

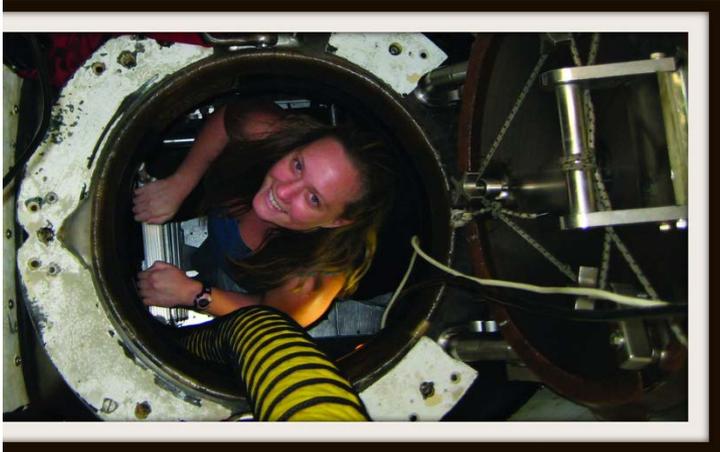
Diversity and Inclusion Strategies

NDSF NATIONAL
DEEP SUBMERGENCE
FACILITY



Diversity and Inclusion Strategies

Activities at WHOI include:

- The Board of Trustees has established a Board DEI committee
 - The WHOI Committee for Diversity, Equity, and Inclusion is active across a wide range of Institution activities
 - Recruitment of a WHOI Diversity Officer is underway
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- WHOI Human Resources is
 - Adding recruitment strategies for all position postings and added personnel certified in Diversity Recruitment
 - Adding training for supervisors to infuse DEI awareness
 - Developing best practices to ensure diversity in Scientific Staff Recruitment
 - WHOI educational programs continue to emphasize broadening participation in the ocean sciences and engineering through recruitment at undergraduate, graduate, and postdoctoral levels.
 - Actively working to forge partnerships and collaborations

Diversity and Inclusion Strategies

Activity and Progress within NDSF:

- Since 2015 NDSF and associated laboratories have added 10 members representing non-traditional backgrounds
- MATE continues to be a valuable tool for engagement and recruitment – useful example leading to expanded action
- Specific training and awareness during each pre-cruise planning activity as well as during our recent retreat
- Focused actions relative to targeting our recruitments
- Ocean Exploration Cooperative Institute and members can add significant value to our efforts (OET, USM/Tuskegee) – Partnerships are key part of our future efforts
- NDSF representation on internal WHOI committees