

Increasing Diversity in Your Programs

Boston Harbor Educator Workshop
Community Gathering Session 1

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Ocean Sciences are not diverse

8.8%

8.8% of current graduate students in the ocean sciences in US come from groups considered a minority (Black, Hispanic/Latinx, Native Alaskan, Native American, Pacific Islander)

The majority of our educational programs are designed for individuals who are

Able-bodied

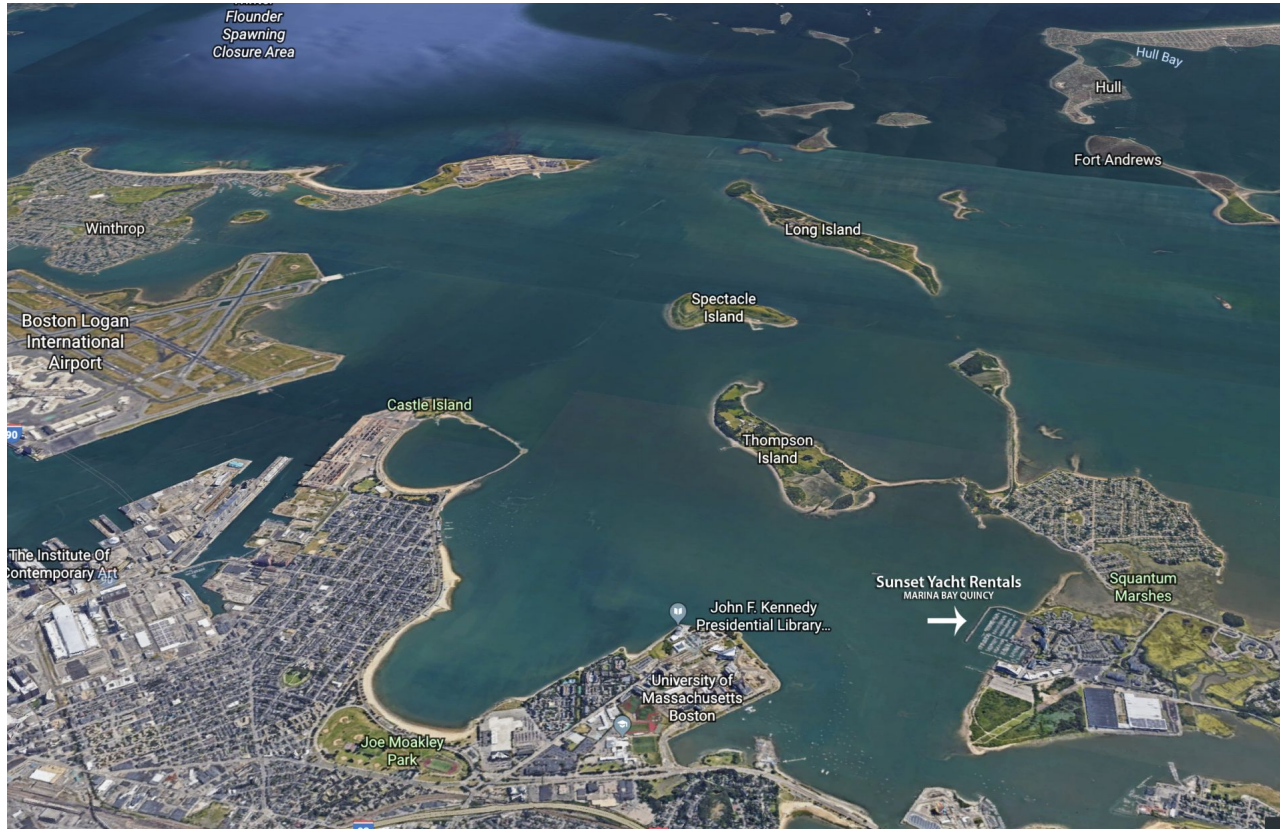
Lack of diversity stifles innovation and objectivity



@alyssasieb

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We need to change the system. We are the system.



Know your Social Identity

Class	Middle to Upper
Citizenship	USA
Ability	Able Bodied
Race	White
Sexual Orientation	Heterosexual
Gender	Male
Religion	Christianity



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Let's Be Action focused with Concrete Actions

How can we change the culture in our climate and ocean science programs in Boston Harbor?



Start Meetings with a Land Acknowledgement

“I would like to start by acknowledging that the land from which I write is the traditional, unceded territory of the [Wampanoag People](#). I acknowledge the painful history of genocide and forced removal from this territory, and I honor and respect the many diverse indigenous people connected to this land.” - Danielle Wood

- Know what native land you are on, and how to pronounce it. <https://native-land.ca/>
- Take time to reflect on the harm that was done, continues to be done, and will be done in the future
- Focus on Land use
- Set an intention for how you intend to act in the future

Representation in programs and staff

Trying to have representation on your staff, but having a hard time hiring?

- Offer Paid Internships
- Remove bias from job descriptions
 - genderdecoder - <https://gender-decoder.katmatfield.com/>
 - Applied - <https://www.beapplied.com/>
- Adopt Inclusive leadership principles

Review Lesson Plans and curriculum

- Use photos of diverse individuals - nappy.co for free stock photos
- Examples featuring non-dominant identities

Offer programs where diverse students gather

- Recruiting youth to programs in standard ways is not resulting in highly diverse programs
- Many minority communities have organizations that offer programs, see if you can offer your program to their community.
- Be prepared to build trust. This can take 20 - 30 hours of programming with unfamiliar communities.

Your Turn -

Form Small groups

- Share **strategies you use** to increase diversity in your programs
- Share **challenges you face** when trying to increase diversity in your programs
- Take notes

We'll come back together to share a few ideas

Next Steps - I'll gather notes and compile a set of resources and effective practices for everyone

View Diversity as a Culture Add

- Honor and invite cultural diversity
 - Students with non-dominant identities have a lot to add to your programs
- Create safe spaces for conversations and be prepared for culture shock
- Remember collective intelligence, diverse perspectives make a better team
 - Reinterpret marginalized identities as assets
- Take time to learn and pronounce each others names
- Be prepared to make mistakes. Simply apologize and learn from them.