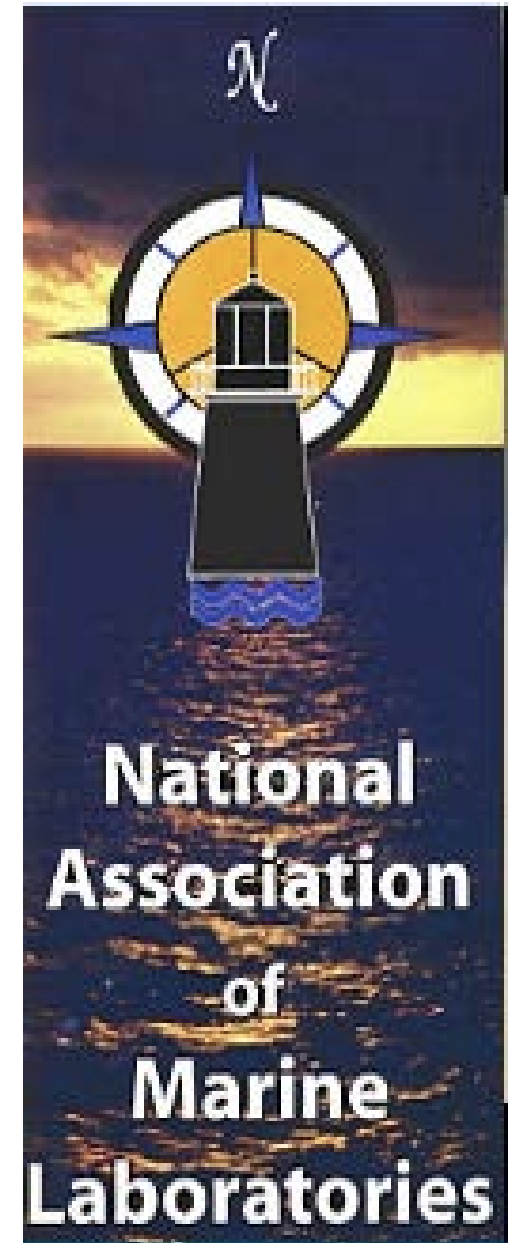


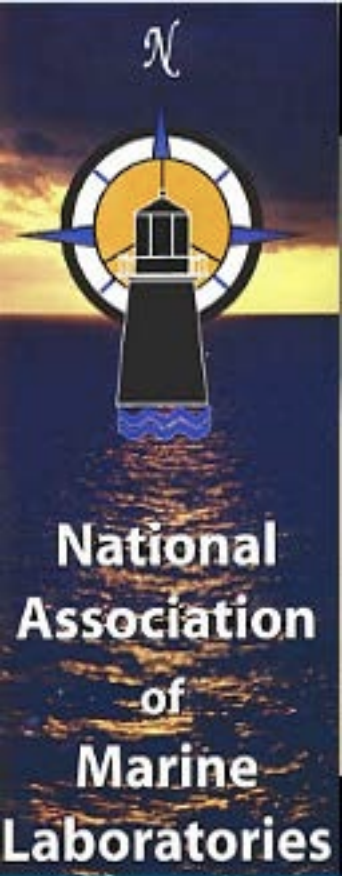
NAML Diversity, Equity & Inclusion Committee Report

NAML Meeting
Oct. 26 - 27, 2021

Billie J. Swalla, Chair

Amanda Knobloch, Vice Chair





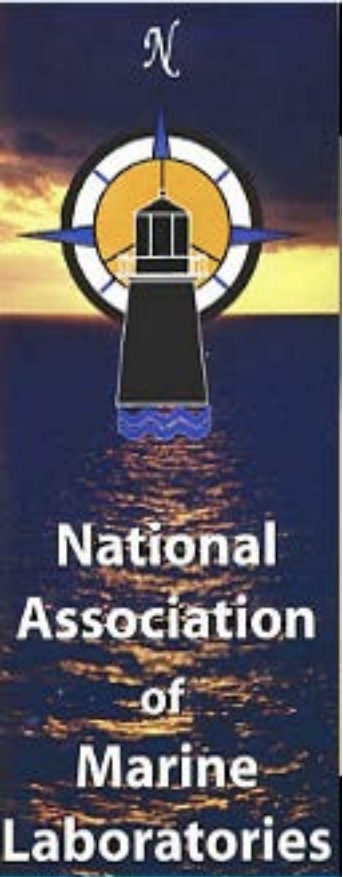
NAML Diversity, Equity & Inclusion Committee

NAML Laboratory	Nominee (and linked to application)	Nominee Email	Region	BOD Member?
Ohio State University	Chris Winslow	winslow.33@osu.edu	NEAMGLL	No <input type="checkbox"/>
Rutgers University	Mike De Luca	deluca@marine.rutgers.edu	NEAMGLL	Yes <input type="checkbox"/>
Jacksonville University	Nisse Goldberg	ngoldbe@ju.edu	SAML	No <input type="checkbox"/>
Morgan State University	Amanda Knobloch	amanda.knobloch@morgan.edu	SAML	No <input type="checkbox"/>
Univ. of Southern Mississippi	Jessie Kastler	Jessica.Kastler@usm.edu	SAML	No <input type="checkbox"/>
Univ. of Texas, Marine Science Institute	Deana Erdner	derdner@utexas.edu	SAML	No <input type="checkbox"/>
Monterey Bay Aquarium Research Institute	George Matsumoto	mage@mbari.org	WAML	No <input type="checkbox"/>
Univ. of Washington, Friday Harbor Laboratories	Billie Swalla	bjswalla@uw.edu	WAML	Yes <input type="checkbox"/>

Dave Carlon, NAML President-Elect dcarlon@bowdoin.edu

Ally Busse, NAML Education Committee, Chair Education.Chair@naml.org

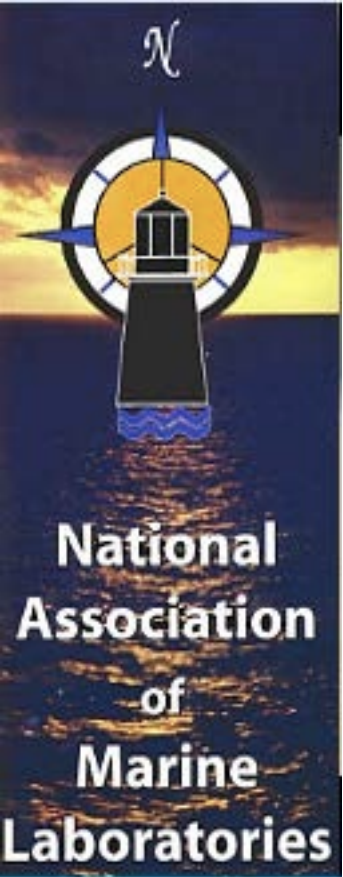
Lou Burnett, NAML Executive Director Secretariat@naml.org



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

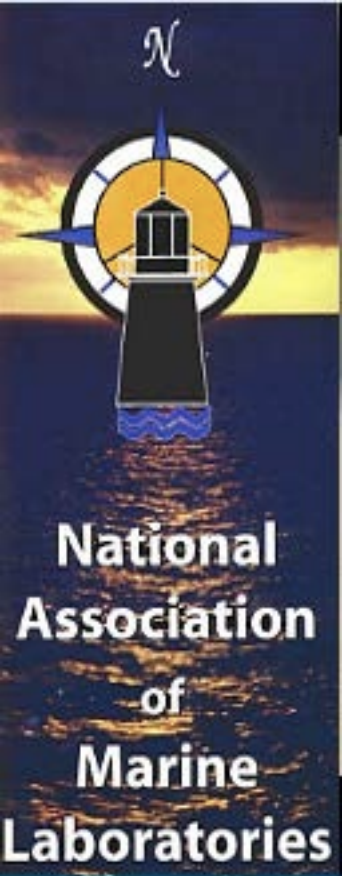
June 2021 DEI Meetings begin

July 2021 NAML Mission rewrite

August 2021 Meeting with NAML President,
Robert Dickey

September 2021 New NAML Mission statement
approved by the NAML BOD

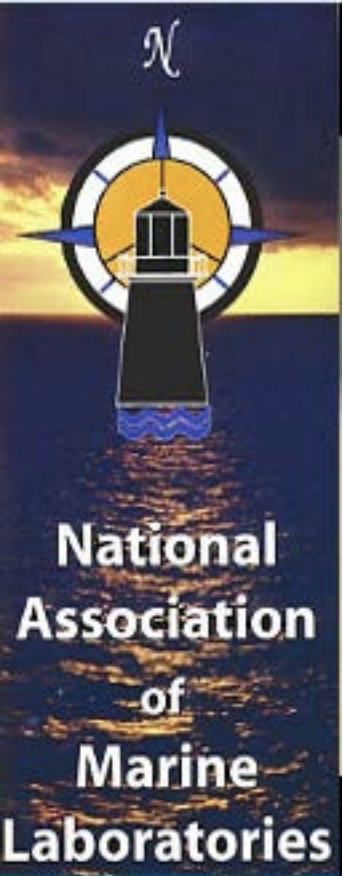
October 2021 NSF INCLUDES LOI submitted
New NAML Mission Statement discussed
by the NAML membership



NAML Diversity, Equity & Inclusion Committee proposed NAML Mission Statement

•**Current Mission Statement.** The mission of NAML and its three regional organizations is to stimulate research and promote education in the marine sciences. NAML seeks to provide a forum for the resolution of problems common to non-profit marine laboratories in the United States. The Association encourages the wise use and conservation of marine and coastal resources.

•**Proposed New Mission Statement.** 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 NSF INCLUDES grant

October 2021 NSF INCLUDES LOI submitted

Questions sent to NEAMGLL, SAML and WAML
members:

**1. What kinds of DEI Efforts do you currently have at your labs and field
stations?**

K-12

Undergraduate - REUs, etc.

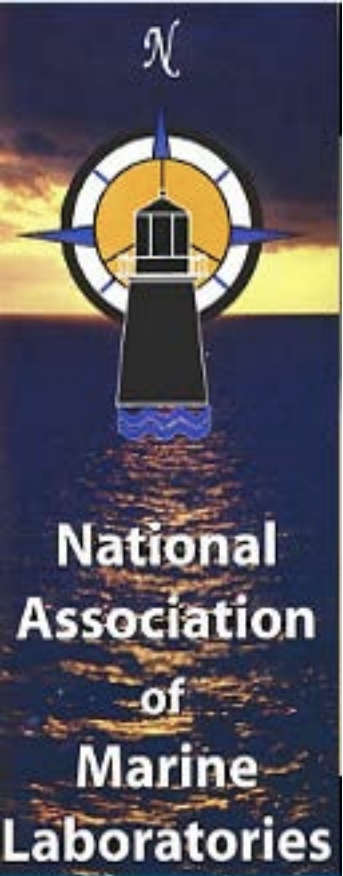
Graduate student

Postdoctoral Fellows

Professor

2. With whom are you partnering for DEI Efforts at your labs and field stations?

**3. What do you think would be most helpful from the NAML network to further
your DEI mission?**



NAML Diversity, Equity & Inclusion Committee NSF INCLUDES grant

January 26, 2022

NSF INCLUDES grant due

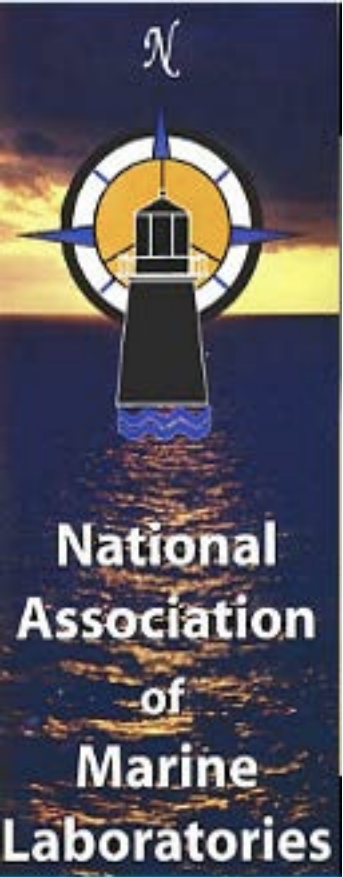
<https://www.nsf.gov/pubs/2020/nsf20569/nsf20569.htm>

November – collate member questionnaires and ask for letters of support from NAML partners

NSF INCLUDES Webinar

December – put together budget and grant, send to NAML BOD for comments, load up on NSF site

January – finishing touches and submit



NAML Diversity, Equity & Inclusion Committee

THANK YOU!!!

NAML DEI Committee Members

NAML BOD for your support and ideas

NAML President Robert Dickey

NAML President-Elect Dave Carlon

NAML Executive Director Lou Burnett