

Ocean Shot Example

Increasing Diversity, Equity, Inclusivity, Justice and Belonging in the US Ocean Studies Community

Nancy Knowlton and Lekelia Jenkins

Ocean Studies Board

US National Committee for the UN Decade of
Ocean Science for Sustainable Development

A challenge impacting all other decadal challenges

Knowledge and Solutions Challenges:

Pollution, global change, food, sustainable and equitable blue economy, ocean-climate nexus

Essential Infrastructure Challenges:

Hazard warning services, ocean observing system, dynamic mapping

Foundational Challenges:

Capacity development and access, understanding of ocean values to humanity

Unprecedented efforts to address problems of diversity and racism in ocean studies: statements, campaigns and scholarship



[About Us](#) [News](#) [Discovery](#) [Understanding](#) [Action](#) [Events](#) [Membership](#) [Q](#)

Consortium Statements on Racism and Equality

Consortium for Ocean Leadership abhors the killings of countless Black people recently and over many years as a result of systemic racism. We fully understand that Black Lives Matter, and we understand that we have much serious work in front of us because they do matter. Every life is precious and deserving of respect, which is why we stand in solidarity with all who condemn racist acts, people, and systems that perpetuate inequality and violence against Black people.



Strategies for Increasing Diversity in the Ocean Science Workforce Through Mentoring

By Ashanti Johnson, Melanie J. Huggans, David Siegfried, and LaTanya Braxton

Maury for Modern Times NAVIGATING A RACIST LEGACY IN OCEAN SCIENCE

By Penelope K. Hardy and Helen M. Rozwadowski

Why ocean studies specifically?

While the general problems are not unique to ocean studies (or academia overall), certain attributes make a focused approach valuable:

- Remote field stations in small communities lacking diversity and confined shipboard experiences
- Small faculties -> low rates of faculty turn-over
- Potential to tailor solutions and mobilize ocean studies networks to make whole > sum of parts and avoid reinventing the wheel

Possible Programmatic Elements

- **DATA:** Review history and current state of affairs
- **SOLUTIONS:** Develop explicit ocean studies goals, analyze select STEM programs to identify elements of success, and identify metrics to evaluate progress
- **STORIES:** Collect existing and new narratives from ocean professionals representing underrepresented groups

Realizable and Inspirational Decadal Goals

- **DEMOGRAPHY:** Currently underrepresented are no longer underrepresented
- **PROFESSIONAL SUCCESS:** Disparities in retention and advancement are eliminated
- **STORIES:** Narratives of support, access and acceptance replace those of obstacles and rejection

*We invite all interested to work with us
on this developing multi-disciplinary,
multi-cultural, and multi-generational project*