Ocean Studies Board
Proposed study on Diversity, Equity, Inclusion, Justice, Accessibility, and Belonging in Ocean Studies

Claudia Benitez-Nelson  
Chair, OSB

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Director, OSB

2022 US CLIVAR Summit  
March 15, 2022
OSB Membership

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TONY MACDONALD, Monmouth University, NJ

GALEN MCKINLEY, Columbia University, Lamont-Doherty Earth Observatory, NY

THOMAS MILLER, University of Maryland, Solomons

RUTH M. PERRY, Shell Exploration & Production Co.

DEAN ROEMMICHE, ret., Scripps Institution of Oceanography, CA

JAMES SANCHIRICO, University of California, Davis

MARK J. SPALDING, The Ocean Foundation, DC

PAUL WILLIAMS, Suquamish Indian Tribe, WA

Ex-Officio

S. BRADLEY MORAN, University of Alaska, Fairbanks
Problem Statement

The number of ocean science doctoral degrees awarded annually to under-represented groups has not increased substantially over the past decade. From 2014 - 2018, only ~ 6% of ocean science degrees were awarded to Hispanic/Latino, Black, and Native American students, compared to about 14% for science and engineering fields overall.

_National Center for Science and Engineering Statistics, 2021_
Keynote—Dorceta E. Taylor, Professor of Environmental Justice, Yale School for the Environment

Speakers:
Kiki Jenkins, Arizona State University, OSB member
Nancy Knowlton, ret. Smithsonian, OSB member
Brandon Jones, NSF
Bill Brown, BOEM
Louisa Koch, NOAA
Laura Lorenzoni and Nadya Vinogradova Shiffer, NASA
Thomas Fu, ONR
Adam Jones, Gordon and Betty Moore Foundation
Winnie Lau, Pew Charitable Trusts
Zdenka Willis and Liesl Hotaling, Marine Technology Society
Imani Fairweather Morrison, Oak Philanthropy Ltd.
5.3.2021 OSB Meeting on DEIJAB

**Invited Participants**
- Anjali Boyd, Duke University
- Manson Brown, USCG (retired)
- Corey Garza, Cal State Monterey Bay - CSUMB
- Ambrose Jearld, NOAA Fisheries (retired)
- Brandon Jones, National Science Foundation
- Kelsey Leonard, University of Waterloo
- Tiara Moore, Black in Marine Science, U. Washington
- Mamie Parker, Ma Parker and Associates
- Trish Watson-Sproat, Honua Consulting

**Ocean Studies Board Members**
- Lekelia (Kiki) Jenkins, Arizona State University
- Nancy Knowlton, Smithsonian (retired)
- Patrick Heimbach, The University of Texas Austin
- Brad Moran, University of Alaska Fairbanks
- Ruth Perry, Shell Exploration & Production Company

*The National Academies of Sciences • Engineering • Medicine*
An ad hoc committee will undertake a study to ascertain the impediments and identify evidence-based approaches for increasing the diversity of the ocean studies workforce. The committee's report will form the foundation for establishment of a Diversity, Equity, Inclusion, Belonging, Accessibility, and Justice (DEIBAJ) Action Collaborative to advance the adoption of practices and policies for increasing diversity. The collaborative will include colleges, universities, and other educational institutions, in collaboration with employers of ocean experts in federal and state agencies, industries, NGOs, and other ocean-focused organizations.
Statement of Task (cont.)

The study will include the following:

• Collection of existing and new narratives from ocean enterprise professionals representing underrepresented groups to help clarify the variety of barriers that exist and the losses caused by these barriers not only to ocean studies but also to the individuals themselves.

• Identification and analysis of policies, strategies and practices of current and previously funded STEM programs that have sought to build more diverse, equitable and inclusive working environments. Identify what has been successful and the metrics used to define success across a broad array of ocean studies institutions. This may include examples from other STEM fields.

• Development of explicit goals in a coordinated strategy across ocean studies that relates to each element of DEIBAJ.

• Identification of metrics to evaluate the progress of organizations in implementing recommended strategies.
Action Collaborative on Preventing Sexual Harassment in Higher Education

https://www.nationalacademies.org/our-work/action-collaborative-on-preventing-sexual-harassment-in-higher-education#section
Action Collaborative on Preventing Sexual Harassment in Higher Education

The Action Collaborative brings together leaders from academic and research institutions and key stakeholders to work toward and share targeted, collective action on addressing and preventing sexual harassment across all disciplines and among all people in higher education. The Action Collaborative creates an active space where colleges, universities, and other research and training institutions move beyond basic legal compliance to evidence-based policies and practices for addressing and preventing all forms of sexual harassment and promoting a campus climate of civility and respect.
Roger Revelle Commemorative Lecture
2021 Lecture in in *Oceanography*
The Next Wave: A Generational Shift in Ocean Sustainability

https://tos.org/oceanography/assets/docs/34%284%29_giron-nava.pdf

23rd Roger Revelle Commemorative Lecture
John Dabiri, Cal Tech
April 28, 2022
from 5:30-7:00 pm Eastern
Thank you!

For more info and to subscribe to updates:
https://www.nationalacademies.org/osb/ocean-studies-board