NOAA Community Engagement Proposal  
National Academies of Science, Engineering, and Medicine  
Action Collaborative

NOAA will actively implement NASEM Action Collaborative recommendations with immediate benefit to our graduate, fellow and Cooperative Institutions population but will also target the larger federal workforce. NOAA’s ultimate goal is to provide an inclusive and safe work environment to all of its staff, contractors, affiliates, and visitors. Our action framework is as follows:

- **ENGAGE** leadership and staff by providing foundational SASH training aimed toward building awareness of precursory behaviors and increasing organizational readiness for change. Computer-based training modules will include focused topics on discrimination, grooming and manipulation, incivility and gender harassment.

- **PROMOTE** the goals and feedback of the action collaborative through the formation of “Sexual Harassment and Sexual Assault” Policy Working Group. This group is tasked with improving internal coordination, strengthening accountability measures, and ensuring quality victim services. They are revising our current policy and will be working with employee engagement teams to ensure saturation of program goals and services throughout the agency’s line and staff offices.

  With the launch of our Workplace Violence Prevention and Response Website (Spring 2020) we will establish an online presence to help raise awareness of sexual and gender-based misconduct in the workplace. Recorded webinars, infographics and research and statistics information will be made available.

- **PARTNER** with a sample population of our graduate fellows from our 16 Cooperative Institutes consisting of 42 universities and research institutions through focus groups conducted onsite to help baseline current efforts, develop best practices and determine a set of viable interventions to pursue.

- **PREVENT** on-going and unreported cases of misconduct by incorporating information from the Action Collaborative into our sexual harassment and sexual assault prevention plan. A one-year webinar series on resiliency is being developed and released this year. We will also host a Workplace Violence Prevention and Response Summit (September 2020) which will provide essential substantive and skills-based training to the NOAA workforce including managers, contractors, staff and other USG advocacy professionals to increase their understanding of workplace violence issues.

These are immediate goals that will be pursued over the next year, all focused on standing up meaningful prevention and response throughout the agency. On-going communication with senior leadership through the NOAA Executive Council and the NOAA Sexual Assault Sexual Harassment Council will take place and quarterly briefings regarding progress in the Action Collaborative, review of goals and attained milestones will be provided.