

**Instructions:** Please review the following breakdown of the draft [TCS DEI Strategic Plan](#) and identify strategies (sub-objectives) you are interested in (using Column B) leading/co-leading as well as (using Column C) those you are willing to support or would like to learn more about.

Complete Objects are colored in **Blue**

In Progress Items **Yellow**

On hold Items are in **Red**

Objective 1: Assess the current state of diversity, equity, and inclusion in TCS and identify areas for improvement.

Strategy (Sub-objective)	Lead/Co-Leads	Status	Timeline
1.1 Include requirement that all new members read and accept the terms of the <b>TCS Anti-Discrimination and Anti-Harassment Policy</b> in form as a condition of membership.	Kim, Tricia, Sabrina <i>(Part of Comms lift)</i>	Need to email Judy and reach out to Sabrina <i>(Sabrina checking for past email from Judy)</i>	2022 priority
1.2: Distribute electronic <b>demographic survey</b> to TCS members to establish a baseline understanding of the current demographics of our membership and gather feedback to identify major gaps in diversity, equity, and inclusion. Include link to survey with new membership application.	Ken - Claire and Gib	Awaiting Board feedback on message to members	November 2023
1.3: Brainstorm a list of <b>strengths and weaknesses</b> for TCS following the survey results to identify DEI projects and targets.	Ken	TBD after survey populate	2024
1.4: Establish a virtual, <b>anonymous concern/suggestion box</b> for members to safely share feedback and ideas for how to improve, as well as to report incidents without fear of retribution.	Gib	Circulating for team review (July 12th); then sharing with Steve/Board for approval and converting to Google Form	December 2023

Objective 2: Increase representation and diversity on the TCS Board, Executive Team, and TCS membership.

Strategy (Sub-objective)	Lead/Co-Leads	Status	Timeline
2.1: Review the <b>nomination process for Board of Directors</b> and officer positions and provide recommendations to achieve a more diverse leadership moving forward.			
2.2: Actively build workshops and events with <b>diverse speakers</b> from underrepresented racial/ethnic, cultural, and ability groups.	Kara, Sabrina	Working <i>(Sabina/Kara touched base 8/15); target: end of August to all committee heads about this and to</i>	2023 priority

		understand priorities for org and events already planned/in the pipeline	
2.3: Evaluate <b>diversity of TCS award recipients</b> , and make an effort to encourage nominations for future awards – especially early career awards – to be diverse with respect to underrepresented racial/ethnic, cultural, and ability groups.			2024
2.4: Require all Directors and Officers in TCS to participate in <b>annual discussion/training</b> focused on enhancing DEI in the organisation.	Tricia; Juliet	List of trainings provided Board provided	2023 priority
2.5: Develop <b>follow-on guidance for reporting discrimination</b> and harassment violations by people in power.	<i>Follow on to 1.4?</i>	Follow up for after in person events such as MAD workshops	

**Objective 3: Expand the reach of TCS activities and events to better engage historically excluded and underserved individuals and communities**

Strategy (Sub-objective)	Lead/Co-Leads	Status	Timeline
3.1: Coordinate with the Margaret A. Davidson Professional Development Committee to identify and implement <b>new engagement approaches</b> to increase diversity of speakers and participants at Coastal Career Development Events	Carden, Claudia	<i>(MAD Committee supporting)</i> Revisiting at start of academic year	Fall/Winter 2022 priority
3.2: <b>Reevaluate current fee structure</b> for programs and events and identify opportunities to subsidize registration costs to eliminate barriers and encourage more diverse participation.		<i>(MAD Committee supporting)</i> Kim/Gib following up with Tricia	2024 priority
3.3: Create a <b>contact list of organizations and individuals</b> that are committed to increasing DEI in the coastal profession, with a particular emphasis on those with capacity to partner directly with TCS on this work.	Carden, Juliet	List started	2024/Ongoing
3.4: Establish <b>additional sources of grant funding</b> to hire a part-time coordinator to assist with this work.		Kim/Gib follow-up w/ Tricia	
3.5: Explore and <b>coordinate with the Communications Committee</b> to plan Coastal Connections webinar series that highlight BIPOC and other underrepresented people in coastal science.	Sabrina(?)	Kim/Gib to follow up w/ Tricia (ex. Funding available?)	2024

Objective 4: Foster a more inclusive culture at TCS.

Strategy (Sub-objective)	Lead/Co-Leads	Status	Timeline
4.1: Actively <b>recruit new members</b> to the Diversity, Equity and Inclusion Working Group.		Follow up with chapters in new school year	2024 Priority
4.2: Promote and regularly update “ <b>Bystander Toolkit</b> ” to provide members with tools to promote inclusive behavior across TCS.	Sabrina, Gib	Update once per year?  Promoted within NMFS- OPR  Contact Comms about page visits to track engagement	Completed but ongoing efforts to distribute and keep updated
4.3: Encourage new practice of <b>indigenous land acknowledgement</b> and sharing of personal pronouns at all TCS events.	Juliet	Ideally coincide with return to in-person events (since everything will feel “new”)	Fall/Winter 2023
4.4: Encourage <b>student chapters to host events</b> that include targeted DEI elements and update individual chapter bylaws to include more inclusive language.		On Hold - will revisit once student chapters have been reestablished	
4.5: Write a forward-looking “ <b>Values statement</b> ” to indicate to future and current members that DEI is a core value of TCS.		Will revisit after results of demographic survey and after Big TCS reveals new Strategic plan. Rope in larger TCS	Early 2024
4.6: <b>Promote Indigenous reconciliation</b> , provide space for conversations on Indigenous-related topics and amplify Indigenous voices	Juliet		2023

Objective 5: Track progress and understand the effectiveness of DEI initiatives over time, and find ideas for continual improvement

Strategy (Sub-objective)	Lead/Co-Leads	Status	Timeline
5.1 <b>Evaluate progress</b> based on the set of metrics		Waiting on Survey Results	1 month post survey distribution
5.2 Submit <b>annual progress reports</b> to the Executive Team and Board on the set of metrics outlined below.	Tricia, Gib, Kim		January 2024

5.3 Work with the Communications Committee to <b>establish a plan to communicate</b> this work and progress to the broader TCS membership.			2024 Priority
5.4 <b>Update metrics</b> , resources, and strategies as we continue to learn.	Sabrina		Always