



14 October 2020

At Applied Ocean Sciences, we have taken a concerted anti-racism stance in the light of George Floyd's murder, other recent acts of violence against the Black community, and the subsequent resurgence of the Black Lives Matter movement. We condemn racism in all its forms and acknowledge that systemic white supremacy is a strong force in our world which must be fought against. The large majority of our company is white and over half of our company is male. We know that this does not represent society at-large, and so we believe that we are the gatekeepers to changing our demographics accordingly. We therefore see ourselves as scientists and strive to become allies, acknowledging how far the fields of oceanography and acoustics have to go in the fight for racial equity. To be allies we must not be complicit. We must also identify the most effective actions a small (19-person) consulting company can take to encourage anti-racism policies and societal change in academia, higher education, and professional organizations. We commit to these concrete actions into the future and do not assume that one action is sufficient for making change.

In an act of transparency, we provide here a list of actions we have taken as of July 15, 2020, and those we are planning to take in months and years to come.

1. We have dedicated all company-wide All-Hands meetings and an Off-site session, which are required attendance for all employees, since the end of May 2020 to the following topics:
 - a) Identifying our implicit biases
 - b) Identifying our reactions to the killing of George Floyd and police brutality in general
 - c) Identifying ways we can individually educate ourselves
 - d) Identifying action items we can take as a company to be a welcoming environment to future employees from all walks of life
2. We have organized smaller reading groups to discuss books, podcasts, movies, and other media, starting with White Fragility. Future materials of discussion will grow, but for now the list contains:
 - a) UCSD's Black Student Union 2020 Statement
 - b) AdvanceGeo Partnership's online resource guide for race relations
 - c) UC Davis STEM faculty resource guide
 - d) UCSD Library's Anti-Racism guide
 - e) Black Lives Matter Allyship Resource Guide
 - f) The Anti-Racism for Beginners Resource List
 - g) Books, podcasts, and other media from black authors and creators about race as suggested through such platforms like Netflix, YouTube, Kindle, etc.
3. We have merged our internship program development group with our diversity working group as we formally establish an internship program. Therefore, our paid internship program will be geared specifically to bring more Black, Indigenous, and Latinx young career scientists and students into our company to be exposed to the

world of oceanographic research and acoustics. In almost every grant we write, we are writing in plans for paid student interns, so that they can get access, training, and experience in the field work and lab work that helps foster a career in oceanography and acoustics. We are looking to partner with HBCUs to expand where we actively recruit scientists and engineers for our internships, acknowledging that we have fallen short in relying on personal connections to institutions and undergraduate students in the past. One conference that some of our company members will now attend and be a societal member of is SACNAS, since this group is already very good at facilitating collaborations between students and professionals. We vow to make all field work and ship work an inclusive, safe, and accessible.

4. We will write funding into our grants to attend conferences like SACNAS so that we can network with students and professors of color in a space where we may not all have attended before and can open ourselves to cultural learning experiences that do not usually exist at most scientific conferences.
5. We will diversify where our community outreach efforts are directed. In addition to “Skype a Scientist” and spreading information about summer school or other opportunities through just our friends’ groups, we have created a living document as a “list serve” of places to disperse information. For now, this growing list includes:
 - a) The YWCA after school programming managers in Minneapolis and Seattle
 - b) The MESA blog site
 - c) WashingtonSTEM
6. When we are asked to nominate colleagues to committees, for awards, to be reviewers, to convene sessions, and when we are citing our colleagues’ work, we acknowledge we must intentionally put more thought into the racial and gender equity of those who we recommend. We promise to be much more intentional with the power we have been given as senior voices in the sciences to help shape these sessions, committees, and journal boards, to help them reflect the diversity present in the sciences.
7. We will be in the room, hearing the experiences of our BIPOC fellow scientists. At all virtual conferences we attend this year, and whenever we can attend an in-person conference again, we promise that we will attend the Diversity sessions as non-minoritized members with attentive, listening ears. When we are helping to plan a meeting, we will put these events in more prominent time slots without multiple conflicts in future conferences.
8. We have signed the GSA’s petition of anti-racism in the geosciences and presented a letter of support.

This list is not exhaustive and will change over time as the needs of forming a more equitable society also adjust. We promise to be active listeners in what we can do to push the needle towards equity.