

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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2022 US CLIVAR Summit
March 15, 2022

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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

10.30.2020 OSB Meeting on DEIJAB

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

Statement of Task

Joint with Board on Higher Education and Workforce

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

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Action Collaborative on Preventing Sexual Harassment in Higher Education

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<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>