



IOOS Association

Diversity, Equity, Inclusion, and Accessibility Fellowship

General Summary:

The [U.S. Integrated Ocean Observing System](#) (IOOS) and its network of 11 Regional Associations (RAs) endeavors to create, collect, and share relevant information about our ocean, coasts, and Great Lakes with and for diverse communities. The [IOOS Association](#) is a non-profit organization that is dedicated to improving access to ocean and coastal information through the implementation of U.S. IOOS. The Association works closely with all eleven Regional Associations, the IOOS Office and the federal agencies that comprise the Integrated Ocean Observing Committee.

The IOOS Association seeks a one-year, fixed-term Fellow to work with the national network of RAs and the IOOS Office to amplify regional work and identify opportunities to improve IOOS' ability to serve and engage underserved communities. The position is an unique opportunity to support delivery of ocean and coastal information to diverse communities. The position will work closely with the eleven RAs and the IOOS Office to understand and build upon existing efforts, including the development of recommendations.

Qualifications:

- Minimum Master's degree or equivalent work experience in science (environmental or social), policy analysis, planning, or similar fields,
- Experience with working with underserved and diverse communities,
- Excellent written and verbal skills and ability to work independently,
- Ability to take initiative, solve problems, assess priorities and manage a variety of activities in a fast-paced environment,
- Ability to synthesize information, develop clear and concise written material, and work with a large group to identify workable solutions, and
- Enthusiasm for delivering coastal data and information to underserved populations.

Tasks: The candidate/contractor will work closely with the 11 IOOS RAs and the IOOS Office to:

- understand existing DEIA efforts, assess needs, brainstorm additional opportunities at the regional and national level;
- compile and maintain an up-to-date list of regional and national activities related to DEIA;
- conduct a qualitative assessment of how equitable national and regional IOOS services are and work with RAs, IOOS office and other to identify opportunities for improvement with the limits of current resources;
- identify research techniques and approaches that might be useful for RAs to reach underserved populations such as co-design of products, diversifying boards and staff, STEM outreach, workforce development;



- identify funding resources to support RA diversity efforts including Federal programs, foundation and others;
- research options for the establishment of an IOOS national program supporting diversity efforts;
- explore opportunities to develop relationships between RAs, the U.S. IOOS Office, and historically black colleges and universities (HBCUs)/minority serving institutions (MSIs) and other organizations;
- coordinate and document monthly DEIA calls with IOOS RAs and the IOOS Office for communication, collaboration, training and tracking;
- attend meetings and conferences to learn new tools and techniques and to share with the network; and
- make recommendations, including a tiered approach based on existing work tasks and resources as well as new resources, for
 - improving service equity, increasing diversity, inclusion, equity, and accessibility in the IOOS network,
 - developing long-term activities at both the national and regional levels, and
 - creating new, and strengthening existing, long-term partnerships.

Compensation and Location: Salary and benefits are commensurate with experience. The position is a tele-work position. The candidate will need to be available by phone or other means during normal business hours and be willing to work across a number of time zones (Atlantic to Hawaiian). Three to five overnight trips are expected.

Application: To apply, submit a cover letter, resume and contact information for three references to josie@ioosassociation.org by September 10, 2021. The position will remain open until the qualified applicant has been selected. The Association will accept applications from both individuals and organizations.

The IOOS Association is an Equal Opportunity Employer. Our commitment to diversity includes the recognition that our mission is best served by the leadership and contributions of people of diverse backgrounds, beliefs and culture. We encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law

Resources: [Executive Order](#) 13985