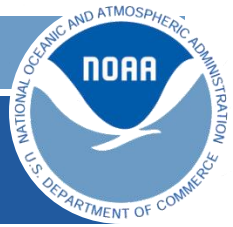


IRSO Brief



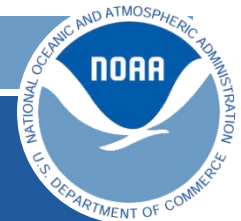
Shipboard Climate and Safe workplace

Captain Scott Sirois, NOAA



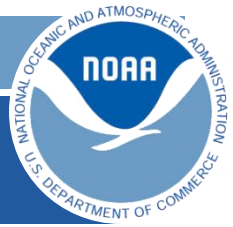
Agenda

- Background
- Intent
- New tools and resources
- Climate study and training
- Results

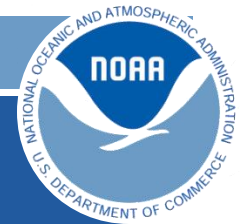


Background

- Within our fleet of 16 ships, we support multiple labs across the country, science centers in each region and mission types in 5 different specialties
 - Blend of internal scientists, external scientists, students, volunteers and “teachers at sea”
- We received a complaint that was reported at a low level within one of our centers
 - The appropriate tools in place to manage this on the beach and on the ship
 - It was mishandled and got elevated
- “Aha” moment-
 - We let the employee down, how did this happen
- Immediate fleet wide safety stand down

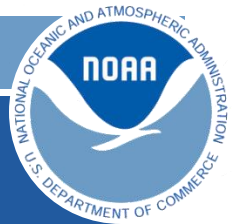


- Every organization struggles with workplace climate and there isn't a one size fits all answer
- “ Oh that's just Tom being tom”
- Harvey Weinstein isn't helping the issue
- “That's just how it is in NE or AK”
- It's a societal issue not just a shipboard issue
 - Bullying doesn't just happen in school yard or on the playground it happens in the work place as well



Intent

- Bolster existing climate from top down
 - Empower all people sailing on our ships
 - Provide the opportunity to report bad behavior
 - Ensure people feel comfortable reporting
 - Significant increase in reporting
- Leverage existing resources and partnerships
 - CG, DOD, MSC, UNOLS
- Identify any gaps or issues
 - With reporting or behavior
- Establish culture change at the organizational level



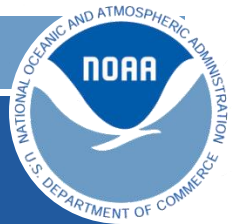
New tools and resources

- Town hall meetings with science centers and vessel user groups
- RAINN hotline
 - 800 number for reporting and counseling
- Command Climate survey
 - Still a work in progress
- Pre-sail brief for scientific party to expose them to life at sea and on ships, set expectations
 - Post mission assessment and reporting opportunity



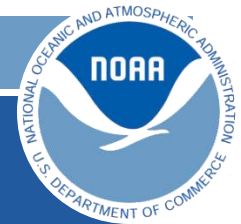
Tools and resources

- Training video
 - New video we are working with folks in this room on,
 - It brings the context of this issue from land based to ship based
- Utilized CG investigative services
 - CG was valuable partner in this evolution
 - Lessons learned from their implementation
- Internal Office of EEO and Diversity
 - Restructured the office



Climate study and training

- DEIMO command climate survey
 - Defense Equal Opportunity Management Institute
- Unconscious bystander training
 - The behavior you ignore is the behavior you condone
- New video we are working with folks in this room, it brings the context of this issue from land based to ship based



Results

- Increased awareness of the issues
- Self awareness for our mariners and scientific party
- Healthy environment and safe workplace
 - Continue to ground truth improvement with surveys and post mission feedback loops
- Continuous process improvement
 - Personnel are comfortable talking about an uncomfortable subject
 - OMAO is one line office within NOAA, corporate NOAA adopted what we were doing for the entire agency