



Increasing Diversity in the US Ocean Studies Community

National Academies Panel

Who we are.

Coalition of > 50 organizations working to create and enhance **equitable** and **effective** marine protected areas (MPA) across the United States

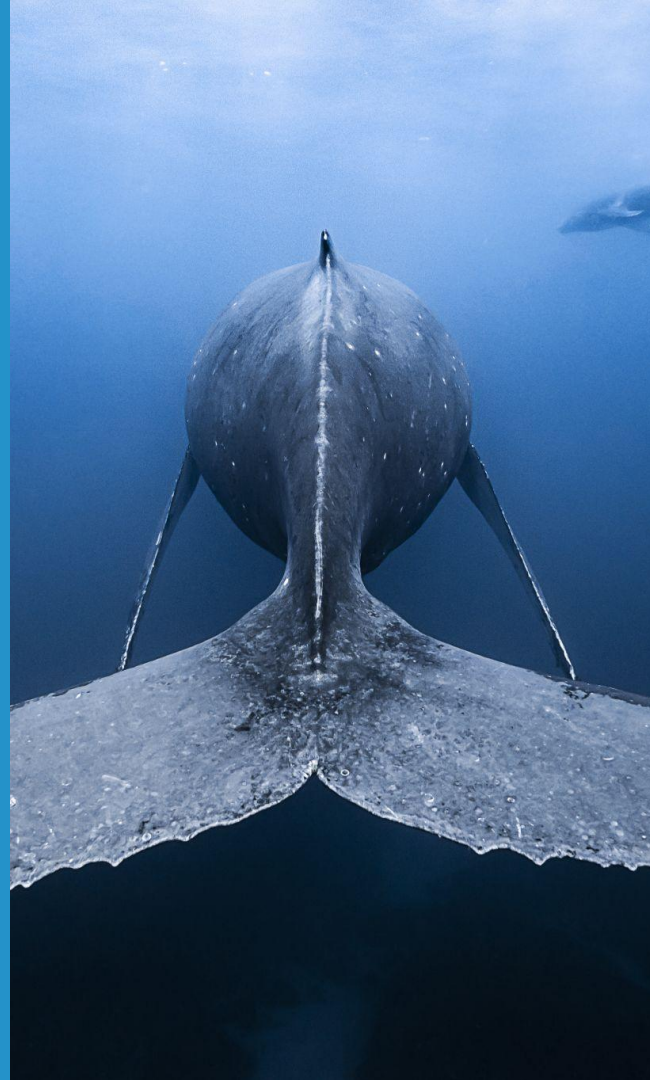
Activate **collective power** by convening people and organizations



Our DEI commitment.

Reflecting and supporting DEI

Advancing priorities grounded in inclusion that begins with **small, yet meaningful steps** for **incremental** and **deep-rooted change**



Only with a broad and diverse coalition can
we achieve a **healthy ocean** that supports
thriving nature, people, and
communities.





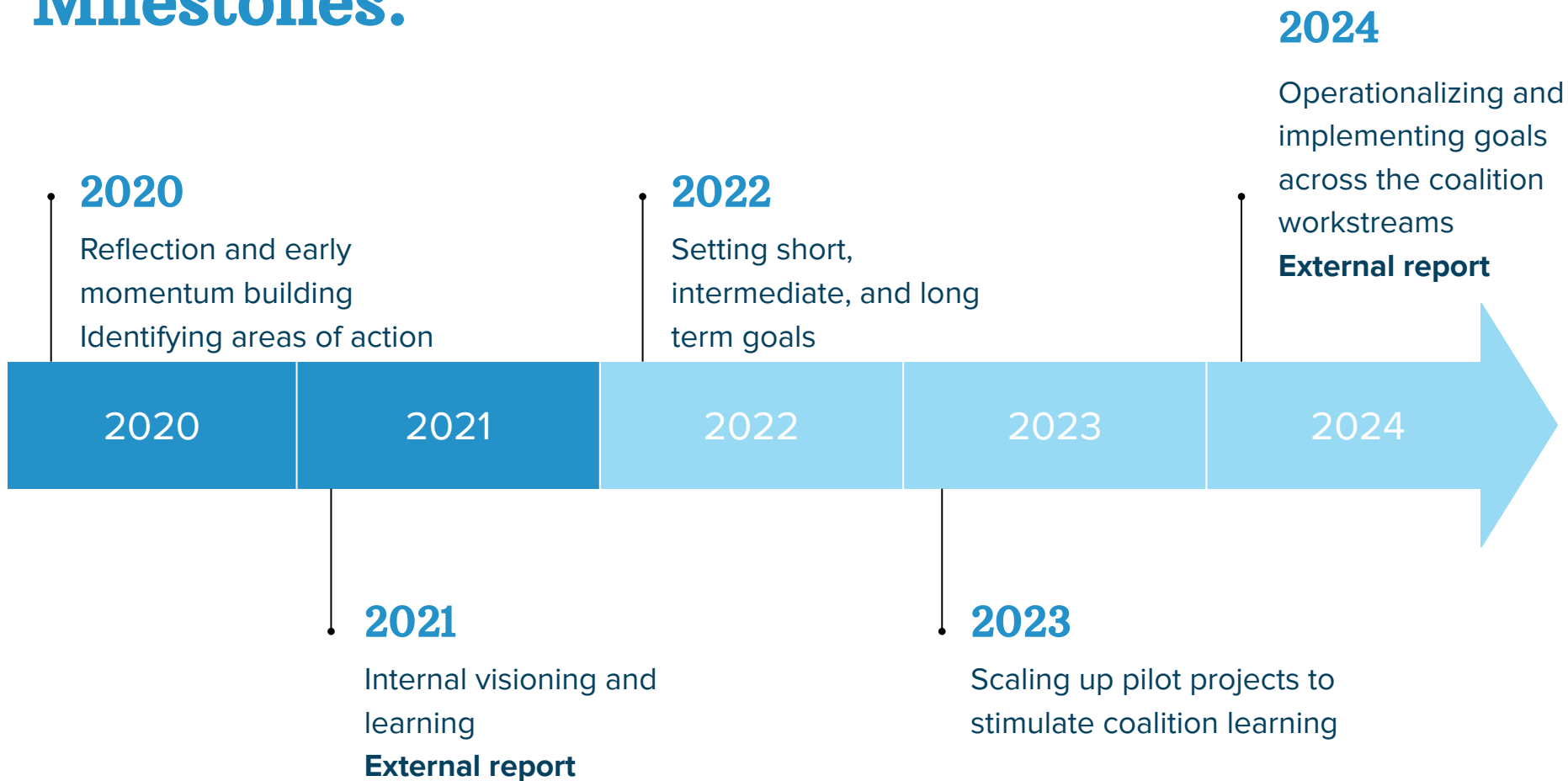
Our DEI journey.

Increasing the **diversity of members** and **voice**

Prioritizing **community engaged policy work**

Dedicating **financial resources** to support diverse and under-resourced voices, perspectives, and communities

Milestones.



Milestones.

2020

Reflection and early momentum building
Identifying areas of action

2021

Internal visioning and learning

External report

2022

Setting short, intermediate, and long term goals

2023

Scaling up pilot projects to stimulate coalition learning

2024

Operationalizing and implementing goals across the coalition workstreams

External report

2020

2021

2022

2023

2024

Learning, Evaluating, and Integrating

Our DEI approach.

Policy

*clear, concise,
directive*

*accompanied by
action*

People

*paid staff and
partners*

Funding

*resources to
advance ideas and
work*



Our DEI application.

Case study: NOPC grant
program

What we did

How we did it

What was the impact

NOPC grant program:

What we did

prioritized initiatives led by or serving Black, Indigenous, Latinx, Pacific Islander, Asian, and other historically under-represented groups



An underwater photograph showing a dense field of green seagrass or eelgrass on the ocean floor. Sunlight rays penetrate the clear blue water from above, creating a dappled light effect on the vegetation.

NOPC grant program:

How we did it

*clearly defined the vision and
impact; reduced barriers to
engagement*

NOPC grant program: What was the impact

flexibility enhanced creativity; foundation for program expansion

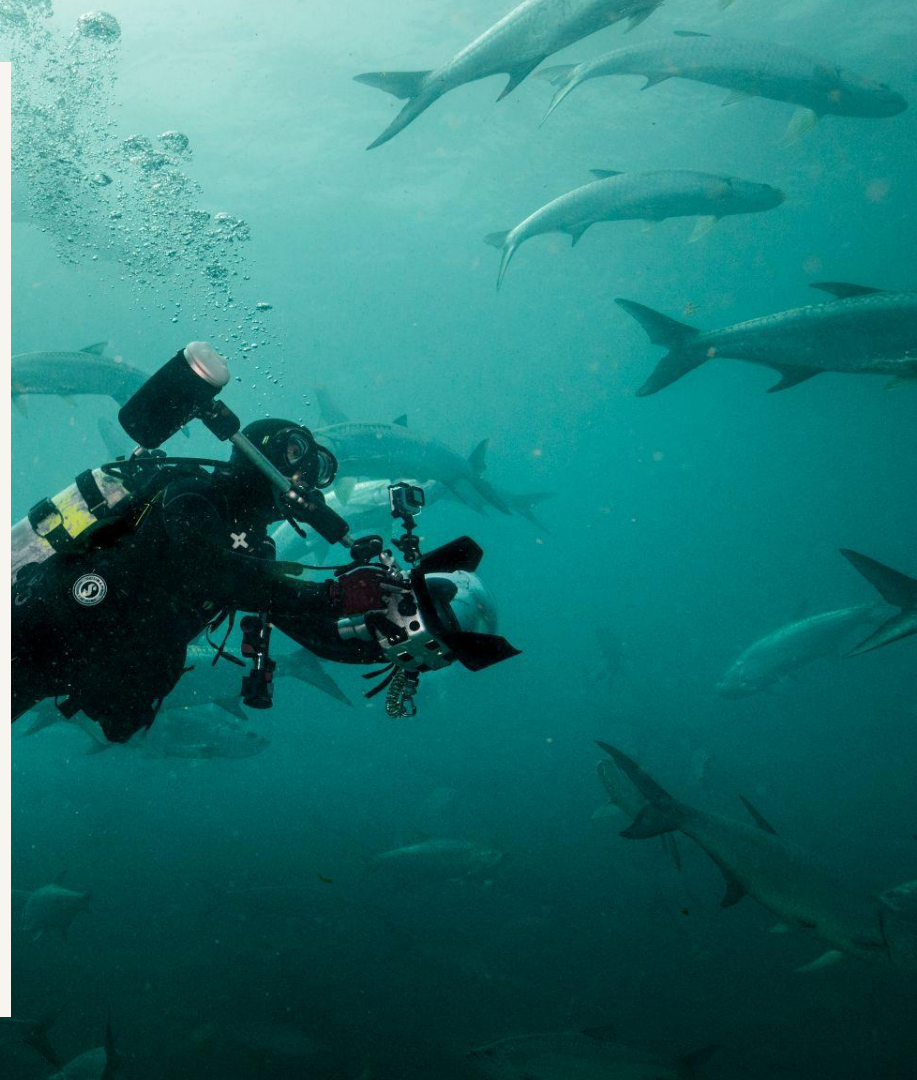


Recommendations and summary of ideas.

Ask questions and reflect

Bring in experts

Create opportunities



Thank you.

