Diversity and Inclusion Strategies
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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

- 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
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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