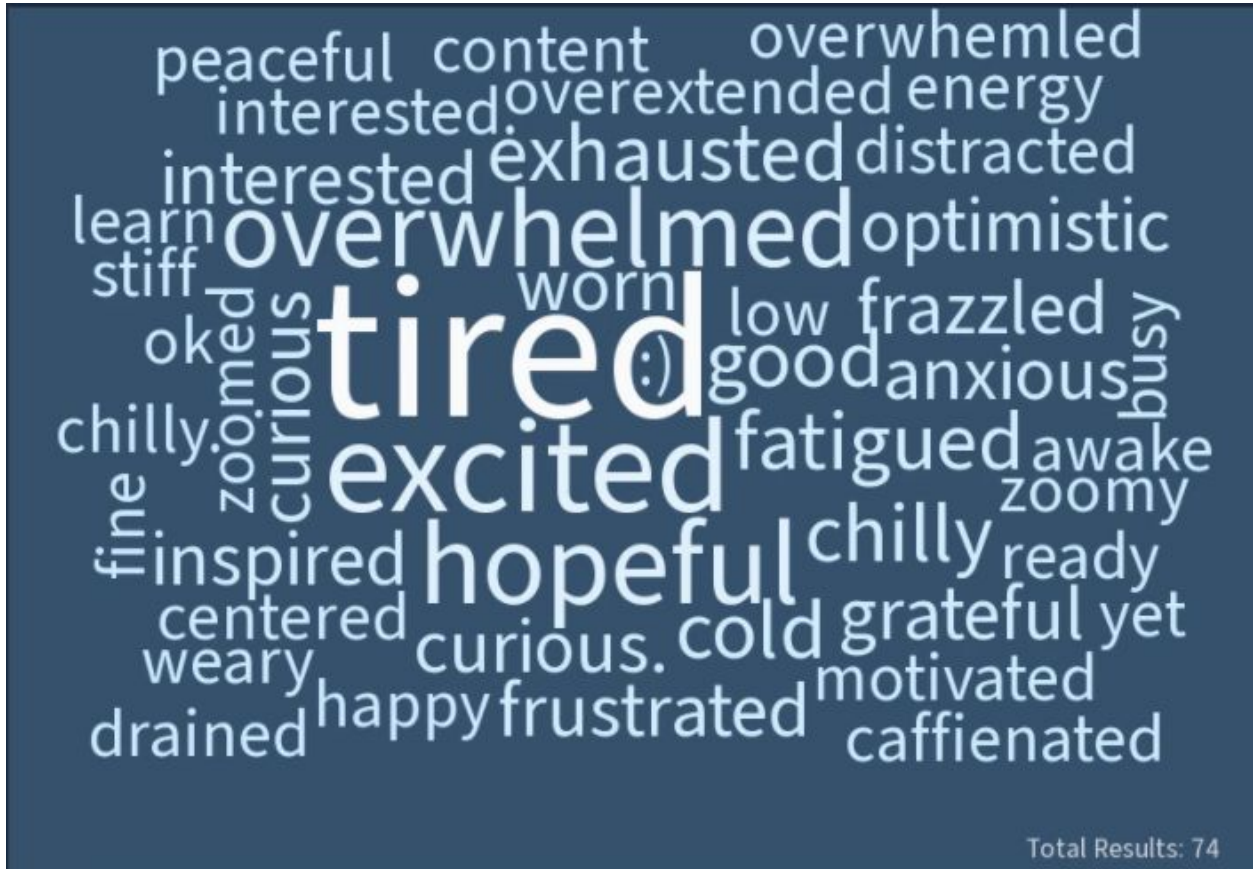
Combined Marina:

- [“The Loudest Duck](#): Moving beyond diversity while embracing differences to achieve success at work” by Laura Liswood
- Diverse societies: [GEO Latinas](#), [Geoscience Alliance](#), [GOLD](#), [SACNAS](#), [NAISA](#), [AISES](#)
- Sea Grant DEI Community of Practice [Best Practices document](#)
- Look to host universities for resources and support
- “B-JEDI” - Brandon calls to include “Belonging” in our work
- From NYSG: DEI evaluation questions:
 - How would you rate your overall experience with DEI workshops?
 - Are you more likely to explore and reflect on DEI in your current role because of today's session?
 - As a DEI working group we want to ensure we are maintaining inclusive environments. Did you feel comfortable participating in today's session? (If no, do you have suggestions?)
 - Is there any feedback or information that you would like to share with the DEI working group that you feel could be helpful to our work (ie next steps, things to consider, comments about today)?"
- [Community Engagement Toolkit](#) for the Urban Marine Program
- NYSG [EJ Mapping and DEI Tools](#) Guide
- [Equity, Diversity and Inclusion in Recruitment, Hiring and Retention](#) from Urban Sustainability Directors Network
- Univ of Washington [Environmental Justice & Tribal Relations resources](#)
- UW [DEI Inclusive Hiring](#) - Positions descriptions and job posting guidelines:
- [WASG DEI Resource List](#)
- [MSU Extension Civil Rights Guidance](#)

Poll Everywhere Results

JEDI Session #1

How are you feeling today? Provide two different one-word responses to share, even if they don't reflect each other.



Has your Sea Grant program developed a DEI/JEDI vision statement or internal strategy?

Yes	49	68%
No	9	13%
I don't know	14	19%

Has your Sea Grant program developed a DEI/JEDI committee?

Yes	58	83%
No	8	11%
I don't know	4	6%

JEDI Session #2

In which region are you located?



Caribbean	1
Great Lakes	13
Gulf of Mexico	4
Mid-Atlantic	9
Northeast	8
South Atlantic	7
West Coast	10
Other	2

Please select your level of agreement with the following statement:

I am confident in discussing topics of JEDI with my colleagues.

	Pre-session		Post-session	
Strongly Agree	10	19%	6	16%
Agree	33	62%	27	73%
Neither Agree or Disagree	6	11%	4	11%
Disagree	4	8%	0	0
Strongly Disagree	0	0	0	0

Sea Grant JEDI Aspirations

- Have space for folx to ask difficult and uncomfortable questions
- Invite external facilitators to cultivate safe spaces for discussion and learning
- Continue and go deeper into conversations
- Hire or contract to have external JEDI Facilitator at National Sea Grant level
- Use Professional Development webinar platform to learn about small chunks/specific topics and discussion
- National Sea Grant model: JEDI Liaison (such as Aquaculture liaison)
- Different technological ways of communicating DEI (ex. story maps and stop-motion videos, DEI print newsletter, etc.)
- Employee resource and/or affinity groups
- JEDI audits
- Coffee chats, facilitated staff-wide training, self-directed certification program
- Implementing DEI in strategic plan and RFPs
- Anti-racism book club
- Land Acknowledgements
- Aspirational goal: Each Sea Grant program have a JEDI leadership position