

Goal	Timeline	Details
Disseminate demographic survey to TCS members	Jan 2024	The results of this survey will be analyzed and used to inform other pieces of the TCS strategic plan, e.g. identifying gaps in diversity and evaluating progress. Determine if and when the survey will be sent out again to continue collecting data.
Increase membership in the workgroup and workgroup connections to other key elements of TCS	Q1, Q2 2024 (and beyond)	The workgroup previously benefited from gaining student members from the Duke chapter, which is currently dissolved. Link up with student chapters co-chairs to reconnect to existing student chapters and use existing network of DEI-passionate folks to try to increase the size and capacity of the workgroup. Also connect with other TCS workgroups (comms, planning) to make the DEI workgroup a resource for creating inclusive meetings, events, webinar series, and media. Some of this will depend on broader TCS organization's strategic goals and capacity for in-person events.
Continue working through strategic objectives, as already identified	2024 in full (and beyond)	See separate strategic plan and objectives. Focus on those that are currently in progress.
Choose one thematic goal for 2024	Q1 2024	To better focus the workgroup, meet with members and decide on one theme for 2024. This could be adding in accessibility to our group, considering indigenous relations, etc. Will discuss these and other ideas

		during the workgroup's first meeting of the new year (Feb 2024).
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The overarching 2024 goals of TCS as a broader organization are: i) foster dialogue, ii) forge and maintain partnerships, and iii) promote communication and education. While the DEI workgroup has its own strategic goals and plan for 2024 and beyond, its work will also support broader TCS goals in a number of ways.

As TCS rebuilds its events (both in-person and virtual, per action items two and three of TCS strategic objective one), the DEI workgroup will support these events through its improved connections with other TCS workgroups (goal two in the above chart). The DEI workgroup will provide advice on ensuring TCS events are inclusive, accessible spaces and will aid in securing a diverse array of speakers and attendees for events. Per the DEI strategic goals, the workgroup also hopes to use Coastal Connections as a way to highlight BIPOC speakers in the marine and coastal space. Increasing membership in the DEI workgroup and reconnecting the workgroup to current student chapters should also aid TCS in securing attendees for broader organization events and in achieving TCS action item one under objective one of strategic goal one.

Tribes are mentioned in the language of multiple objectives in the TCS strategic goals, and if the DEI workgroup chooses indigenous relations as its focus this year, it can support TCS in forging relationships with tribal communities in an inclusive and respectful manner, as well as including indigenous speakers in events and indigenous perspectives on relevant coastal issues. Alternatively, if the workgroup chooses to focus on accessibility, this work can aid in TCS communications such as webinars and publications, as well as events such as MAD workshops. Increasing accessibility in TCS communications and events may attract new TCS members and new student group members. If the workgroup chooses a different focus area for 2024, the ways in which it can support broader TCS strategic goals will be determined later in Q1.

Finally, the above chart, alongside the DEI strategic objectives, will aid the workgroup in maintaining momentum and focus to support TCS strategic goal four.