## NAML Diversity, Equity & Inclusion Committee

<table>
<thead>
<tr>
<th>NAML Laboratory</th>
<th>Nominee (and linked to application)</th>
<th>Nominee Email</th>
<th>Region</th>
<th>BOD Member?</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
</tbody>
</table>

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

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

Lou Burnett, NAML Executive Director  Secretary@naml.org
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  

**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