

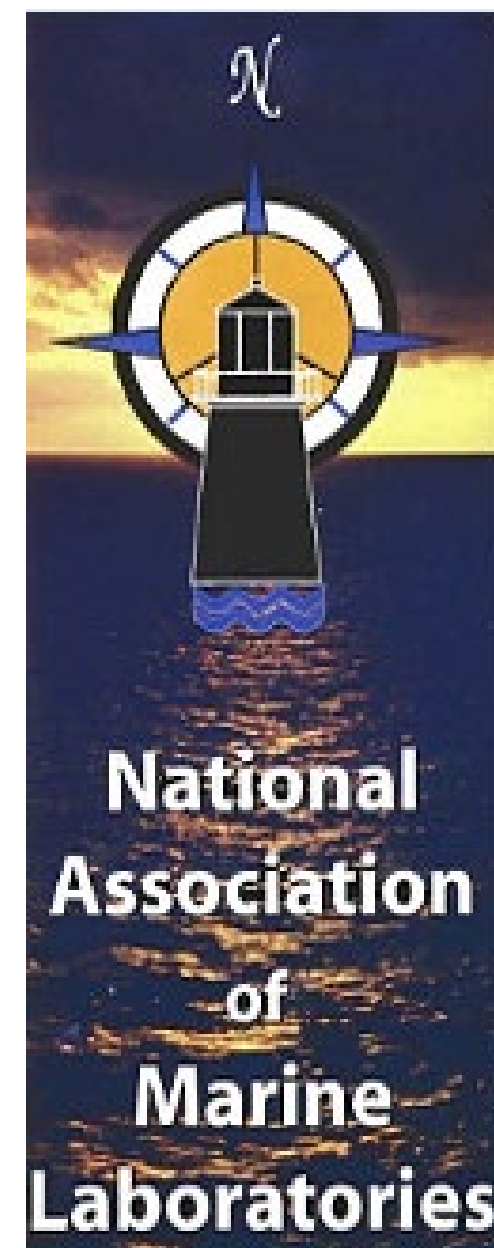
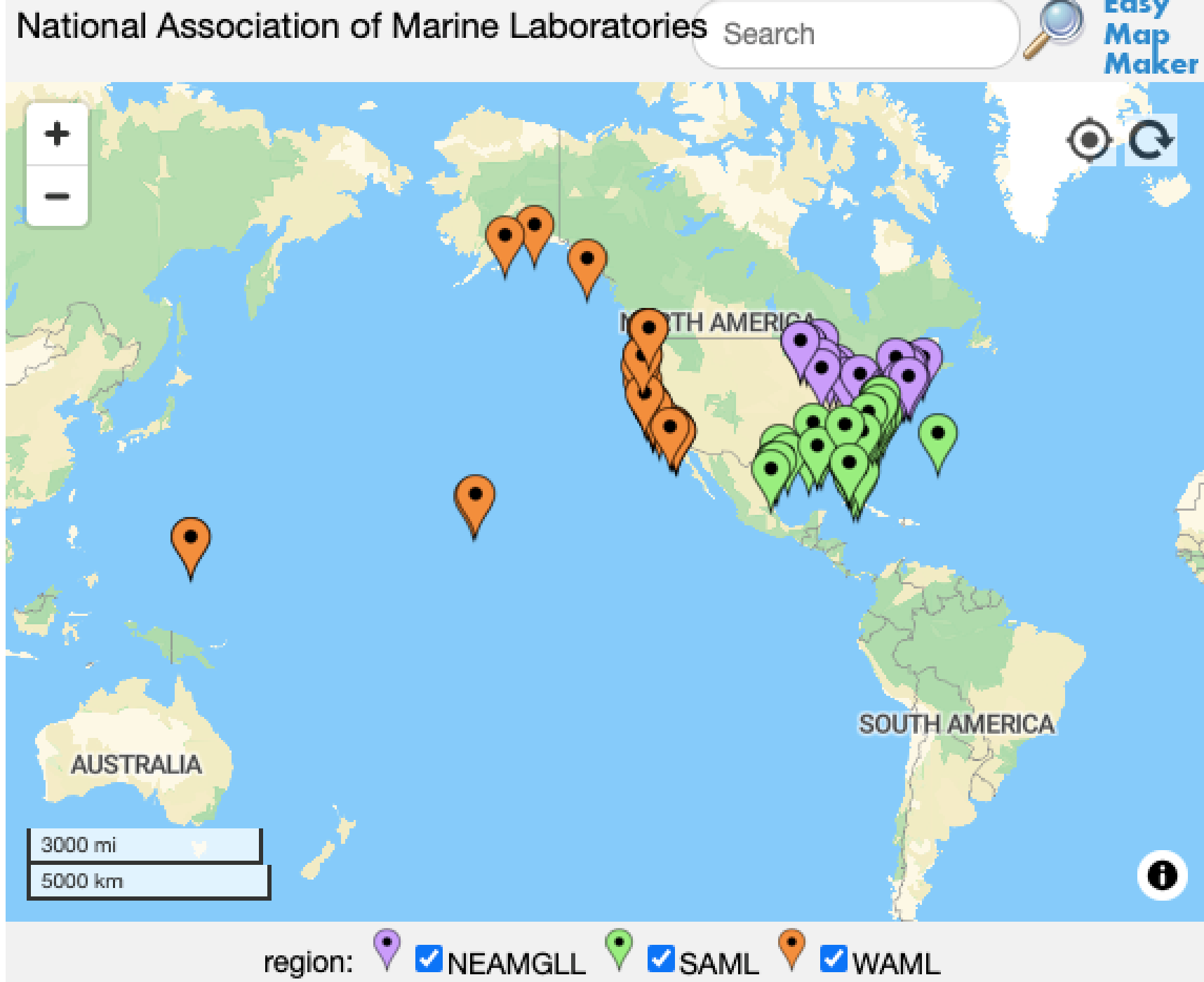
NAML Diversity, Equity & Inclusion Committee Report

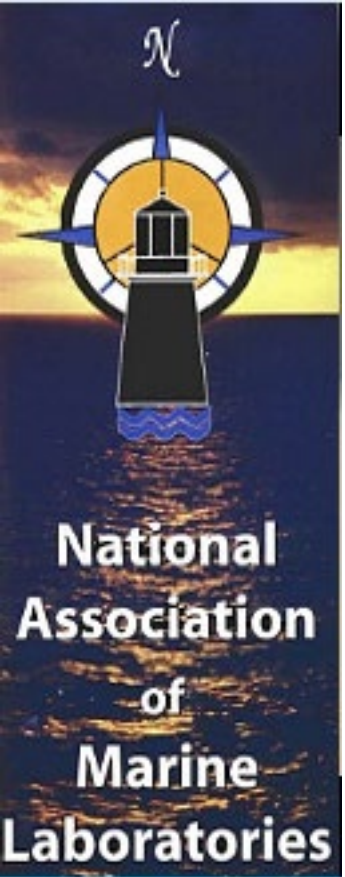
October 29, 2024

National Academies of Sciences,
Engineering, and Medicine:
Increasing Diversity in the U.S.
Ocean Studies Community

Billie J. Swalla, Chair
Amanda Knobloch, Vice Chair



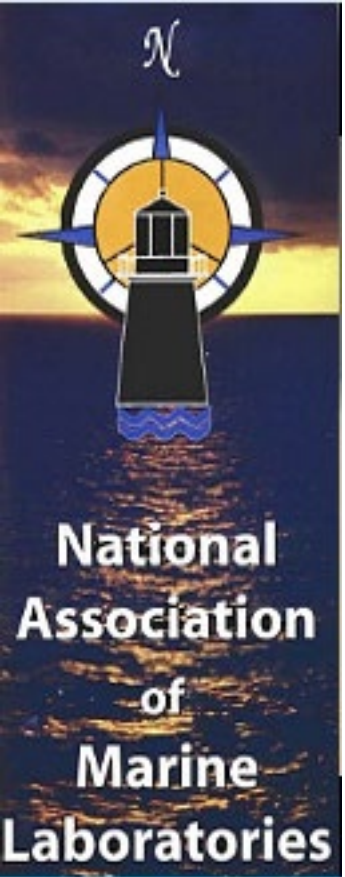




2024 NAML Diversity, Equity & Inclusion Committee Public Policy Panel

NAML Mission

The mission of NAML and its three regional organizations is to promote excellence in research, education, and public outreach in the marine sciences. NAML also seeks to provide a forum for the resolution of challenges common to non-profit marine laboratories in the United States and to inform the wise use and conservation of marine and coastal resources. The Association is committed to establishing an environment of diversity, equity, and inclusion in every aspect of NAML's research, education, and outreach enterprise.



NAML Diversity, Equity & Inclusion Committee

Billie Swalla, Chair, University of Washington, Friday Harbor Labs

Amanda Knobloch, Vice-Chair, Morgan State University

Mike DeLuca, Rutgers University

Nicholas Macias, University of Georgia Marine Institute

George Matsumoto, Monterey Bay Aquarium Research Institute

Anna Pfeiffer-Herbert, Stockton University

Mike Wetz, Texas A&M Corpus Christi, Harte Research Institute

Chris Winslow, Ohio State University

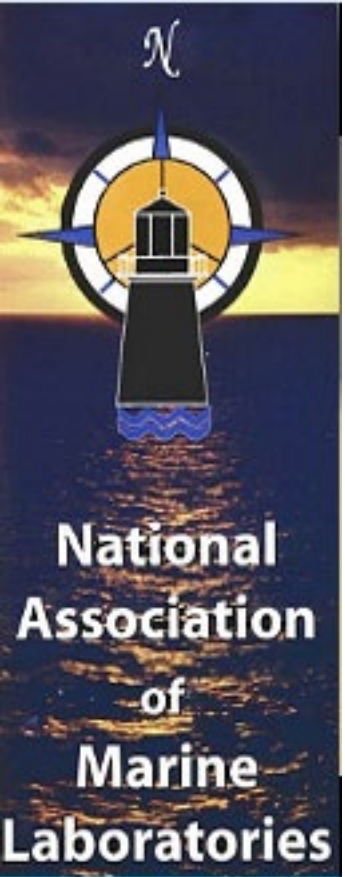
Terry Donaldson, NAML President, University of Guam Marine Laboratory

Dave Eggleston, NAML President-Elect, North Carolina State University

Lou Burnett, NAML Secretariat, College of Charleston

Itchung Cheung, Chair of the NAML Education Committee, OSU

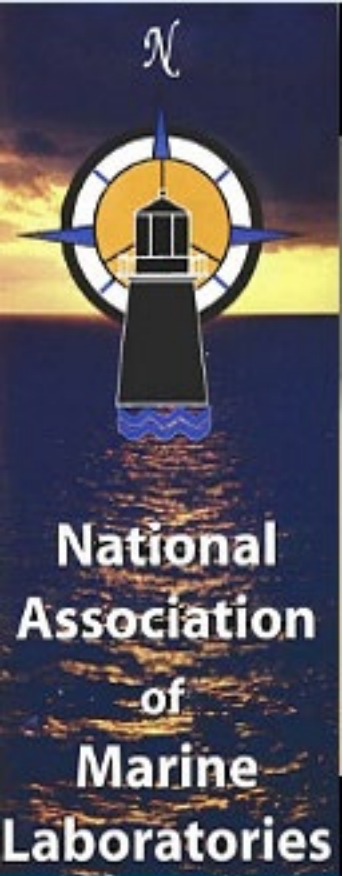
Melinda Simmons, Vice-Chair of the NAML Education, Jacksonville University



NAML Diversity, Equity & Inclusion Committee

Charge to the Committee

1. Canvass member institutions for initiatives, policies and practices undertaken to increase DEI in marine science education, research, public outreach, and more broadly, the marine science workforce;
2. Assimilate relevant information and prepare briefings for dissemination to member institutions on the status of DEI across NAML;
3. Identify federal, state and NGO resources available to support DEI initiatives;
4. Deliberate and develop actionable recommendations for NAML institutions to increase DEI through broadcasting career opportunities in marine science, recruitment of students and faculty, retention, organizational climate and associated practices, and public outreach writ large
5. Promote networking, best practices and opportunities to enhance DEI at NAML member institutions.



NAML Diversity, Equity & Inclusion Committee timeline:

May 2021 NAML DEI Committee Formed

July 2021 NAML Mission rewrite

August 2021 Meeting with NAML President about DEI charge & Mission

October 2021 New NAML Mission Statement discussed

by the NAML membership and adopted

November 2021 DEI tab added to NAML website

March 2022 DEI Panel for the NAML Public Policy Meetings

March 2023 DEI speaker for the NAML Public Policy Meetings

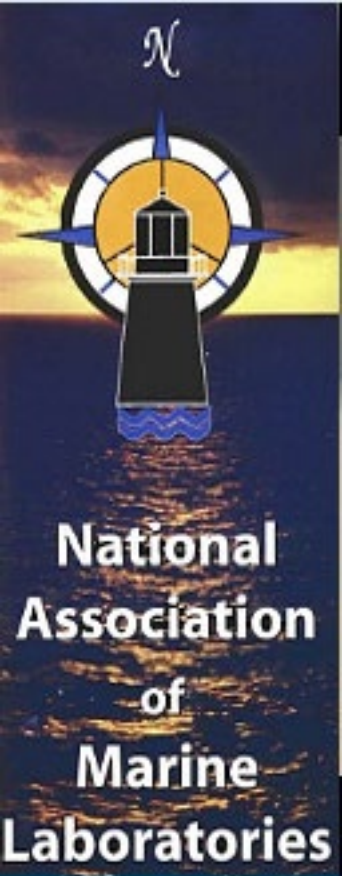
October 2023 Chris Atchison, NSF & Carleton College

DEI speaker at the NAML Biennial Meeting

January 2024 DEI in Fieldwork document for the NAML web site

March 2024 “Best Practices in Field Safety and Accessibility”

Discussion & Adoption at NAML Public Policy Meetings



2022 NAML Diversity, Equity & Inclusion Committee Public Policy Panel

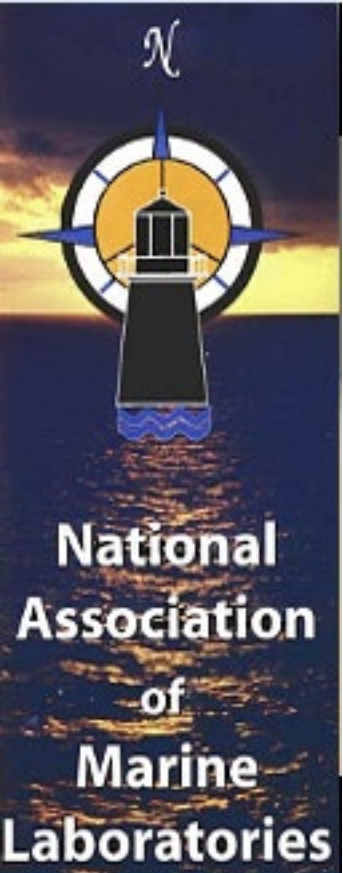
3:45 PM **Panel discussion: Best Practices to Increase Diversity in the Marine Sciences**

Moderator: **Dr. Billie Swalla**, Friday Harbor Laboratories, University of Washington

Dr. Catalina Martinez, Regional Program Manager, NOAA Ocean Exploration “How to Lower the Barriers in Marine Sciences”

Onjalé Scott Price, Chief Operating Officer, Mizar Imaging, Woods Hole; Co-Director, Woods Hole Diversity Advisory Committee
“Creating Relationships – PEP and URGE – Metrics for Success”

Dr. Vicki Ferrini, Senior Research Scientist, Associate Director for Diversity, Equity, and Inclusion, Lamont-Doherty Earth Observatory, Columbia University “Institutional Reckoning and Best Practices”



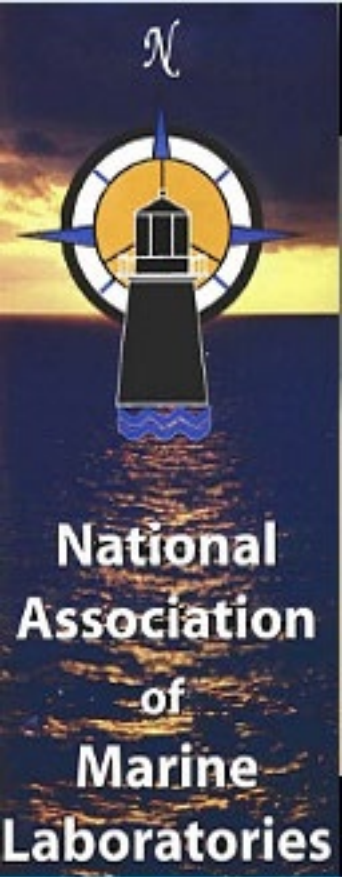
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Table 16. The number of participants in five different kinds of programming activities at NAML institutions, based on the total population (Total) and number of people who belong to underrepresented minorities (URM). The % of URMs based on the total numbers is given in the last column. Note this % ranges between 8 and 16% depending on category. Data were extracted from the responses to *Q33 - Student Categories Served by Programs* and *Q34 - URM Student Categories Served by Programs*.

	Total		URM		% URM
	Average	Total	Average	Total	
K-12	3327	199,592	602	20482	10.26%
Undergraduate	157	9572	19	848	8.86%
Graduate	37	2164	5	207	9.57%
Teachers/Educators	53	2707	15	439	16.22%
Adults/Seniors	9535	486295	1319	40888	8.41%
Total	13109	700330	1960	62864	8.98%

Minority Faculty

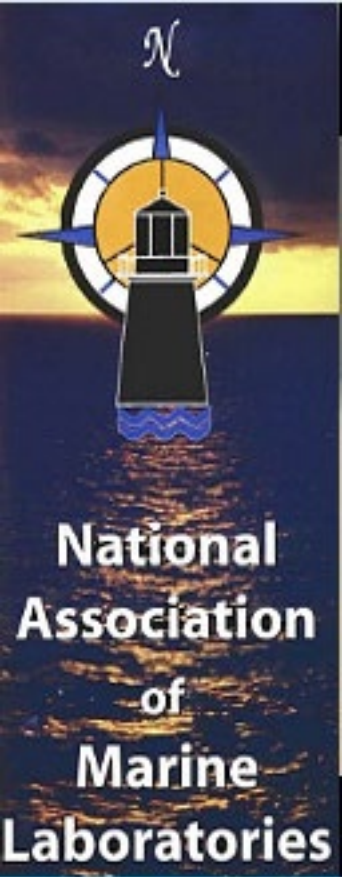
The survey did not address this important topic. Emphasis was given to URM students. It would be useful to have data on the number of minority faculty members, post-doctoral fellows, research staff members, and staff members at NAML laboratories.



2024 NAML Diversity, Equity & Inclusion Committee Public Policy Panel

Ongoing Concerns & Emphasis

1. Accessibility of USA Marine Labs – Many labs were built without ADA consideration and are not accessible to students with mobility issues.
2. When diversity remains low, it can be hard for students, postdocs and faculty to find their community in the winter months.
3. Continuing support for diverse students, postdocs and faculty as they move through their career paths in Marine Science.



NAML Diversity, Equity & Inclusion Committee

THANK YOU!!!

NAML DEI Committee Members

NAML BOD for your support and ideas

NAML Past-President Dave Carlon

NAML President Terry Donaldson

NAML President-Elect Dave Eggleston

NAML Executive Director Lou Burnett