

## WOODS HOLE SCIENTIFIC COMMUNITY DIVERSITY INITIATIVE

### Memorandum of Understanding

The Marine Biological Laboratory, the Woods Hole Laboratory of NOAA's Northeast Fisheries Science Center, the Sea Education Association, the United States Geological Survey-Woods Hole, the Woods Hole Oceanographic Institution, and the Woodwell Climate Research Center cooperatively establish a Woods Hole Scientific Community Diversity Initiative (WHDI).

The undersigned institutions believe that diversity is a strength to be developed in our community. We believe that the issues we explore are global in nature and that a diverse population will give us greater understanding of these environmental and scientific issues. We believe that our nation is becoming more diverse and that it is important that we provide opportunities for all people to contribute. We believe that homogeneity among people is self-perpetuating and that in order to increase diversity, we will have to increase our efforts beyond what they are now.

The undersigned institutions believe that by acting together we can accomplish more than by each of us acting alone. We believe that we must create "pathways of opportunity" that will attract people from underrepresented groups by showing that the Woods Hole scientific and educational community has opportunities beginning with primary education and leading to higher education, post graduate work, research and lifetime careers, both in Woods Hole and in the global scientific community.


The goals of the Woods Hole Scientific Community Diversity Initiative are to:

- 1) Provide advice to the Woods Hole scientific organizations about additional activities that can be undertaken to support all employees, students and postdoctoral researchers in achieving their full potential within the Woods Hole research, learning, and work environment regardless of their race, religion, color, creed, gender, age, national origin, citizenship status, sexual orientation, physical or mental ability, socio-economic status, or veteran status. A particular focus of the WHDI is to increase participation of underrepresented minorities as defined by the U.S. government, which includes African Americans, Native Americans and Pacific Islanders, and Hispanics and Latinos, on the staff and in the education programs of the WHDI institutions.
- 2) Be a resource through sponsored activities and referrals that support employees, students, and postdoctoral researchers in achieving their full potential within the Woods Hole research, learning and work environment regardless of their race, religion, color, creed, gender, age, national origin, citizenship status, sexual orientation, physical or mental ability, socio-economic status or veteran status.
- 3) Cooperatively undertake recruitment, retention and mentoring programs that will result in a diverse group of students, employees and postdoctoral researchers in ocean sciences, biological sciences, geosciences, ocean engineering, and marine and

environmental policy activities undertaken by the Woods Hole scientific and educational organizations.


The undersigned acknowledge that significant barriers lie between us and our goal. We are determined to identify these and assemble the resources necessary to overcome them.

Signed this 27th day of July, 2021.



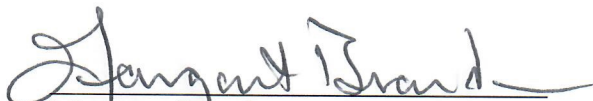
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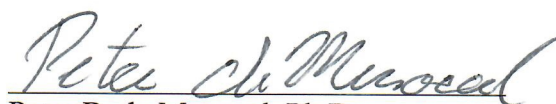
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