



CALIFORNIA  
OCEAN  
SCIENCE  
TRUST

# California Ocean Science Trust

## Justice, Equity, Diversity, and Inclusion

---

**Systemic bias and institutional marginalization of individuals and communities is pervasive throughout all aspects of our society** based on, but not limited to, race, gender identity, age, ethnicity, sexual orientation, disability, socioeconomic status, cultural practices, and religion. Working at the science-policy interface, we see these inequalities reflected in the marine and coastal science landscape, including disparities in the education pipeline, access to ocean recreation, resilience to climate change impacts, and in coastal and ocean policy engagement, among much else. These inequalities are highly visible within the two fields we span as a boundary organization; both marine science and marine policy are not representative of California's diversity. **It is critical that we challenge these systemic problems through detailed and obtainable commitments to diversity, equity, and inclusion.**

---

### Main Commitments

- Continuing land acknowledgements in all meetings with an emphasis on expanding virtual meeting land acknowledgements to include all participant locations
- Strengthen partnerships with minority-serving institutions to build capacity and increase diversity in the coastal and ocean resources policy sphere and the natural and social sciences workforce of California, with an emphasis on empowering the next generation of scientists and professionals
- Partner with organizations that put DEI at the forefront of their mission. As we acknowledge that we are not experts, we commit to supporting and amplifying their voices

Visit [our website](#) to read more about OST's commitment to DEI

### Our Vision

At Ocean Science Trust we recognize our unique position as a boundary organization to expand our JEDI efforts externally through working partnerships with organizations, institutions, and agencies in the marine and coastal landscape. Our current external initiatives intend to:

1. Bring visibility to the DEI problem in the coastal and marine landscape
2. Empower scientists, agencies, and organizations to promote institutional and cultural change
3. Support the creation of new science-policy graduate education opportunities with equitable access
4. Draw attention to environmental justice issues in the marine and coastal landscape and bring them to the forefront

## Science Advisor to the State:

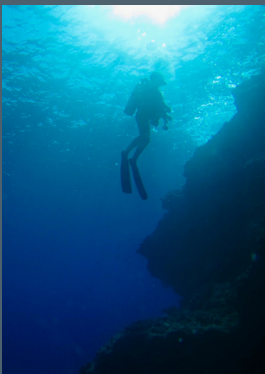
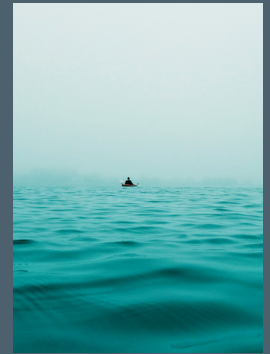
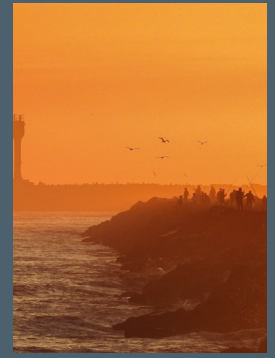
### Convening a Diversity, Equity and Inclusion Advisory Committee

#### Strategy

As science advisors to the state we carry a responsibility to ensure that information, recommendations and actions are the most salient and legitimate to tackle the pressing challenges facing our coast and ocean. At the same time this unique role gives us important visibility and a unique voice to **amplify the need for a more just and inclusive science landscape.**

#### Action

OST is convening an OPC Science Advisory Team (OPC-SAT) DEI Advisory Committee to explore opportunities to elevate Diversity, Equity, and Inclusion (DEI) in OPC SAT activities, initiatives, and work modes as it relates to advancing equity objectives in the OPC Strategic Plan.



### Assessing and addressing disparities in the marine and coastal science and decision making landscape in California

#### Strategy

As we recognize the need for more diverse perspectives on marine and coastal issues in order to create equitable and efficient solutions, it is apparent the lack of diversity that currently exists in the field is limiting the potential for diversity in decisions and solutions to issues facing the ocean and coast. We know that the problems seen, the questions asked and the answers considered depend on who is at the table, who asks the questions and who funds the answers. **The most legitimate science advice will come from scientists who reflect California's diversity and elevate equity and inclusion.**

This project is two-fold:

1. Conduct a qualitative assessment of diversity, equity, and inclusion within California's ocean and coastal education pipeline
2. Engage Experts to Develop Recommendations and Strategies for Increasing Ocean and Coastal Workforce Diversity

#### Action

Through this work, we aim to take important steps towards supporting an ocean science workforce that reflects California's diversity and to provide recommendations for cultivating a more equitable and inclusive space in the fields of marine and coastal science and policy.



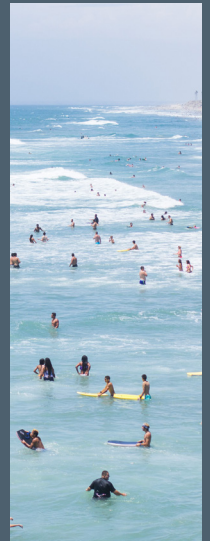
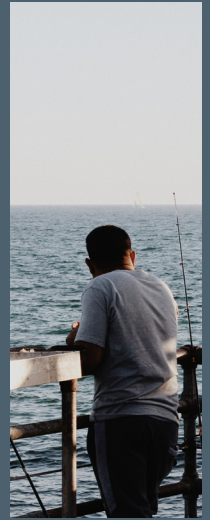
## Training the next generation

### Strategy

While California's ocean and coastal management workforce capacity remains strong due to academic coursework, graduate programs, and fellowship opportunities, application-based training and environmental leadership programs for graduate students and working professionals are limited. Accelerating progress on solutions to ocean issues at every level from local to global requires diversity of experience and thought. The development of a virtual Professional Certificate Program will work to augment policy and skill building training for ocean and coastal historically underrepresented communities in the ocean sciences to **strengthen development of solutions to ocean and coastal issues through professional development opportunities that are more inclusive and accessible to a wider network of learners.**

### Action

This program will directly support interdisciplinary and experiential skill development by augmenting more traditional ocean science programs with application-based and job relevant training to better prepare a more diverse and representative next generation of ocean professionals for careers in ocean and coastal management, law, and policy.



## Environmental justice and the marine and coastal landscape

### Strategy

In the current environmental justice movement and ongoing work, the oceans and coasts are often left out of the conversation. Although the field of environmental justice and climate justice is robust, the academic literature is lacking in the specific field of ocean-climate or marine justice. OST seeks to not only deepen the understanding of justice issues along California's coasts, but also to **elevate the immediacy and importance of environmental justice to the coastal and marine landscape of California.**

### Action

Through the development of a State of the Science Report on the topic, OST will inform the Ocean Protection Council activities as they work towards their goal to Advance Equity Across Ocean and Coastal Policies and Actions, including the development of an Equity Plan. The development of this report will be informed by conversations with experts in this field.

