



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



2023 RVTEC Meeting

Join us and help us grow!

- WG: members of RVTEC community volunteer our time and contribute to DEI efforts
- We meet first Thursday of the month 12 pm Pacific Time
- Next meeting: November 2, 2023
- Reach out, join us and help us grow: rvtec-dei@unols.org
- Join zoom meeting:
<https://washington.zoom.us/j/96066623094>
- All members are invited: listen, share in the discussion, offer resources, present on topics of interest, perhaps share your institution's DEI trainings, etc.

Moving Forward


- WG started meeting early 2022
- Developed Mission Statement, approved August 2022
- Developed *Code of Conduct*, approved May 2023
- WG agreed there is real value in continuing meetings
- Gabe Matthias invited participants to brainstorm new topics
 - DEI awareness raising activities (e.g. *Privilege Walk*)
 - Educational discussions (e.g. Emily Shimada facilitated group discussion: *“How we can be more welcoming and inclusive”*)
 - Invite expert speakers to facilitate discussions and training
 - Develop an anonymous feedback form
 - Rotate monthly host/facilitators

Introducing the 'Privilege Walk' Activity

- Invitations were emailed: submit *RVTEC Privilege Walk Survey*
- Questionnaire that people can complete as a group or alone
- Stemmed from the work of Scholar, Peggy McIntosh, 1989
- Invited people to reflect on obstacles and privileges experienced
- An exercise of self-reflection that reminds us to exercise empathy
- Widely adapted in academia and the corporate world
- [Privilege Walk Activity \(in-person version\)](#)

- WG adapted this thought provoking activity into a brief anonymous google survey (*Agree or Disagree*).
- Submit survey only once.
- WHOVA announcement with link: [RVTEC Privilege Walk Survey](#).

**Survey open until 4 pm today
Tuesday, October 24**



RVTEC ~ PRIVILEGE WALK SURVEY

PLEASE ANSWER EACH QUESTION BY SELECTING **AGREE** OR **DISAGREE**.

THIS IS AN ANONYMOUS SURVEY.

maria@unols.org [Switch account](#)

Not shared

* Indicates required question

People of my race are widely represented in media, positively as well as negatively. *

AGREE

DISAGREE

I did not feel demographically different from my peers while preparing academically for a career in the marine workforce. *

AGREE

DISAGREE

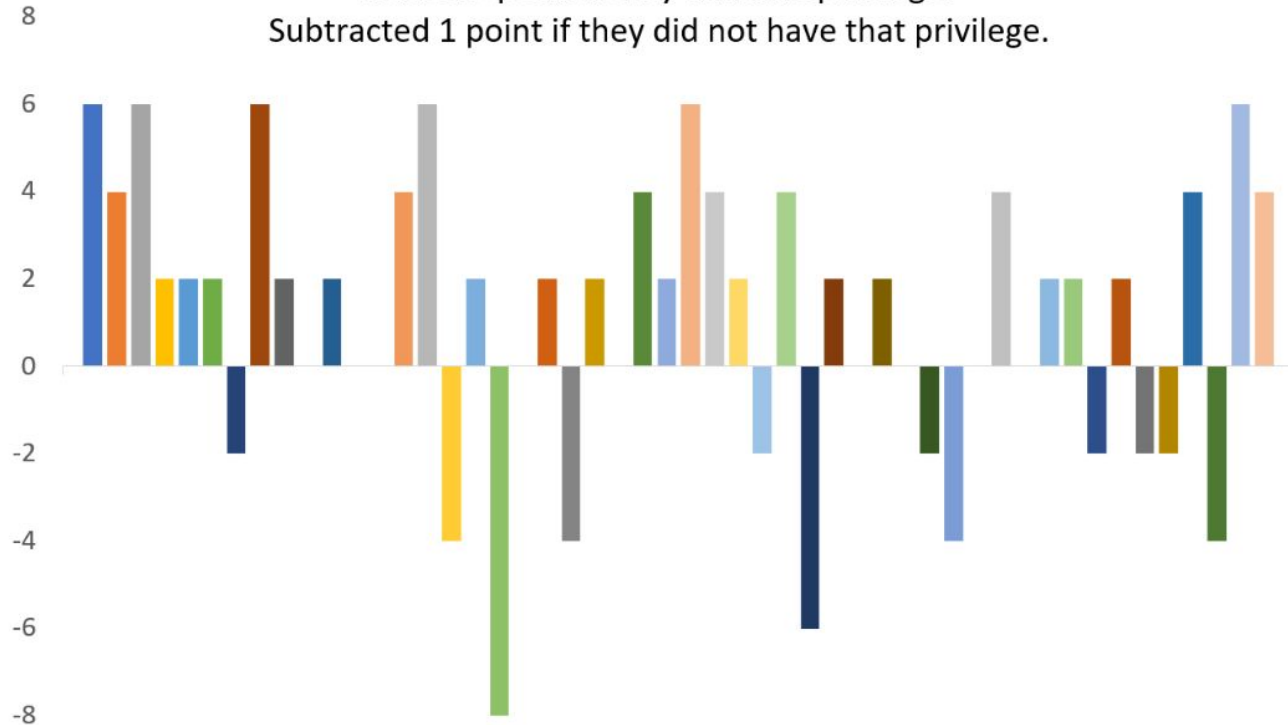
PRIVILEGE WALK SAMPLE SURVEY RESULTS

Each participant started with zero points.

Each question identified a privilege.

Added 1 point if they had that privilege.

Subtracted 1 point if they did not have that privilege.



Final score for each participant (n=50)

Join the group discussion

Breakout Session

Tomorrow, Wednesday, October 25, 1:30 PM

Pakalana Meeting Room

- Discuss the final results and impressions of activity
- How we can use knowledge gained to
 - Help make the fleet more welcoming?
 - Help provide access and opportunity?

Thank you!



Image credit: Pixabay