



14 April 2021

Since our first letter to fellow scientists and the general public on October 14, 2020, we continue to be appalled, grieved, and exhausted by the ongoing pattern of hate crimes against Asian Americans and Pacific Islanders (AAPI) and the violence against Black people by the police. We are encouraged that the verdict in the trial of Derek Chauvin for the murder of George Floyd is a step toward accountability. At the same time, we lament that during the first 20 days of the trial, nearly 40 BIPOC people were killed by police. We do not condone any act of hate, especially those against an individual appearing to belong to the BIPOC community. The verbal and physical abuse against AAPI elders, whether prompted by false fears of Covid transmission or not, is unacceptable. At AOS we do not stand for violence of one human against another human, and no human should get a free pass to be more violent than others.

We reaffirm the list of actions we promised in 2020. Since that list, we have also:

1. Formed a company Unlearning Racism in Geoscience (URGE) Pod and have participated in all seven sessions to date.
2. Begun collaborations with scientists in the Dominican Republic and South Africa via fieldwork in March 2021, and are planning education and outreach programs, peer-reviewed papers, and future collaborative research projects with them. Discussions for promoting anti-racism and modeling healthy inter-racial collaborations to younger scientists are key parts of the planning for these activities.
3. Been chosen as a mentor in the Acoustical Society of America's (ASA) Summer Undergraduate Research or Internship Experience in Acoustics (SURIEA) program.

We are saddened that society in the year 2021 has not learned from itself in 2020. At AOS, we are committed to building a culture where we can talk openly and honestly about hard topics facing society today and supporting each other in promoting effective solutions. We commit to continue to keep our ears and hearts open and work towards a world of equity and equality.

CEO and Staff of Applied Ocean Sciences LLC