Institutional support to implement multiple EEJ approaches. Leadership will identify EEJ as priorities and encourage staff to consider EEJ in every aspect of their work.

Facilitator: Anna Kagley Notetaker: Martin Liermann (don’t forget to grab chats)

**Examples of what we’re already doing:**

*EEJ Training, TIDE, this meeting, National EEJ strategy, collaboration with other agencies, incorporation in performance plans/IDP*

e.g., Community Liaisons as detail and IRA positions

* Leadership recognizes that this is an important topic. Changed from Tidepool to all hands
* DEIA now part of our performance plans.

**Examples of what we’d like to be doing:**

*Demographic data collection, analysis, and reporting*

e.g., Elwha citizen science report and paper based on our published scientific research

* Could count more towards promotion, job performance evaluation.
* Mindful hiring practices
  + Maybe internal-only postings aren’t the greatest at diversifying our workforce?
  + Explore avenues outside of usajobs.gov to promote open positions.
  + Offering multiple duty-stations as potential options, when applicable.
  + Peter Frey mentioned how hard it is to get a stipend for volunteers (Lack of funds, difficulty on boarding, extra work for scientists, etc…). This was from the Monitoring breakout discussion.

**Potential barriers:**

*Funding, staff time, staff expertise, unpaid vs paid internships, Inclusivity for contract, term, and other non-FTE*

e.g., help cut through/streamline “red tape” that creates barriers to access.

* Credit for promotion
* Bandwidth limits ability to reach out and connect as deeply as we would like on individual interactions