



Research Vessel Technical Enhancement Committee  
Diversity, Equity, and Inclusion  
Working Group  
(RVTEC DEI WG)



2022 Hybrid RVTEC

# Who are we?

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Jules Hummon  
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David Langner  
Gabriel Matthias  
Emily Miller

Jenny Nomura  
Suzanne O'Hara  
Maria Osiadacz  
Rick Rupan  
Emily Shimada  
Laura Stolp  
Rafael Uribe  
Johna Winters

## Diversity

1. The state of being diverse; variety.
2. The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

## Equity

1. The quality of being fair and impartial.

## Inclusion

1. The action or state of including or of being included within a group or structure.
2. The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

“Unevenly distributed privilege and access to academia, its research communities, and tools of success, is acknowledged as a problem which needs to be addressed.”

Council Chair Dennis Hansell asked what the UNOLS committees were doing to improve Diversity, Equity, and Inclusion.

“The first RVTEC DEI WG was established to cultivate DEI values within the RVTEC community by facilitating equitable access to empower all members.”

# Purpose

“This group seeks to provide a safe space for open discussion where ideas and views can be shared and unconscious biases examined. By emphasizing transparency and open communication, this working group will promote inclusion, build trust, and develop strategies for positive change.”

# Mission Statement

2022-08-17 RVTEC DEI Working Group Mission Statement

Approved: 2022-08-31

Unevenly distributed privilege and access to academia, its research communities, and tools of success, is acknowledged as a problem which needs to be addressed.

The first Research Vessel Technical Enhancement Committee Diversity, Equity, and Inclusion Working Group (RVTEC DEI WG) was established to cultivate DEI values within the RVTEC community by facilitating equitable access to empower all members.

This group seeks to provide a safe space for open discussion where ideas and views can be shared and unconscious biases examined. By emphasizing transparency and open communication, this working group will promote inclusion, build trust, and develop strategies for positive change.

The RVTEC DEI WG will:

- Develop a code of conduct for RVTEC meetings and events.,
- Renew the request for volunteers to advance future DEI efforts

## What we are working on:

The next goal of the RVTEC DEI WG is a code of conduct.

1. Written by committee
2. Sent to voting institutions for acceptance
3. Will then apply to any RVTEC hosted event, in person or virtual spaces, including mailing lists and message boards.



# Code of Conduct - List of Appropriate Behaviors

The Code of Conduct is a work in progress and constructive feedback is welcome.

1. Act in a constructive manner free from any form of discrimination, harassment, unwanted attention, or retaliation.
2. Support fellow technicians' access to information, tools, and resources necessary to be successful in their position and encourage asking questions. Credit sources and receive permission to share original ideas.
3. Be considerate, respectful, and collaborative. Be aware of language and behavior that can be perceived as insensitive. Be mindful of people's personal space.
4. Be accountable for your actions, learn from other viewpoints and experiences, and be open to change. It's ok to make mistakes; excellent community members learn from them.
5. Be mindful of your surroundings. Respect the rules and policies of meeting venues, hotels, online platforms or other contracted facilities.
6. Speak up when you identify someone in distress, dangerous situations, or failures to meet these guidelines by organizers or participants. Collaborate to improve policies and practices for the betterment of the RVTEC community.

# Code of Conduct - List of Inappropriate Behaviors

The Code of Conduct is a work in progress and constructive feedback is welcome.

1. Don't use intentionally offensive or insulting language, gestures or images. Hostile or derogatory comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, or political affiliation are not permitted.
2. Don't engage in unwanted physical or sexual attention, which includes but is not limited to questions of a sexual nature, asking for sexual favors, repeatedly asking for dates or contact information, or the inappropriate display of nudity or sexual images.
3. Don't engage in illegal activities. This includes but is not limited to engaging in violent and threatening behavior, inciting violence, stalking, intimidating, bullying, trolling, or retaliating against anyone who files a complaint.
4. Don't engage in sustained or willful disruption of talks or other conference activities, including online discussion and continued communication after a request to cease.
5. Don't post inappropriate images, comments or jokes on RVTEC community forums, including the mailing list, Slack, Zooms or other virtual formats.
6. Don't misuse or share private communications or personal information including deliberate "outing" of any aspect of a person's identity without their consent.

# Help us to grow

“Renew the request for volunteers to advance future DEI efforts.”

Self nominations are welcome. Reach out to us at [rvtec-dei@unols.org](mailto:rvtec-dei@unols.org)

# In closing

**MERAS** (Maintaining an Environment of Respect Aboard Ships)  
is having a breakout session Nov 2 (Weds) 3-3:50pm.

Questions? Feel free to reach us at: [rvtec-dei@unols.org](mailto:rvtec-dei@unols.org)