

TIDE 2023: Why DEIA matters to the NWFSC

**NWFSC Leadership Team Meeting
7 February 2023**

TIDE 2023: **Why **does** DEIA matter to** **the NWFSC?**

NWFSC Leadership Team Meeting
7 February 2023

Action & Outreach



- **TIDEPOOLS**
 - Discussion groups
 - Media clubs
- Action Plan
 - Connection to AGM

Organization & Communication



- Google Docs
- New Homeport
- NWFSC Weekly
- Listserv
- Charter

Sustainability



- Leadership & volunteer expectations
- Program meetings
- Performance plans
- Relevancy

FY 2022 TIDE Accomplishments

- Regular Communications with Staff (Weekly Updates, TIDE Calendar & listserv, DEIA Updates during All Hands Meetings)
- 5 TIDE POOLs
 - Field and At Sea Safety
 - Accountability--> Psychological Safety
- TIDE Book Clubs- 4 books & 1 Article, 6 discussion groups
- Hiring resources available to help improve recruiting and hiring practices.
- Led a focus group with summer interns to hear their perspectives on internships and how they can be improved to increase access/equity.
- Pushed Culture Survey through an extensive OMB/PRA clearance process. Project expanded to develop a question bank useable by anyone in DOC to develop a survey instrument to collect DEIA (hoping to pilot in FY23)
- Drafted Guidance for integrating DEIA into NWFSC performance plans

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Key challenges for TIDE in 2023

- Having a **TIDE-eye**
 - Identifying opportunities
 - Raising awareness/involvement
 - Volunteers
 - Invitations
- Maintain forward movement
- TIDE action integration
 - What happens when an action item is complete?
 - Tracking accountability
- Leadership support