

SUPPLEMENTARY MATERIALS FOR

REFLECTING ON **SEA GRANT'S**
EFFORTS TO STRENGTHEN
DEIJA AND SUPPORT RESILIENT
COASTAL COMMUNITIES

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Washington Sea Grant

With the example of the Sea Grant 10-year DEI Vision and the support of the Sea Grant DEIJA CoP, Washington Sea Grant's (WaSG) newly formed DEI workgroup created the WaSG DEI 10-year Roadmap as one of its first DEI projects. The Roadmap applies the Sea Grant DEI Vision and the University of Washington's Diversity Blueprint to the specific work of WaSG. The Roadmap has been foundational in moving DEIJA work forward by developing work plans, creating internal DEI structures so that all WaSG staff can participate in DEI work, providing internal DEI trainings that build on each other to all staff, and including DEI principles in the hiring and retention of staff and fellows.

Wisconsin Sea Grant

Wisconsin Sea Grant (WISG) conducted an audit to identify areas for improvement in DEIJA. In their last two biennial competitive grant cycles, WISG has included *Justice, Equity, Diversity and Inclusion for Under-Represented Coastal Communities* as a major focus area of their request for proposal (RFP). The RFP explicitly requests proposals strive to promote the ideals of justice, equity, diversity and inclusion. As a result, research projects funded by WISG are directly working with marginalized communities to identify solutions together.

New Hampshire Sea Grant

New Hampshire Sea Grant (NHSG) was inspired by the first DEI Session in 2016 igniting a recognition, curiosity, and commitment to do better. NHSG is connected to thousands of volunteers through 15 established programs each year who reach tens of thousands of individuals. NHSG established training with 8 modules, each a 2-week unit, with a live session and online discussion covering demography, social identity and culture, implicit bias, structural bias, inclusion (ability and disability), engaging in challenging conversations (with interactive theater team), and responding to dilemmas.

Hawai'i Sea Grant

Inspired by the goals and desired outcomes of the Sea Grant 10-Year DEI Vision, Hawai'i Sea Grant (HISG) created the assistant director for diversity and community engagement position as part of the program's leadership team. This position is dedicated to strategizing DEIJA activities within the program and across the network to maintain connectivity, identify needs, facilitate professional development opportunities, and coordinate with Sea Grant leadership including the National Sea Grant Office, Sea Grant Association, Sea Grant Advisory Board as well as centers at the University of Hawai'i at Mānoa to ensure principles of DEIJA are being centered. More positions across the Sea Grant network are being created to support similar efforts.

California Sea Grant

California Sea Grant (CASG) recently launched a competitive opportunity called "Pathways to Inclusive Research Training" that supported research mentors developing pilot programs for undergraduates from underserved/underrepresented groups to engage in marine/coastal science. CASG made \$600,000 available to fund 8-12 projects with a 25% match requirement. The priorities of this project were environmental justice, co-production, developing connections with minority-serving institutions, fostering a cohort, and supporting diverse teams. Proposals were reviewed for scientific merit, student activities, research community culture, and mentorship experience.

North Carolina Sea Grant

North Carolina Sea Grant (NCSG) is coordinating the 3-year old program originally codeveloped by the DEIJA and Traditional and Local Knowledge Communities of Practice called *Community Engaged Internship (CEI) Program*. CEI is designed for undergraduate students from underrepresented and indigenous communities and the primary goal of this 8-10 week program is to broaden participation in marine and coastal professions by providing training and mentorship to the next generation of scientists, decision makers, and community leaders. Since 2021, all 34 Sea Grant programs have mentored an undergraduate student and there have been a total of 141 interns and 191 supervisors.

Figure S1. Selected case studies from Washington, Wisconsin, New Hampshire, Hawai'i, California, and North Carolina Sea Grant Programs as examples of DEIJA initiatives and ongoing activities created by individual programs and inspired by the DEIJA Community of Practice.