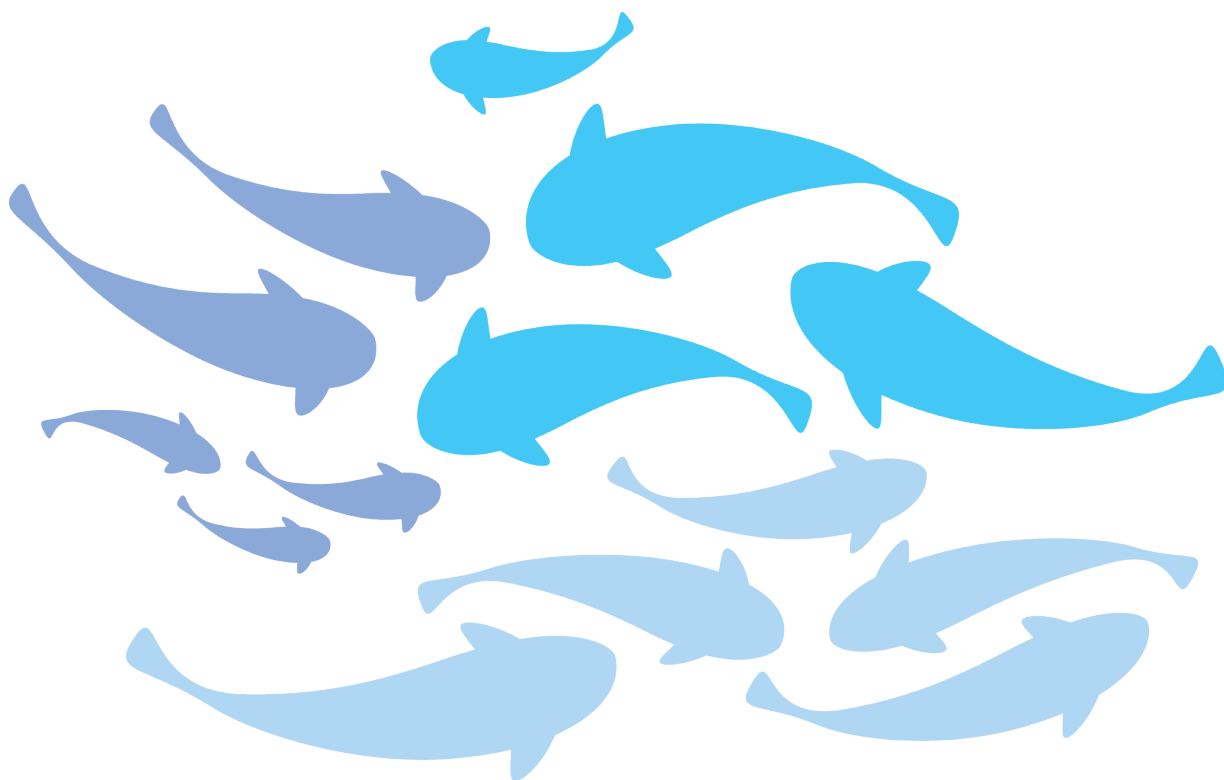


NOAA
FISHERIES

Priorities
Fiscal Year 2023



March 2023

Strategic Goal 1

Adaptively manage fisheries for sustainability and economic competitiveness.

<p>National PRIORITIES by Strategy [and HQ office monitoring progress]</p>	<p>Selected Key MILESTONES for FY 2023 <i>ESIB indicates the milestone selected for the Earth System Integration Board</i></p>
<p>Strategy 1.1 Manage stocks for optimum yield and build climate and economic resilience in U.S. fishing and seafood sectors</p>	
<p>Engage with the U.S. Regional Fishery Management Councils to prevent overfishing, rebuild fish stocks, and ensure equitable allocation decisions. [OSF]</p>	<ul style="list-style-type: none"> • Host Council Coordination Committee (CCC) Meeting with Regional Fishery Management Councils. (ID 227) OSF • Draft and submit regulatory action to formally incorporate the Northeast Canyons and Seamounts Marine National Monument into fishery management plans and regulations. (ID 416) GARFO • Implement Island-Based FMPs in the Caribbean. (ID 17) SERO • Provide Councils with socio-economic information to inform sector reallocations in the Gulf of Mexico. (ID 125) SEFSC • Work with the Pacific Fishery Management Council to support development of proposals to create new fishing area flexibilities for groundfish non-trawl sector. (ID 544) WCRO • Implement non-commercial fishing regulations for the Papahānaumokuākea Marine National Monument Expansion Area. (ID 138) PIRO
<p>Improve U.S. seafood competitiveness and contribution to the New Blue Economy, including the strengthening of our understanding of markets, supply chains, and marketing opportunities. [OAA]</p>	<ul style="list-style-type: none"> • Initiate a project to develop a strain of pacific oyster (<i>Magallana gigas</i>) for optimized growth in Alaska. (ID 791) AFSC • Determine areas for future Aquaculture Opportunity Areas (AOA) Atlas development and coordinate with National Centers for Coastal Ocean Science (NCCOS) to support data collection. (ID 344) OAQ • Work with the interagency subcommittee on aquaculture (SCA) to finalize the Strategic Plan for Aquaculture Economic Development. (ID 345) OAQ • ESIB: Publish Climate Change and Aquaculture: Impacts and Opportunities NOAA Tech Memo. (ID 348) OAQ • Propose regulations for an aquaculture fishery management program for the Pacific Islands region. (ID 136) PIRO • Evaluate socioeconomic indicators of coastal communities for increased understanding of aquaculture siting in the southeast. (ID 127) SEFSC • ESIB: Conduct surveys to collect data to support economic analyses of fisheries performance. (ID 121) SEFSC • Complete the Economic Data Collection for research on effects of the West Coast Trawl Catch Shares Program. (ID 696) NWFSC

<p>Implement the NOAA Fisheries Seafood Strategy to help build resilient and climate ready fishing and seafood sectors, and associated communities. [OAA]</p>	<ul style="list-style-type: none"> • Publish NOAA’s National Seafood Strategy to Build U.S. Seafood Sector Resilience and Competitiveness. (ID 672) OAA • Publish NOAA-wide Aquaculture Strategic Plan (2023-2028). (ID 346) OAQ • ESIB: Conduct Climate and Ecosystem Research to support resilient and climate ready fisheries. (ID 38) NEFSC • Conduct laboratory analysis and complete reports and required export certificates for at least 90% of all surveillance and compliance samples and required export information, within 15 days of receipt from SIP inspectors and fish meal exporters. (ID 205) OSF
<p>Partner with the recreational fishing sector to ensure sustainability, resilience, and climate readiness. [OSF]</p>	<ul style="list-style-type: none"> • Finalize the charter for and support operations of the Sport Fishing and Boating Partnership Council. (ID 233) OSF • Engage science and management partners and the public to update and address gaps in the existing Saltwater Recreational Fisheries Policy. (ID 232) OSF • Host Recreational Fisheries Roundtables. (ID 563) WCRO • Complete two projects in the Pacific Islands Region Recreational Fisheries Engagement Plan. (ID 90) PIRO
<p>Engage internationally to support U.S. seafood exports and ensure fair trade. [IATC]</p>	<ul style="list-style-type: none"> • Engage internationally to expand foreign markets for U.S. seafood products through consultation with other federal agencies on seafood trade policy. (ID 110) IATC • Jointly manage U.S.-Canada Transboundary Resources. (ID 388) GARFO
<p>Strategy 1.2 Advance climate science and ecosystem-based fishery management (EBFM) to increase the sustainability of marine fisheries</p>	
<p>Implement the NOAA Climate, Ecosystems, and Fisheries Initiative. [OST]</p>	<ul style="list-style-type: none"> • ESIB: Develop an implementation plan for regional Climate Decision Support Systems to increase production, delivery, and use of climate-informed advice in fisheries management and protected resources conservation. (ID 51) OST • ESIB: Develop a pilot climate and fisheries information hub. (ID 53) OST • ESIB: Connect heatwave tracking (California Current Integrated Ecosystem Assessment (CCIEA)) and forecasting (NOAA Physical Sciences Laboratory) and coordinate the relationship between these two products. (ID 674) SWFSC • ESIB: Quantify the linkages between habitat and fishery productivity for North Pacific Council managed species. (IF 375) AKRO • Support the Climate, Ecosystems, and Fisheries Initiative through next Generation Climate Enhanced Stock Projection Models and Management Strategy Evaluations. (ID 802) AFSC
<p>Implement the NOAA Fisheries Climate Science Strategy. [OST]</p>	<ul style="list-style-type: none"> • ESIB: Complete Regional and National Climate Action Plans to guide implementation of the NOAA Fisheries Climate Science Strategy over the next 3 years. (ID 756) OST • ESIB: Improve assessment of climate vulnerability of fish stocks, ecosystems, and habitats in the Gulf of Mexico and South Atlantic. (ID 151) SEFSC • ESIB: Develop Integrated Ecosystem Assessment (IEA) Ecosystem Status Report (ESR) summarizing the annual state of the California Current. (ID 169) SWFSC
<p>Implement EBFM and climate resilient fisheries management [OSF]</p>	<p>Provide proposed guidance on governance in changing climate under MSA for Council comment. (ID 714) OSF</p> <p>ESIB: Complete the East Coast Climate Scenario Planning Initiative. (ID 413) GARFO</p>

<p>Study and consult on the environmental effects of offshore wind energy on the marine ecosystems and effect on fisheries. [OST]</p>	<ul style="list-style-type: none"> • Support NEPA reviews on Offshore Wind Projects. (ID 392) GARFO • Complete environmental review and Essential Fish Habitat (EFH) consultations of offshore wind projects. (ID 343) GARFO • Complete the Final NOAA Fisheries and BOEM Federal Survey Mitigation Strategic Implementation Plan - Northeast U.S. Region. (ID 746) NEFSC • Develop a socioeconomic fisheries information platform to inform wind energy area planning and assessments. (ID 126) SEFSC
<p>Understand the economic impacts of climate change on fish stock population and distribution. [OST]</p>	<ul style="list-style-type: none"> • ESIB: Conduct social and economic studies of the economic and/or social effects of ecosystem services (e.g., fishing) on coastal fishing communities. (ID 170) SWFSC • Conduct Arctic Bottom Trawl Surveys to better understand the changing spatial distribution of commercially important species. (ID 779) AFSC
<p>Understand the biological and ecological implications of climate change on fish stocks and ecosystems, and fishery management strategies. [OST]</p>	<ul style="list-style-type: none"> • ESIB: Establish a Northeast Regional climate team. (ID 358) GARFO • ESIB: Fund research projects on climate-ready fisheries management strategies and fishing community resilience through the joint NMFS-OAR Climate and Fisheries Adaptation Program (CAFA). (ID 54) OST • ESIB: Launch the <i>S</i>ustainability, <i>P</i>redictability and <i>R</i>esilience of <i>M</i>arine <i>E</i>cosystems (SUPREME) Programme as part of the UN Decade of Ocean Science. (ID 55) OST • ESIB: Expand the Distribution Mapping and Analysis Portal (DisMAP) to include additional data products (e.g., new interpolated biomass layers, and species distribution model products). (ID 88) OST
<p>Strategy 1.3 Mitigate and adapt to climate-driven changes in fisheries habitat</p>	
<p>Implement Bipartisan Infrastructure Law (BIL) and Inflation Reduction Act (IRA) habitat restoration to restore marine, estuarine, coastal, and Great Lakes ecosystems to ensure a climate ready nation. [OHC]</p>	<ul style="list-style-type: none"> • ESIB: Award up to \$95 million to projects under the Transformational Habitat Restoration and Coastal Resilience Grants and the Coastal Habitat Restoration and Resilience Grants for Underserved Communities. (ID 309) OHC • ESIB: Implement the BIL Competitive Grant process in support of the Pacific Coastal Salmon Recovery Fund (PCSRF) program. (ID 567) WCRO
<p>Identify and conserve high-priority areas of Essential Fish Habitat, with consideration of changing habitat conditions and geographic distribution of fish populations. [OHC]</p>	<ul style="list-style-type: none"> • Complete a periodic review of Essential Fish Habitat (EFH) for the Coastal Pelagic Species Fishery Management Plan. (ID 560) WCRO • Support large-scale oyster restoration in Chesapeake Bay with the seeding of roughly 100 acres of reef in the Manokin River (MD) and construction of approximately 30 acres of reef in Mobjack Bay (VA). (ID 310) OHC • Support the NOAA Coral Reef Conservation Program and the coral programs of the State of Florida and U.S. Virgin Islands Territorial Government. (ID 299) SERO • Assess bottom-trawling impacts on northern Bering Sea habitats. (ID 780) AFSC
<p>Engage with anglers to prioritize and execute habitat conservation and restoration, with consideration of changing conditions and geographic distribution of fish populations. [OAA-RecFish/OHC]</p>	<ul style="list-style-type: none"> • Provide Habitat Conservation Partnership Grant Opportunities. (ID 222) OSF • Support at least one project that strengthens the connections between recreational fishing partners and habitat conservation for coastal species through the National Fish Habitat Partnership. (ID 311) OHC

Strategy 1.4 Diversify our data collection technologies and expand data products and services	
<p>Expand the use of artificial intelligence and molecular approaches in the collection and processing of fisheries data, species identification, and ecosystem and physical characterization. [OST]</p>	<ul style="list-style-type: none"> ● Advance the use of technology for port sampling in the U.S. Caribbean using image analysis for length composition. (ID 147) SEFSC ● Initiate development, support, and coordination of a genomics program. (ID 152) SEFSC
<p>Use uncrewed or autonomous platforms (UxS) to assess fish stock abundance, distribution, and ecosystem function. [OST]</p>	<ul style="list-style-type: none"> ● Continue the research and development of uncrewed, autonomous platforms (UxS) to survey fish stock abundance, distribution, and ecosystem function working in tandem with NOAA Fishery Survey Vessels. (ID 39) OST ● Initiate development of uncrewed systems (UxS) program. (ID 157) SEFSC ● Conduct at-sea (e.g., gliders) and land-based Antarctic field surveys of Antarctic krill, seabirds, and pinnipeds. (ID 166) SWFSC
<p>Advance and diversify fishery-dependent data collection technologies (commercial and recreational fisheries). [OST]</p>	<ul style="list-style-type: none"> ● Expand use of electronic vessel trip reports (eVTRs) to the American lobster fishery in the Greater Atlantic Region. (ID 285) GARFO ● Improve use of fishery-dependent data through the development of the GARFO/NEFSC Fishery Dependent Data Initiative. (ID 334) GARFO ● Integrate surf clam/ocean quahog into the electronic vessel reporting system. (ID 410) GARFO ● Update the Alaska Region catch accounting system to meet fishery information needs for management of the North Pacific groundfish fisheries and the management programs established for them. (ID 305) AKRO ● Conduct industry training and user support of the Interagency Electronic Reporting System (IERS). (ID 417) AKRO ● Advance engagement of the commercial fishing industry Study Fleet in fisheries data collection using electronic data collection tools. (ID 378) NEFSC ● Automate headboat survey landings estimation. (ID 118) SEFSC ● Develop a new method for estimating Gulf shrimp effort. (ID 119) SEFSC ● Implement the Pelagic Trawl Electronic Monitoring Exempted Fishing Permit. (ID 823) AFSC
<p>Increase fishery and environmental data collection through citizen science engagement. [OST]</p>	<ul style="list-style-type: none"> ● ESIB: Advance engagement of the commercial fishing industry in cooperative oceanographic monitoring. (ID 406) NEFSC ● Submit OMB Paperwork Reduction Act package for NOAA citizen science projects. (ID 729) OST ● Co-lead the release of the first NOAA Citizen Science Action Plan that includes over 40 proposed actions our agency can undertake to improve the data quality, inclusivity, and equity of these projects. (ID 719) OST

Strategy 1.5 Ensure equity and accessibility for tribal, indigenous, and underserved communities	
<p>Solicit diverse and inclusive participation in decision-making across the range of advisory bodies with whom NOAA Fisheries engages (e.g., MAFAC, Councils, etc.). [OSF]</p>	<ul style="list-style-type: none"> ● Co-host State Director's meeting with the Pacific States Marine Fisheries Commission to identify and address our shared science and management challenges through interactive discussion and information-sharing, including EEJ. (ID 220) OSF ● Complete the 2023 process for appointing new members to the Regional Fishery Management Councils. (ID 230) OSF ● Participate in international efforts for the management of Atlantic salmon through engagement with the North Atlantic Salmon Conservation Organization. (ID 433) GARFO ● Expand outreach to diverse individuals and communities during the FY 2023 MAFAC nomination process. (ID 855) Policy
<p>Remove systemic barriers to underserved communities in accessing benefits and services. [OAA]</p>	<ul style="list-style-type: none"> ● Identify region-specific language translation needs and pursue contract(s) for translation services. (ID 643) Comms ● Initiate National Academies of Science, Engineering and Math study to review the data and methods the agency has used or could use to evaluate the distribution of fisheries management benefits (such as permits and quotas). (ID 715) OSF
<p>Promote environmental justice by ensuring an equitable voice from tribal, indigenous, and underserved communities in fishery management, resource decisions, and allocations of benefits. [OAA]</p>	<ul style="list-style-type: none"> ● Finalize NOAA Fisheries' Equity and Environmental Justice Strategy to help serve all communities more equitably and effectively with vital services. (ID 857) OAA ● Conduct stakeholder analysis of underrepresented communities and collaborate on a national data set for identifying populations and communities subject to Equity and Environmental Justice concerns. (ID 128) SEFSC ● Implement FY 2023 Endangered Species Act Recovery Grants Process for the West Coast, with increased participation of tribal, indigenous, and underserved communities. (ID 577) WCRO ● Support tribal efforts to assess the feasibility of salmon reintroduction into the blocked areas of the upper Columbia Basin consistent with tribal trust responsibilities. (ID 598) WCRO ● Conduct West Coast Fishery Participation Survey to inform impacts of fishery management on human wellbeing. (ID 682) NWFSC ● Develop an economics and human dimensions research and engagement action plan to advance the NMFS EEJ Strategy and support EEJ Regional Implementation plans. (ID 450) PIFSC ● Release the new Community Environmental Justice Explorer social analysis web tool designed to support identification of underserved communities as outlined in the NMFS EEJ Strategy. (ID 727) OST

Strategy 1.6 Counter IUU fishing activity at the source	
<p>Use advanced analytics to predict when and where IUU fishing is likely to occur. [IATC]</p>	<ul style="list-style-type: none"> • Develop Global Seafood Data System analytical and reporting module and AI/ML/data science capabilities to identify shipments at risk of IUU fishing and inform trade monitoring audits. (ID 111) IATC
<p>Combat IUU fishing through regulatory programs and international agreements. [IATC]</p>	<ul style="list-style-type: none"> • Issue a Biennial Report to Congress on improving international fisheries management including the identification and certification of nations for IUU fishing, shark catch, and/or bycatch. (ID 113) IATC • Develop regulations to implement Western & Central Pacific Fisheries Commission (WCPFC) decisions. (ID 11) PIRO • Provide expertise to the North Atlantic Fishery Organization (NAFO) to ensure effective and consistent law enforcement guidance/input that enhances U.S./Canadian efforts to combat IUU fishing and improve border enforcement. (ID 647) OLE
<p>Strengthen the implementation of the Seafood Import Monitoring Program (SIMP) including targeted enforcement of international laws, treaties, and agreements. [IATC / OLE]</p>	<ul style="list-style-type: none"> • Initiate a rulemaking to expand the Seafood Import Monitoring Program (SIMP) to include additional species and species groups, as appropriate. (ID 112) IATC • Conduct Seafood Import Monitoring Program (SIMP) inspections at U.S. Ports of Entry. (ID 464) OLE

Strategic Goal 2

Safeguard protected species and propel their recovery.

National PRIORITIES by Strategy [and HQ office monitoring progress]	Selected Key MILESTONES for FY 2023 <i>ESIB indicates the milestone selected for the Earth System Integration Board</i>
Strategy 2.1 Continue to implement actions to recover listed endangered and threatened species	
<p>Make measurable progress on recovery strategies for the <i>Species in the Spotlight</i> and other threatened and endangered species. [OPR]</p>	<ul style="list-style-type: none"> • Develop a comprehensive monitoring plan for North Atlantic right whales. (ID 130) OPR • Revise regulations to reduce vessel strike risk to North Atlantic right whales. (ID 242) OPR • Implement ESA Section 6 agreements with Florida and Georgia to promote recovery of right whales in the southeast. (ID 341) SERO • Implement activities to support the recovery of the Gulf of Maine Distinct Population Segment of Atlantic salmon. (ID 437) GARFO • Respond to California drought by implementing Voluntary Drought Agreements and programmatic in-stream flow Safe Harbor Agreement, as well as working with partners on outreach and education, enforcement actions, targeted flow augmentation, monitoring, and fish rescues. (ID 587) WCRO • Review the science on coastal development and toxic urban stormwater runoff as expanding threats to West Coast salmon recovery. (ID 697) NWFSC • Implement the Species in the Spotlight Action Plan for Cook Inlet beluga whales. (ID 366) AKRO • Grow and prepare captive bred endangered white abalone for outplanting. (ID 182) SWFSC • Study Cook Inlet beluga population abundance and dynamics. (ID 813) AFSC • Continue experimental outplanting efforts to advance white abalone recovery (Species in the Spotlight). (ID 575) WCRO
<p>Quantify progress in recovering ESA-listed marine species (implement revised performance measure). [OPR]</p>	<ul style="list-style-type: none"> • Implement revised recovery progress performance measure. (ID 251) OPR • Execute North Atlantic Right Whale Sighting Advisory System and conduct range-wide surveys for population assessment. (ID 42) NEFSC • Publish draft and final marine mammal stock assessment reports. (ID 698) OST • Complete Hawaiian monk seal 2022 Population Assessment Report. (ID 444) PIFSC
<p>Focus enforcement efforts to ensure success of policies and regulations for protected marine species (domestic and international). [OLE]</p>	<ul style="list-style-type: none"> • Conduct patrols in and around the Main Hawaiian Islands to monitor the harassment and illegal take of the Hawaiian Monk Seal. (ID 460) OLE • Conduct patrols specific to the spinner dolphin regulation in and around the Hawaiian Islands, addressing illegal harassment. (ID 462) OLE • Conduct patrols specific to the humpback whales in and around the Hawaiian Islands, addressing illegal harassment. (ID 463) OLE • Incorporate emerging technologies to target non-compliant gear violations in the offshore lobster fishery, and conduct enforcement operations of regulations designed to protect the North Atlantic right whale. (ID 645) OLE • Perform forensic genetic analyses of evidence for NOAA Fisheries' Office of Law Enforcement. (ID 701) NWFSC

<p>Engage with foreign nations to strengthen measures globally for protected marine species. [IATC]</p>	<ul style="list-style-type: none"> • Issue comparability findings to ensure nations exporting fish and fish products to the United States are held to the same standards as U.S. commercial fishing operations in terms of measures to reduce marine mammal bycatch. (ID 114) IATC • ESIB: Columbia River Treaty with Canada - represent NOAA on the U.S. negotiation team to support modernizing the Columbia River Treaty regime and ensure negotiated reservoir operations will support restoration of fish populations. (ID 602) WCRO • See adoption of a revised shark Conservation and Management Measure in WCPFC to extend provisions requiring fins naturally attached. (ID 12) PIRO • Conduct international capacity building training sessions that focus on improving developing nations' abilities to combat IUU fishing. (ID 458) OLE • Provide technical consultation and assistance for international Turtle Excluder Device (TED) and trawl bycatch programs. (ID 160) SEFSC • Coordinate annual international Atlantic salmon sampling program at West Greenland and develop new methods to study return migration from West Greenland. (ID 1) NEFSC
<p>Strategy 2.2 Model and predict the effects of climate change on protected species to improve conservation outcomes</p>	
<p>Investigate the impacts of climate change and environmental variability on protected marine species health and distribution. [OST]</p>	<ul style="list-style-type: none"> • ESIB: Publish regionally specific results of protected species climate vulnerability assessments. (ID 89) OST
<p>Develop and implement ecosystem models to predict the effect of climate change on protected marine species. [OST]</p>	<ul style="list-style-type: none"> • ESIB: Develop and apply the life cycle model for winter-run Chinook salmon. (ID 172) SWFSC
<p>Incorporate observed and predicted effects of climate change into protected marine species management. [OPR]</p>	<ul style="list-style-type: none"> • ESIB: Complete National Recovery Planning Climate Change Framework. (ID 250) OPR • ESIB: Incorporate protected resource data needs into water prediction tools developed by the NOAA Weather/Water/Climate Teams. (ID 255) OPR • ESIB: Conduct "Planning for a Changing Climate" training. (ID 257) OPR • ESIB: Develop a framework to include climate change in Section 7 consultations. (ID 258) OPR • Evaluate the evolutionary genetic response of a specific California Central Valley salmon population to environmental change. (ID 171) SWFSC • ESIB: Implement operations and configuration elements of the 2020 Columbia River System biological opinion to ensure fish passage. (ID 623) WCRO

Strategy 2.3 Expand the use of advanced and innovative technologies	
Expand the use of 'Omics (e.g., eDNA, genomics, proteomics, transcriptomics, and metabolomics) in the context of detecting and monitoring protected marine species presence, genetic diversity, and health. [OST]	<ul style="list-style-type: none"> • Coordinate enhanced Atlantic Salmon Viable Salmonid Population Monitoring and Domestic Stock Assessment (including spatial occupancy models and eDNA surveys) in support of ESA management Annual Report. (ID 2) NEFSC • Improve Salmon Bycatch Analysis. (ID 820) AFSC • Submit a collaborative scientific paper on using genome skimming to derive complete mitogenomes and ribosomal repeat regions for approximately 1,000 U.S. EEZ fishes. (ID 50) OST
Use uncrewed or autonomous platforms (UxS) and acoustic monitoring to detect protected marine species. [OST]	<ul style="list-style-type: none"> • Conduct marine mammal assessment using integrated methods: ship-based photo-identification, tissue sampling, and UAS photogrammetry. (ID 194) SWFSC • Use long-range uncrewed aerial systems to assess Aleutian pinnipeds. (ID 811) AFSC
Strategy 2.4 Protect and restore important habitats necessary for the recovery of endangered marine species	
Identify, protect, and restore habitat critical to the recovery of endangered marine species. [OHC]	<ul style="list-style-type: none"> • Restore fish passage to 50 miles of critical habitat for endangered Atlantic salmon in Gulf of Maine DPS, through removal of Waltons Mill dam. (ID 312) OHC • Complete the Klamath Reservoir Reach Assessment and Prioritization Plan, which will identify priority restoration actions within the reservoir reach to benefit migrating adult and juvenile salmonids. (ID 349) OHC • Complete final rule to designate critical habitat for five listed corals. (ID 115) SERO • ESIB: Work with local partners to restore Endangered Species Act corals in the Florida Keys. (ID 107) SEFSC
Remove fish passage barriers and implement provisions of the Bipartisan Infrastructure Law (BIL) to maximize access to spawning and rearing habitat and build climate resilience. [OHC]	<ul style="list-style-type: none"> • ESIB: Award up to \$77 million to projects under the Restoring Fish Passage through Barrier Removal and the Restoring Tribal Priority Fish Passage through Barrier Removal Notice of Funding Opportunities. (ID 313) OHC • ESIB: Ensure fish passage - Mid Columbia Public Utility District Habitat Conservation Plan (HCP) and Federal Energy Regulatory Commission (FERC) agreement implementation. (ID 601) WCRO • Provide technical assistance and collaborate with partners and tribes on passage, reintroduction, and recovery efforts for salmonids in the Columbia and Willamette rivers and Puget Sound. (ID 704) NWFSC

Strategy 2.5 Protect marine species while supporting ocean-based economic growth	
<p>Enable offshore wind energy development with minimal adverse impacts on protected marine species and their habitat. [OPR]</p>	<ul style="list-style-type: none"> ● ESIB: Work with BOEM to evaluate the effects of offshore wind projects in the Northeast and Mid-Atlantic on marine mammals. (ID 708) OPR ● ESIB: Work with BOEM to evaluate the effects of offshore wind projects in the Northeast and Mid-Atlantic on ESA listed species and critical habitats. (ID 435) GARFO ● ESIB: Work with BOEM to develop programmatic approaches to ESA consultation for offshore wind in the Northeast and Mid-Atlantic. (ID 436) GARFO ● Complete the informal consultation on BOEM's Gulf of Mexico Offshore Wind Siting and Assessment Plan. (ID 480) SERO ● Finalize offshore wind NEPA process coordination documents in coordination with BOEM and DOT Volpe Center. (ID 854) Policy
<p>Develop and test safe deterrence measures to keep marine mammals from damaging fishing gear and catch. [OPR]</p>	<ul style="list-style-type: none"> ● Finalize national guidelines for safely deterring marine mammals from damaging fishing gear and catch. (ID 246) OPR
<p>Develop or refine mitigation measures/practices to reduce bycatch of protected marine species in commercial and recreational fisheries. [OPR]</p>	<ul style="list-style-type: none"> ● Select and award proposed projects for the Bycatch Reduction Engineering Program to develop technological solutions in fishing practices designed to minimize bycatch. (ID 225) OSF ● Convene stakeholder workshops with groundfish fishery sector participants to address ESA mitigation measures. (ID 559) WCRO ● Conduct outreach and training to fishermen, marine law enforcement agencies, and net shops on the use of Turtle Excluder Devices (TED) and Bycatch Reduction Devices (BRD) to improve compliance. (ID 361) SEFSC ● Collaborate with the Southwest Fisheries Science Center (SWFSC) and Northwest Fisheries Science Center (NWFSC) on the development of tools to evaluate, monitor, and reduce whale entanglement risk. (ID 579) WCRO ● Identify fishing gear solutions for the reduction of protected species interactions. (ID 41) NEFSC ● Test effectiveness of visual bycatch reduction technology for reducing sea turtle bycatch in set net fishery. (ID 70) SEFSC
<p>Promote safe and responsible marine wildlife ecotourism practices. [OPR]</p>	<ul style="list-style-type: none"> ● Conduct pre-season outreach and education to prevent harassment and take of marine mammals. (ID 490) OLE ● Lead Wildlife Viewing Working Group and coordinate outreach initiatives. (ID 259) OPR ● Publish a Final Rule Establishing Time-Area Closures for Hawaiian Spinner Dolphins. (ID 9) PIRO
<p>Assess acute, chronic, and cumulative impacts of ocean noise (e.g., oil and gas industry, marine transportation) on protected marine species. [OST]</p>	<ul style="list-style-type: none"> ● Publish updated Technical Guidance for Assessing the Effects of Sound on Marine Mammal Hearing (update to 2018 Technical Guidance). (ID 163) OPR ● SIS - Collaborate with Washington State and other partners to implement actions from Washington Orca Task Force Reports and complement ongoing recovery implementation for Southern Resident killer whales. (ID 581) WCRO ● Monitor and assess marine mammals and fish and ocean noise impact using passive acoustic tools. (ID 46) NEFSC

Strategic Goal 3

Diversify our workforce and improve our mission performance through organizational excellence.

National PRIORITIES by Strategy [and HQ office monitoring progress]	Selected Key MILESTONES for FY 2023
Strategy 3.1 Ensure Total Worker Wellness	
Implement the Total Worker Wellness program to address employees' mental health and well-being and improve behavioral health literacy. [HCM]	<ul style="list-style-type: none"> • Demonstrate commitment to the workforce by ensuring appropriate training that promotes a healthy organizational culture and a sense of belonging. (ID 504) EEO • Develop and deliver Fisheries Mental Health Resource Guide for Supervisors. (ID 321) HCM
Strategy 3.2 Improve workforce diversity, equity, inclusion, and accessibility (DEIA)	
Implement actions in our DEIA strategy to improve diversity, equity, inclusion, and accessibility in the federal workforce. [EEO]	<ul style="list-style-type: none"> • Engage and provide training to demonstrate diversity and inclusion as mission critical values. (ID 499) EEO • Communicate NOAA Fisheries DEIA mission and goals to enhance collaboration and consistency, and strengthen diversity and inclusion initiatives. (ID 501) EEO • Create opportunities and space for open communication between management and non-management to improve customer experience. (ID 503) EEO
Use tools and programs to recruit from underrepresented communities. [HCM]	<ul style="list-style-type: none"> • Implement a Minority Serving Institutions (MSI) Locator Recruitment Tool. (ID 327) HCM • Provide funding and mentorship to University of Puerto Rico graduate students to help address DEI opportunities for underrepresented communities and help with capacity building. (ID 148) SEFSC • Recruit diverse students to create a diverse hiring pool. (ID856) NEFSC • Implement the second year of the RAY Diversity Fellowship program to increase and facilitate conservation career pathways for emerging environmental leaders of color. (ID 532) WCRO
Develop and promote employees of underrepresented groups into positions of senior leadership. [EEO]	<ul style="list-style-type: none"> • Increase representation of people in underrepresented groups into positions of Pay Band 4 and 5 and Senior Executive Positions. (ID 500) EEO

Strategy 3.3 Develop Workforce Skills for the Future	
Increase overall employee competency by strategically hiring for needed skills, filling positions through reassignment opportunities, and evaluating staffing plans for right-sizing and workforce composition. [HCM]	<ul style="list-style-type: none"> • Evaluate FY 2023 Staffing Plans. (ID 322) HCM • Launch FY 2024 Staffing Plan. (ID 323) HCM
Invest in a data literate workforce. [OST]	<ul style="list-style-type: none"> • Improve NOAA Fisheries' enterprise data management organizational structure, governance, and practices. (ID 477) OST
Strategy 3.4 Embrace a New Paradigm for the Workplace	
Ensure teleworking or remote employees are provided approved resources and IT platforms to work as effectively as in-office. [CIO]	<ul style="list-style-type: none"> • Ensure teleworking or remote employees are provided approved resources and IT platforms to work as effectively as in-office. (ID 497) CIO • Finalize Google Voice Transition. (ID 423) GARFO • Upgrade worksite network/internet resources to accommodate hybrid work. (ID 540) WCRO • Assess and expand IT toolsets and infrastructure to support a hybrid workforce model. (ID 725) CIO
Ensure in-office meetings are designed and implemented to be inclusive of remotely working employees, and sensitive to adjacent workers. [HCM]	<ul style="list-style-type: none"> • Prioritize workplace setting inclusivity with Wellness Council. (ID 328) HCM • Ensure all employees have access to hybrid meeting training resources. (ID 329) HCM
Strategy 3.5 Adaptively Manage Infrastructure	
Implement functional planning to maintain and modernize infrastructure, using lifecycle modeling, cost forecasting, risk analysis, and priority-based decision-making. [MB]	<ul style="list-style-type: none"> • Implement a NOAA Fisheries-wide Computerized Maintenance Management System (CMMS). (ID 659) OMB
Update space standards and procedures for new leases and renewals to ensure they are executed within federal standards and NOAA guidelines. [MB]	<ul style="list-style-type: none"> • Develop and deploy a NOAA Fisheries Leasing Policy. (ID 658) OMB
Expand the use of a cloud platform/environment to facilitate data sharing, support science endeavors, and realize increased cost effectiveness. [CIO]	<ul style="list-style-type: none"> • Expand the use of a cloud platform/environment to facilitate data sharing, support science endeavors, and realize increased cost effectiveness. (ID 498) CIO • Identify opportunities for efficiency through office automation and business process analysis. (ID 215) OSF • Provide operational and maintenance support to application development, data management, and cloud services. (ID 478) OST • Implement cloud-based computing workflow to archive and analyze photo and video imagery and process glider data. (ID 167) SWFSC

Strategy 3.6 Optimize Resources	
<p>Increase consistency, transparency, and organizational agility through annual priority planning and optimized fund allocations. [MB]</p>	<ul style="list-style-type: none"> ● Coordinate and guide the NOAA Fisheries FY 2024 Activity Plan Prioritization (APP) process for all FMCs to align financial resources with highest priorities. (ID 661) OMB ● Develop a working draft of the Priorities and Annual Guidance for FY 2024 to guide the FY 2024 APP and eAOP milestone processes. (ID 662) OMB
<p>Enhance the use of the strategic resource management (SRM) process to communicate budget formulation, allocation, and reallocation priorities. [MB]</p>	<ul style="list-style-type: none"> ● Develop summary dashboards for each FMC on priority activities, planned costs, and needs. (ID 648) OMB
<p>Apply best practices from Lean principles to promote continuous improvement, and provide evidence-based, transparent decisions. [MB]</p>	<ul style="list-style-type: none"> ● Complete Lean-like process for MMPA 101(a)(5)(E) authorizations. (ID 238) OPR

Strategy 3.7 Improve Internal and Stakeholder Communications	
<p>Enhance Congressional outreach with an emphasis on communicating progress on mission and Administration priorities. [Comms]</p>	<ul style="list-style-type: none"> ● Organize and offer a panel of early career scientists targeting congressional audiences. (ID 624) Comms ● Provide communications refresher to agency representatives empowered to brief NOAA, DOC, and OMB on initiatives on behalf of Fisheries. (ID 626) Comms
<p>Improve user experience as a way to expand our reach on digital platforms. [Comms]</p>	<ul style="list-style-type: none"> ● Migrate FishWatch.gov website into the www.fisheries.noaa.gov website and socialize the transition with target audiences. (ID 634) Comms ● Expand communication of fishery products and activities to external audiences using cost-effective communication campaigns, tools, and outreach activities. (ID 273) OSF ● Based on user data from ForeSee, continue to make improvements to the website to exceed the government-wide satisfaction score. (ID 632) Comms ● Improve web accessibility using SiteImprove data. (ID 633) Comms ● Develop and launch Fish Online Inbox. (ID 426) GARFO
<p>Coordinate strategic communications across the agency. [Comms]</p>	<ul style="list-style-type: none"> ● Conduct up to two in-person workshops with the Regional Communications Council. (ID 637) Comms ● Produce and send up to 45 external newsletters a year and increase the audience reach to the website. (ID 641) Comms ● Advise/coordinate/draft complex and sensitive mission priority messaging (e.g., Species in the Spotlight, climate, AA remarks). (ID 639) Comms ● Develop 2024-2027 New England and Mid-Atlantic Geographic Strategic Plan. (ID 393) GARFO
<p>Implement improvements or address issues identified in the National Academy of Public Administration (NAPA) report. [OMB]</p>	<ul style="list-style-type: none"> ● Assist with the development and design of an FMC summary compilation of APP decisions for internal and external budget information. (ID 625) Comms ● Finalize and seek leadership approval of the newly developed framework for budget planning, formulation, execution, evaluation, and communications. (ID 675) OMB ● Hold the initial budget summit. (ID 676) OMB ● Develop a comprehensive internal budgetary communication strategy. (ID 677) OMB ● Coordinate program planning with NOAA Fisheries Governance Boards, which will support the intent of the NAPA recommendations to promote strategic alignment and facilitate transparency. (ID 678) OMB ● Produce Annual List of Planned Priority Surveys and Assessments. (ID 693) OST

Legend for HQ Offices

OAA = Office of the Assistant Administrator	CIO = Office of Chief Information Officer
Comms = Office of Communications	OSF = Office of Sustainable Fisheries
EEO = Equal Employment Opportunity and Diversity	OPR = Office of Protected Resources
HCM = Office of Human Capital Management	OHC = Office of Habitat Conservation
Policy = Office of Policy	OLE = Office of Law Enforcement
OMB = Office of Management and Budget	OAQ = Office of Aquaculture
IATC = Office of International Affairs, Trade, and Commerce	OST = Office of Science and Technology

Legend for Regional Offices and Science Centers

GARFO = Greater Atlantic Regional Office	SEFSC = Southeast Fisheries Science Center
SERO = Southeast Regional Office	AFSC = Alaska Fisheries Science Center
AKRO = Alaska Regional Office	PIFSC = Pacific Island Fisheries Science Center
PIRO = Pacific Islands Regional Office	SWFSC = Southwest Fisheries Science Center
WCRO = West Coast Regional Office	NWFSC = Northwest Fisheries Science Center
NEFSC = Northeast Fisheries Science Center	SEFSC = Southeast Fisheries Science Center
GARFO = Greater Atlantic Regional Office	AFSC = Alaska Fisheries Science Center