

BRIGHT SPOTS & BARRIERS: TAKING ACTION FOR JUSTICE, INCLUSION, DIVERSITY, & EQUITY IN CALIFORNIA'S OCEAN SCIENCES

Ocean Science Trust is forming a new partnership with the San Francisco State University Estuary & Ocean Science Center (EOS Center) and University of California, Davis Coastal & Marine Sciences Institute (CMSI) to further understand successes and identify continued needs in the design and uptake of programs and initiatives to support diversity, equity, and inclusion in the coastal and ocean sciences in California's universities. Supporting graduate education to strengthen the links between ocean science and management is a core element of each of our missions and mandates. *Today, effectively executing this mission demands an understanding and focus on justice, equity, diversity and inclusion in coastal and marine science education.*

We will be convening a series of virtual roundtable discussions among research funders, coastal and ocean science academic leaders and diversity representatives, faculty, students, higher education policy professionals and others. We intend for this work to create a community that is supported and coordinated in individual efforts to advocate for change within and across institutions. The focus of these discussions will include:

- **Faculty Perspective** to provide input and reflection on institutional challenges and opportunities for advancing inclusion, equity, and diversity in academia and beyond for ocean-focused professionals, including best practices for institutional accountability
- **Student Experience** to explore effective strategies and ongoing challenges with programs trying to improve culture, mentorship, curriculum development, belonging, retention, recruitment, and more
- **Career Pathway Development** to illuminate career pathways and connectivity including access to professional experiences such as internships, fellowships, and addressing hiring and selection practices, not only in academia but other career paths that are supported by degrees in coastal and ocean sciences
- **Research Training & Funding** to identify more equitable and inclusive funding mechanisms, practices, applications, and private/public funding systems

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TIMELINE

The project was launched in June 2021 and is expected to conclude June 2022. The roundtables will be scheduled for fall/early winter 2021, followed by a concluding meeting in early 2022.

Learn more about this project and contact us [here](#).