



Diversity, Equity, and Inclusion (DEI) Workforce Issues and the Future of Education in Maritime

MARINE BOARD SPRING MEETING

**THE CATHOLIC
UNIVERSITY
OF AMERICA**

The School of Engineering



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Education and Maritime Workforce: What could academia do to better prepare students to join your business or industry?

- **Improve ‘Access and Affordability’ of Higher Education for all people (Equity).**
- **Offer additional education options that are short of full academic degrees.**
- **For the Marine Board (and all organizations), consider the ‘Future of Work - Globally’:
‘Leading and Managing the Future of Work’ in the age of Artificial Intelligence, Machine Learning, Autonomous Systems, Additive Manufacturing, and Cybersecurity Vulnerabilities’.**
- **Academia can offer more ‘Certificates’ that are germane to the Future of Work.**

Moving forward:

What do I recommend that the Marine Board consider?

What specific policy issues should be addressed? What do I recommend?

➤ **Recommendation - Highlight the mission and business case for DEI efforts.**

>Recommend that as a matter of *strategic policy*, the Marine Board (and all organizations) continue to *make the mission and business case for DEI efforts*.

>Identify and communicate examples whereby the organization's mission and business performance improved, as enabled by the organization's DEI efforts.

>Observation: Most US organizations have made some positive gains in DEI areas during the late 20th century and in the 21st century but may not have acknowledged the historical significance and value of these gains in support of mission and business performance.

➤ **Recommendation - Ensure that the 'decision making room is right' (Diversity).**

➤ **Recommendation - Create an expectation for everyone to contribute (Inclusion).**

➤ **Recommendation - Update the 'Pictures on the Wall'. (Influences Culture).**