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| 1/31/2021 | Letter to the Department of Oceanography | Updated automatically every 5 minutes |
| Le�er to the Depa�ment of Oceanography |

[View signatures of support](https://www.google.com/url?q=https://docs.google.com/spreadsheets/d/e/2PACX-1vQOyOebSQ6TRbauVZOMSiVgLnEEPgvyS7Xy7PQbWXWXR8XC04nGDf9HY13qOOdHcpEMfgCmDdJOVrM-/pubhtml?gid%3D354786263%26single%3Dtrue&sa=D&ust=1612145630642000&usg=AOvVaw1-324JYKZyLgkQj8ea3E6S)

July 13, 2020

Dear all University of Hawaiʻi at Mānoa Department of   
Oceanography Faculty Members,

The upper echelons of the School of Ocean and   
Earth Sciences and Technology (SOEST),   
including graduate and post-graduate scholars, faculty, and   
administration within the Department of Oceanography,   
are predominantly white (see appendices). Of our 34 Level   
3 Regular Graduate Faculty members in the department,   
only three identify as People of Color, and we have no   
faculty members who identify as Black (data from Ocean   
o�ce). This inequity is a disservice to the pursuit of   
knowledge as we cannot come to understand the natural   
world with only a narrow Euro- and white-centric   
worldview. What follows are the policies we need in order   
for true anti-racism work to take root, and thus for   
diversity, equity, and inclusion action to be e�ective.

Attempts to correct racial inequality in our   
[department have been ine�ectual. The SOEST Council on](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/response_to_report_soest.docx&sa=D&ust=1612145630643000&usg=AOvVaw3b0waTC4zsSJ6wm9BYzIVS)   
[Diversity, Equity, and I](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/response_to_report_soest.docx&sa=D&ust=1612145630643000&usg=AOvVaw3b0waTC4zsSJ6wm9BYzIVS)[nclusion was](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630644000&usg=AOvVaw2ujMc3WuCLIq35-3nHL484) [established in](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/response_to_report_soest.docx&sa=D&ust=1612145630643000&usg=AOvVaw3b0waTC4zsSJ6wm9BYzIVS)   
[response to a condemning](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/response_to_report_soest.docx&sa=D&ust=1612145630643000&usg=AOvVaw3b0waTC4zsSJ6wm9BYzIVS) [external review](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630644000&usg=AOvVaw2ujMc3WuCLIq35-3nHL484) [that highlighted](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/response_to_report_soest.docx&sa=D&ust=1612145630643000&usg=AOvVaw3b0waTC4zsSJ6wm9BYzIVS)   
[the inequitable treatment o](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/response_to_report_soest.docx&sa=D&ust=1612145630643000&usg=AOvVaw3b0waTC4zsSJ6wm9BYzIVS)[f women and b](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630644000&usg=AOvVaw2ujMc3WuCLIq35-3nHL484)[rash dismissal of](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/response_to_report_soest.docx&sa=D&ust=1612145630643000&usg=AOvVaw3b0waTC4zsSJ6wm9BYzIVS)   
sexual assault reports within SOEST. The appointment of   
Anita Lopez as its interim Director was announced on   
April 12, 2019. Some may consider the establishment of the   
SOEST council as long-overdue progress in addressing   
diversity issues, yet intersectionality of systemic sexism and   
racism at our institution has never been a signi�cant part of   
the council’s discourse. The inaction of the council   
exempli�es the system that upholds white supremacy   
within the department, which excludes and thus silences   
Black, Indigenous, and People of Color (BIPOC) voices on   
matters of diversity.

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| We are Black, Indigenous, and People of Color sta�,  student, and postdoctoral members involved with the  Department of Oceanography. We have found the SOEST  council to be inadequate at resolving the institutional  racism present in our department, and as such, we have  decided we must take action into our own hands. There  must be an urgency to address institutional racism properly,  and there must also be an urgent commitment to  implement long-term, lasting solutions that deliver justice  to marginalized groups. BIPOC and allies have made  signi�cant contributions to the department, including but  not limited to GRExit, [Maile Men](https://docs.google.com/)tor[ing Program](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0), Halau  ola Honua, graduate st~~[udent stipen](https://docs.google.com/)~~d i~~[ncrease, and](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0)~~ SOEST Published by [Google Drive](https://docs.google.com/) – [Report Abuse](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0) |  |
| https://docs.google.com/document/u/1/d/e/2PACX-1vR5nX2oFimUg4ZFaK94ParM0DBEVQlRpfilMu9r-H8Tq4O9uKfoykz8B8X-Q\_FYRSNfFbUmKTQg0HF\_/pub | 1/7 |

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| external review. However, more work needs to be done. We  Le�er to the Depa�ment of Oceanography insist that our department foster a culture and community that: values and seeks the perspectives and contributions of Black, Indigenous, and People of Color; elevates indigenous Hawaiian knowledge and its practitioners; and actively practices anti-racism.  Therefore, we demand that all of our faculty, sta�, postdoctoral researchers, and students be fully committed to addressing racism and dismantling the racial hierarchy pervasive within the Department of Oceanography. We make this demand with the understanding that not all members of our department may receive it well; given our group’s small numbers and diverse racial backgrounds, we expect there may be dismissal of the severity of our concerns and intense backlash due to underlying racism. The safety and wellbeing of ourselves and our oppressed community members are at stake. We thus look to our supportive faculty, sta�, postdocs, and students to use the extent of their privileges to protect members of our group and challenge any and all racism, whether implied or overt, that they may encounter among colleagues. | |

A [statement](https://www.google.com/url?q=https://www.soest.hawaii.edu/soestwp/announce/news/an-important-message-to-our-community/&sa=D&ust=1612145630645000&usg=AOvVaw3wxwRv-yFn_XkiUt3B0oxq) was sent out by SOEST on June 3, 2020 signed   
by [several](https://www.google.com/url?q=https://www.soest.hawaii.edu/soestwp/announce/news/an-important-message-to-our-community/&sa=D&ust=1612145630645000&usg=AOvVaw3wxwRv-yFn_XkiUt3B0oxq) faculty members of the Department of   
Oceanography. Part of this statement included a   
commitment:

“We are actively working to build and promote an anti-  
racist, anti-sexist, and anti-discriminatory environment   
within which all persons can feel safe and be safe every day   
throughout their time in our school.”

In the entirety of the statement, there was no   
accountability taken for the racist, sexist, and   
discriminatory environment that persists in SOEST. There   
was also a glaring absence of action items to identify ways in   
which anti-racism work would proceed. While we will hold   
accountable those who signed the SOEST statement to   
active participation in anti-racism work, this burden should   
not fall only on the faculty members who o�ered their   
signatures, but on our entire department. As evidenced in   
part by the continued consideration and hiring of mostly   
white faculty, presently in our department, racism and   
white supremacy are the status quo. This department can   
only move forward after collectively acknowledging its past   
and present role in upholding a racist hierarchy, and   
dismantling institutional racism in our department cannot   
happen without individuals �rst confronting their own   
internalized racism. Individuals must also be properly   
equipped to spot and challenge racist action and inaction as   
they witness it. A subsequent document is in preparation   
and will contain examples and de�nitions of topics related   
to anti-racism work. Anti-racism work has not been actively   
practiced and is not an explicit policy set within our   
department, and this must change. In order to address this   
in part, we demand a mandatory annual anti-racism   
training for all faculty, sta�, postdocs, and graduate   
students.

From [Periodic Evaluation of Oceanography Faculty](https://www.google.com/url?q=http://www.soest.hawaii.edu/oceanography/policies/evaluatefaculty.pdf&sa=D&ust=1612145630646000&usg=AOvVaw37MkuzeMFl4TXw_dEjb1ad):

“The basis for the evaluation is continued professional   
growth as evidenced by the quality, e�ectiveness, and   
continuity of activities in the areas of teaching, research,   
and service.”

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| Part of the eva[luation of](https://docs.google.com/) Oce[anography fa](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0)culty is  based on service co~~[ntributions](https://docs.google.com/)~~ to ~~[the depa](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0)~~rtment, Published by [Google Drive](https://docs.google.com/) – [Report Abuse](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0) |  |
| https://docs.google.com/document/u/1/d/e/2PACX-1vR5nX2oFimUg4ZFaK94ParM0DBEVQlRpfilMu9r-H8Tq4O9uKfoykz8B8X-Q\_FYRSNfFbUmKTQg0HF\_/pub | 2/7 |

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| university, the profession, and the community. To further  Le�er to the Depa�ment of Oceanography hold faculty accountable, we demand that anti-racism work be explicitly stated in policy as part of the periodic evaluation of faculty criteria under service contributions. Many of our faculty members also serve as mentors to [graduate students and postdoctoral research](https://www.google.com/url?q=http://www.soest.hawaii.edu/oceanography/policies/mentoring_guide.pdf&sa=D&ust=1612145630647000&usg=AOvVaw3P2_l9-ZpQbCJDxuB2uR1e)ers. The [Faculty Guide to Mentoring Graduate Students](https://www.google.com/url?q=http://www.soest.hawaii.edu/oceanography/policies/mentoring_guide.pdf&sa=D&ust=1612145630647000&usg=AOvVaw3P2_l9-ZpQbCJDxuB2uR1e) (pp. 10-[14), recommends that faculty “4. Know the](https://www.google.com/url?q=http://www.soest.hawaii.edu/oceanography/policies/mentoring_guide.pdf&sa=D&ust=1612145630647000&usg=AOvVaw3P2_l9-ZpQbCJDxuB2uR1e) common concerns of all graduate students,” and “5. Understand the diverse factors that in�uence students’ mentoring needs.”As the culture and policies of our department currently stand, we cannot in good faith recommend this department to prospective BIPOC students. | |

Another portion of the SOEST statement claims:

“We acknowledge our collective history, including the   
racism underlying the overthrow of the Hawaiian   
Kingdom, and the need for compassion, understanding and   
empathy in our daily relationships.”

We are left to assume that all those who have signed   
the SOEST statement have been provided with su�cient   
education on the illegal overthrow of the Hawaiian   
Kingdom. We are also left to assume that the signers wholly   
understand that the many consequences of this crime,   
namely racism against Native Hawaiians, are longstanding,   
far reaching, and broadly occurring to this day. To avoid   
assumptions and to ensure the proper and su�cient   
education of faculty, sta�, postdocs, and graduate students,   
we demand that education on the history of Hawaiʻi and   
Native Hawaiian oppression be integrated as part of the   
mandatory annual anti-racism training.

Our department has bene�ted from the unique   
cultural heritage, values, and resources of Native Hawaiians   
within whose communities we live, work, and study. We   
acknowledge the many forms of scienti�c knowledge that   
are indigenous to Hawaiʻi as well as their practitioners. It   
has been [made clear that this depart](https://www.google.com/url?q=http://kamehamehapublishing.org/_assets/publishing/hulili/Hulili_Vol10_ch10_Lipe.pdf&sa=D&ust=1612145630648000&usg=AOvVaw0Lr7kPmDqo7nEVfwQNlcVM)ment does not aim to   
foster a [Hawaiian Place of Learning](https://www.google.com/url?q=http://kamehamehapublishing.org/_assets/publishing/hulili/Hulili_Vol10_ch10_Lipe.pdf&sa=D&ust=1612145630648000&usg=AOvVaw0Lr7kPmDqo7nEVfwQNlcVM) due to its absence of   
policy di[rected at upholding this valu](https://www.google.com/url?q=http://kamehamehapublishing.org/_assets/publishing/hulili/Hulili_Vol10_ch10_Lipe.pdf&sa=D&ust=1612145630648000&usg=AOvVaw0Lr7kPmDqo7nEVfwQNlcVM)e, despite this being an   
explicit [value](https://www.google.com/url?q=http://www.uhm.hawaii.edu/strategicplan/vision-2011-2015/pdf/achieving-our-destiny-draft.pdf&sa=D&ust=1612145630648000&usg=AOvVaw1COVEY3DvjZ_Ly-C4D2SvO) of the University of Hawaiʻi. In recognition of   
the dep[artm](https://www.google.com/url?q=http://www.uhm.hawaii.edu/strategicplan/vision-2011-2015/pdf/achieving-our-destiny-draft.pdf&sa=D&ust=1612145630648000&usg=AOvVaw1COVEY3DvjZ_Ly-C4D2SvO)ent and the University of Hawaiʻi’s historical   
exclusion of Native Hawaiians, we explicitly stand against   
racism toward Native Hawaiians in its implied and overt   
forms, and we demand to see this sentiment re�ected in our   
department’s policies. We further demand the addition of   
policy that ampli�es the importance of Indigenous science   
and the involvement of Indigenous scientists.

The Black population faces tremendous obstacles in   
the pursuit of equality due to the history of slavery,   
segregation, mass incarceration, and prejudice. Lack of   
representation of Black persons in the sciences is a   
symptom of both past and present injustices. Within   
Hawaiʻi, the population is only 2% self-identi�ed as Black   
(see appendices); the second smallest racial demographic in   
the state. This furthers the Black challenges due to lack of   
community and isolation. In addition, all cultures in   
Hawaiʻi engage in anti-black discord either through overt   
racism or colorism. Within the Oceanography Department,   
Black representation is absent not only in the bodies that   
walk our halls, but also in the science we study, the cultures   
we celebrate, and the perspectives we value. Our   
department is capable of elevating the Black population and   
we demand a commitment to this goal.

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| On June 9, 2020, the Oceanography Department  Le�er to the Depa�ment of Oceanography pledged to form a Diversity, Equity, and Inclusion committee. While we are appreciative of the anti-racist intention, we do not support this as a permanent solution. The members of a permanent committee would have other primary obligations as well as no formal education or experience in dealing with interpersonal and institutional anti-racism work. We propose instead an interim Diversity, Equity, and Inclusion committee. We would like to emphasize that this will be a temporary committee and that this is not a permanent solution. This committee will be made up of individuals from faculty, sta�, postdocs, and students within the Department of Oceanography. Our recommendations on the formation of this committee are in progress and will be available upon request. | |

We are supportive of the proposal made by our Department   
Chair:

“The charge of this committee is to identify   
concrete, meaningful changes that we can implement to   
help our department become more welcoming, diverse,   
representative of, and responsive to the communities we   
serve. So, as we discuss the formation of this committee it is   
crucial that we have members who are skilled at proposal   
writing and private foundation relations, to bring in   
external funds to establish programs similar to Halau ola   
Honua and Maile Mentoring.”

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| We demand a full-time sta� position designated to [serve in our department. Th](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630650000&usg=AOvVaw1BnUsu5YOchTjeiWbIw1u-)[ere is preceden](https://www.google.com/url?q=https://scripps.ucsd.edu/news/scripps-community-awarded-equity-diversity-and-inclusion&sa=D&ust=1612145630650000&usg=AOvVaw1LpMY-Dg1rTUMA4AH_evdM)[t for success at other institutions such as](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630650000&usg=AOvVaw1BnUsu5YOchTjeiWbIw1u-) [UCSD Scripps](https://www.google.com/url?q=https://scripps.ucsd.edu/news/scripps-community-awarded-equity-diversity-and-inclusion&sa=D&ust=1612145630650000&usg=AOvVaw1LpMY-Dg1rTUMA4AH_evdM)[. The SOEST external](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630650000&usg=AOvVaw1BnUsu5YOchTjeiWbIw1u-)  [review](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630650000&usg=AOvVaw1BnUsu5YOchTjeiWbIw1u-)  [als](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630650000&usg=AOvVaw1BnUsu5YOchTjeiWbIw1u-)[o](https://www.google.com/url?q=https://scripps.ucsd.edu/news/scripps-community-awarded-equity-diversity-and-inclusion&sa=D&ust=1612145630650000&usg=AOvVaw1LpMY-Dg1rTUMA4AH_evdM)  [recomm](https://www.google.com/url?q=https://scripps.ucsd.edu/news/scripps-community-awarded-equity-diversity-and-inclusion&sa=D&ust=1612145630650000&usg=AOvVaw1LpMY-Dg1rTUMA4AH_evdM)[ended](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630650000&usg=AOvVaw1BnUsu5YOchTjeiWbIw1u-)  [the immediate procurement of a full-time position, whereas](https://www.google.com/url?q=https://manoa.hawaii.edu/ovcaa/program_review/pdf/2019/external_reviewers_report_soest.pdf&sa=D&ust=1612145630650000&usg=AOvVaw1BnUsu5YOchTjeiWbIw1u-) currently, only a part-time position is �lled. We are fully aware that �nancial resources are scarce, and that the COVID-19 pandemic has further limited potential avenues of funding; however, we do not see this as an excuse to avoid demands for justice. This presents an opportunity for committee members to seek creative �nancial solutions. Our aforementioned demands will be delegated to this full-time sta� position, and they will see to it that our concerns are addressed and solutions are perpetually carried out. This person will prepare anti-racism trainings, aid in drafting anti-racist policy, seek ways to expand equity, diversity, and inclusion initiatives, continuously monitor progress, make diversity statistics publicly available, and revise and update procedures as the needs of the department shift. This person must also have an intimate understanding of the culture unique to Hawaiʻi and Native Hawaiians. Our department should seize this opportunity to serve as an example to other departments, to SOEST, and to our university as a whole. |

We understand the formation of an interim   
committee and subsequent hiring of a full-time sta� will   
not be immediate; however, the department can still take   
immediate action. We demand an opportunity to   
hoʻoponopono with all faculty, sta�, postdocs, and   
students facilitated by an external mediator trained in the   
practices of hoʻoponopono.

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| Within two weeks, we demand a signed response to  this letter from faculty. This response should also include  accountability measures for uncooperative faculty. If the  faculty are unable to come to a consensus on a singular  document, individuals or groups may submit their  responses separately. Published by [Google Drive](https://docs.google.com/) – [Report Abuse](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0) |  |
| https://docs.google.com/document/u/1/d/e/2PACX-1vR5nX2oFimUg4ZFaK94ParM0DBEVQlRpfilMu9r-H8Tq4O9uKfoykz8B8X-Q\_FYRSNfFbUmKTQg0HF\_/pub | 4/7 |

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| Finally, the murders of George Floyd, Ahmaud  Le�er to the Depa�ment of Oceanography Arbery, and Breonna Taylor, the ongoing national protests  against anti-Black police brutality, and the Black Lives  Matter movement have provided us with the  encouragement and opportunity to make these demands.  We would like to give proper credit to the contributions of  the Black community, whose demands for equality led to  the culmination of this document. | |

Sincerely,

(alphabetically)

Petra Kim Byl   
Andrian Gajigan   
Kekuʻiapōiula Keliipuleole   
Andrés Esteban Salazar Estrada   
Ashley Hiʻilani Sanchez   
Eric Masa Shimabukuro   
Clarisse Eleanor Santos Sullivan   
William Hoakaokalani Thomas   
Thanh Van Tran

(Black, Indigenous, and People of Color Graduate   
Students, Sta�, and Postdoctoral Researchers of the   
Departm[ent of Oceanography and Marin](mailto:uhm.marine.bipoc@gmail.com)e Biology)   
Contact: [uhm.marine.bipoc@gmail.com](mailto:uhm.marine.bipoc@gmail.com)

[Click to sign in support](https://www.google.com/url?q=https://docs.google.com/spreadsheets/d/e/2PACX-1vQOyOebSQ6TRbauVZOMSiVgLnEEPgvyS7Xy7PQbWXWXR8XC04nGDf9HY13qOOdHcpEMfgCmDdJOVrM-/pubhtml?gid%3D354786263%26single%3Dtrue&sa=D&ust=1612145630653000&usg=AOvVaw1cSv1N7GkD-190XxEW0JaB)   
[Click to view signatures of support](https://www.google.com/url?q=https://docs.google.com/spreadsheets/d/e/2PACX-1vQOyOebSQ6TRbauVZOMSiVgLnEEPgvyS7Xy7PQbWXWXR8XC04nGDf9HY13qOOdHcpEMfgCmDdJOVrM-/pubhtml?gid%3D354786263%26single%3Dtrue&sa=D&ust=1612145630653000&usg=AOvVaw1cSv1N7GkD-190XxEW0JaB)

[Appendices](https://www.google.com/url?q=https://docs.google.com/document/u/1/d/e/2PACX-1vR6frBVol7-F5LC1CKr0KXj9pvFIEcEYzUNjSwONfAn9VeapxOCLB5SSZlj5hbKbNBhp1NktUn6HZ_L/pub&sa=D&ust=1612145630654000&usg=AOvVaw2S40qEbVhYDGDOjaDBEoSP)   
[We have used language and examples from the Letter to UCSB](https://www.google.com/url?q=https://docs.google.com/document/u/1/d/e/2PACX-1vR6frBVol7-F5LC1CKr0KXj9pvFIEcEYzUNjSwONfAn9VeapxOCLB5SSZlj5hbKbNBhp1NktUn6HZ_L/pub&sa=D&ust=1612145630654000&usg=AOvVaw2S40qEbVhYDGDOjaDBEoSP)   
[EEMB Faculty with Demands Toward Racial Equality written](https://www.google.com/url?q=https://docs.google.com/document/u/1/d/e/2PACX-1vR6frBVol7-F5LC1CKr0KXj9pvFIEcEYzUNjSwONfAn9VeapxOCLB5SSZlj5hbKbNBhp1NktUn6HZ_L/pub&sa=D&ust=1612145630654000&usg=AOvVaw2S40qEbVhYDGDOjaDBEoSP)   
[by EEMB graduate students. Detailed examples of how to carr](https://www.google.com/url?q=https://docs.google.com/document/u/1/d/e/2PACX-1vR6frBVol7-F5LC1CKr0KXj9pvFIEcEYzUNjSwONfAn9VeapxOCLB5SSZlj5hbKbNBhp1NktUn6HZ_L/pub&sa=D&ust=1612145630654000&usg=AOvVaw2S40qEbVhYDGDOjaDBEoSP)y   
out demands are included in their letter.

Appendix I. Why we used the term   
demand   
Adapted from UCSB [Demands Toward Racial Equality](https://www.google.com/url?q=https://docs.google.com/document/u/1/d/e/2PACX-1vR6frBVol7-F5LC1CKr0KXj9pvFIEcEYzUNjSwONfAn9VeapxOCLB5SSZlj5hbKbNBhp1NktUn6HZ_L/pub&sa=D&ust=1612145630654000&usg=AOvVaw2S40qEbVhYDGDOjaDBEoSP):

We use ‘demand’:

To elevate the attitudes and values associated with   
 contemporary liberation movements in   
 solidarity with our Black, Indigenous, and   
 People of Color colleagues, students, sta�, and   
 mentors;   
To authentically center the [historical struggle](https://www.google.com/url?q=https://bit.ly/2Z9dOwD&sa=D&ust=1612145630655000&usg=AOvVaw1-kxCw9dntN1dk0cAFYVPn) that   
 Black, Indigenous, and [People of Color](https://www.google.com/url?q=https://bit.ly/2Z9dOwD&sa=D&ust=1612145630655000&usg=AOvVaw1-kxCw9dntN1dk0cAFYVPn)   
 experience when �ghting for adequate resources   
 [against a backdrop of competing inter](https://www.google.com/url?q=https://bit.ly/2YvJ4XM&sa=D&ust=1612145630655000&usg=AOvVaw1D3x7m8OzVUyr1Q6JkEuwQ)ests;   
To [disrupt the overt and covert oppressive](https://www.google.com/url?q=https://bit.ly/2YvJ4XM&sa=D&ust=1612145630655000&usg=AOvVaw1D3x7m8OzVUyr1Q6JkEuwQ)   
 [impacts that academic research has on](https://www.google.com/url?q=https://bit.ly/2YvJ4XM&sa=D&ust=1612145630655000&usg=AOvVaw1D3x7m8OzVUyr1Q6JkEuwQ)   
 [marginalized communities around the](https://www.google.com/url?q=https://bit.ly/2YvJ4XM&sa=D&ust=1612145630655000&usg=AOvVaw1D3x7m8OzVUyr1Q6JkEuwQ) world;   
 and   
To highlight that recognizing the humanity and   
 experiences of our Black, Indigenous, and   
 People of Color colleagues is not something we   
 are willing to compromise on.

Published by [Google Drive](https://docs.google.com/) – [Report Abuse](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0)

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| https://docs.google.com/document/u/1/d/e/2PACX-1vR5nX2oFimUg4ZFaK94ParM0DBEVQlRpfilMu9r-H8Tq4O9uKfoykz8B8X-Q\_FYRSNfFbUmKTQg0HF\_/pub | 5/7 |

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| 1/31/2021 | Letter to the Department of Oceanography | Updated automatically every 5 minutes |
| Appendix II. De�nition of terms Le�er to the Depa�ment of Oceanography (Note: we are using the contemporary academic de�nitions of “racism” and “white supremacy.”)  Racism: The belief that a particular group of people   is superior over another, based on the social   construct of “race,” pervasive both individually   and institutionally. Individual racism is easily   identi�able, while systemic racism refers to  “rules, practices and customs once rooted in law   with residual e�ects that reverberate   throughout society” (Andra Gillespie) and “a   system of hierarchy and inequity, primarily   characterized by white supremacy.” | |

[https://en.wikipedia.org/wiki/Racism](https://www.google.com/url?q=https://en.wikipedia.org/wiki/Racism&sa=D&ust=1612145630657000&usg=AOvVaw00GJG0R4LLw0LWYOJ_mWPV)

[https://www.racialequitytools.org/res](https://www.google.com/url?q=https://en.wikipedia.org/wiki/Racism&sa=D&ust=1612145630657000&usg=AOvVaw00GJG0R4LLw0LWYOJ_mWPV)[ource�les/De�nitions-](https://www.google.com/url?q=https://www.racialequitytools.org/resourcefiles/Definitions-of%2520Racism.pdf&sa=D&ust=1612145630657000&usg=AOvVaw2HuL6O2Nf1shbT7dlajxgB)

[of%20Racism.pdf](https://www.google.com/url?q=https://www.racialequitytools.org/resourcefiles/Definitions-of%2520Racism.pdf&sa=D&ust=1612145630657000&usg=AOvVaw2HuL6O2Nf1shbT7dlajxgB)

White supremacy: The “political, economic and

cultural system in which whites

overwhelmingly control power and material

resources, conscious and unconscious ideas of

white superiority and entitlement are

widespread, and relations of white dominance

and non-white subordination are daily

reenacted across a broad array of institutions

and social settings.” - Frances Lee Ansley

[https://en.wikipedia.org/wiki/White\_supremacy](https://www.google.com/url?q=https://en.wikipedia.org/wiki/White_supremacy&sa=D&ust=1612145630658000&usg=AOvVaw3wUE6a3tgqCxYbpWpOKiXx)[https://www.showingupforracialjustice.org/](https://www.google.com/url?q=https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html&sa=D&ust=1612145630659000&usg=AOvVaw36hYG19Ci56YUf3FA9avgB)w

[supremacy-culture-characteristics.html](https://www.google.com/url?q=https://en.wikipedia.org/wiki/White_supremacy&sa=D&ust=1612145630658000&usg=AOvVaw3wUE6a3tgqCxYbpWpOKiXx)

[Justice](https://www.google.com/url?q=https://medium.com/@sandeepkumar_52041/equality-equity-and-justice-5f71ebe31245&sa=D&ust=1612145630659000&usg=AOvVaw0FJ6OlpJEoKvsZikyip0Ul): The collective responsibility of a free and

[jus](https://www.google.com/url?q=https://medium.com/@sandeepkumar_52041/equality-equity-and-justice-5f71ebe31245&sa=D&ust=1612145630659000&usg=AOvVaw0FJ6OlpJEoKvsZikyip0Ul)t society, to ensure that civil and human

rights are preserved and protected for each

individual regardless of gender, race, ethnicity,

nation of origin, sexual orientation, class,

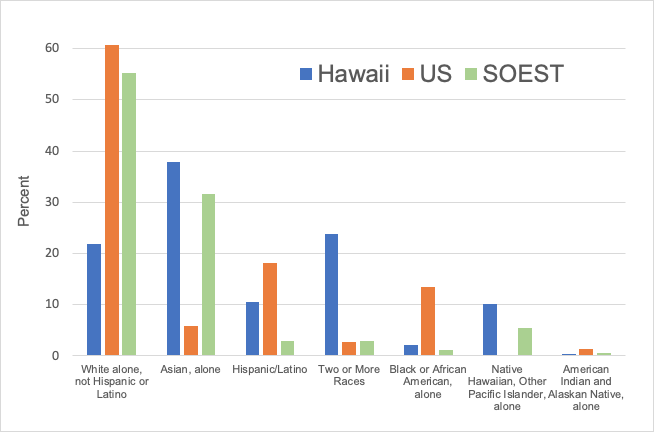
physical or mental ability, and age.

from UCSB [Demands Toward Racial Equality](https://www.google.com/url?q=https://docs.google.com/document/u/1/d/e/2PACX-1vR6frBVol7-F5LC1CKr0KXj9pvFIEcEYzUNjSwONfAn9VeapxOCLB5SSZlj5hbKbNBhp1NktUn6HZ_L/pub&sa=D&ust=1612145630660000&usg=AOvVaw0mC1RuwDFguxCe9qNW9pZz):

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| Underrepresented: Belonging to an identity group  that has been historically and systematically  excluded from higher education and other  rights or opportunities, and is therefore  currently less present or less visible in our  department than they would be if the  demographics of our community matched  [tho](https://www.google.com/url?q=https://radicalcopyeditor.com/2017/10/02/should-i-use-the-adjective-diverse/&sa=D&ust=1612145630660000&usg=AOvVaw2lyRhciLMmKmmqvO5M0xG7)se of the broader population.  [Diverse](https://www.google.com/url?q=https://radicalcopyeditor.com/2017/10/02/should-i-use-the-adjective-diverse/&sa=D&ust=1612145630660000&usg=AOvVaw2lyRhciLMmKmmqvO5M0xG7): A group encompassing those who have a   [vari](https://www.google.com/url?q=https://radicalcopyeditor.com/2017/10/02/should-i-use-the-adjective-diverse/&sa=D&ust=1612145630660000&usg=AOvVaw2lyRhciLMmKmmqvO5M0xG7)ety of individual and group-social identities,   including but not limited to underrepresented   gender identities, sexualities, ethnicities, and   cultural backgrounds; socioeconomic   Indigenous   status; �rst-disadvantage; generation status; dis/ability; and   neurodivergence. It is [important to](https://www.google.com/url?q=https://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8/&sa=D&ust=1612145630661000&usg=AOvVaw2aB7EPmX02lv4rGz31k36u) keep in   mind intersectionality ([Crenshaw, 1989](https://www.google.com/url?q=https://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8/&sa=D&ust=1612145630661000&usg=AOvVaw2aB7EPmX02lv4rGz31k36u)), or the   interconnected nature [of categorizatio](https://www.google.com/url?q=https://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8/&sa=D&ust=1612145630661000&usg=AOvVaw2aB7EPmX02lv4rGz31k36u)ns such   [as those](https://www.google.com/url?q=http://www.aclrc.com/antiracism-defined&sa=D&ust=1612145630661000&usg=AOvVaw0rVrMaQwwkMzhpaLPR5_1M) listed.  [Anti-racism](https://www.google.com/url?q=http://www.aclrc.com/antiracism-defined&sa=D&ust=1612145630661000&usg=AOvVaw0rVrMaQwwkMzhpaLPR5_1M): “The active process of identifying and  [eliminat](https://www.google.com/url?q=http://www.aclrc.com/antiracism-defined&sa=D&ust=1612145630661000&usg=AOvVaw0rVrMaQwwkMzhpaLPR5_1M)ing racism by changing systems,  organizational structures, policies and practices  and attitudes, so that power is redistributed and  shared equitably.” This de�nition highlights the  importance of anti-racism as a verb, a process  that requires consistent attention, internal  Published by [Google Drive](https://docs.google.com/) – [Report Abuse](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0) re�ection, a[nd knowled](https://docs.google.com/)ge b[uilding.](https://docs.google.com/u/1/abuse?id=AKkXjoxgH36heKR-fuyODqabAueIKYRWh6HFy39wJ1tTA9BN-XDg77NacFRbEMzaNoUz00kF0Fz2Ft18lHxBgcc:0) |  |
| https://docs.google.com/document/u/1/d/e/2PACX-1vR5nX2oFimUg4ZFaK94ParM0DBEVQlRpfilMu9r-H8Tq4O9uKfoykz8B8X-Q\_FYRSNfFbUmKTQg0HF\_/pub | 6/7 |

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| 1/31/2021 | Letter to the Department of Oceanography | Updated automatically every 5 minutes |
| Equity: Whereas equality indicates that everyone  Le�er to the Depa�ment of Oceanography receives the same amount of resources, equity takes into account each person’s starting point or conditions. In an equal distribution, each person might receive one piece of bread regardless of their needs; in an equitable distribution, one would take into account whether the person has eaten yet that day, how much food they would need to survive, and allocate an appropriate amount of bread that accounts for these initial imbalances.  For example, equity is important when thinking  about education and mentorship, as each  student comes into the program with a di�erent  [backg](https://www.google.com/url?q=https://diversity.gwu.edu/diversity-and-inclusion-defined&sa=D&ust=1612145630661000&usg=AOvVaw2hU644teYxBM-spZv1hw-3)round and di�erent needs.  [Inclusion](https://www.google.com/url?q=https://diversity.gwu.edu/diversity-and-inclusion-defined&sa=D&ust=1612145630661000&usg=AOvVaw2hU644teYxBM-spZv1hw-3): The “active, intentional, and ongoing  [engag](https://www.google.com/url?q=https://diversity.gwu.edu/diversity-and-inclusion-defined&sa=D&ust=1612145630661000&usg=AOvVaw2hU644teYxBM-spZv1hw-3)ement with diversity,” which allows for  the creation of a space where all individuals  from all groups feel comfortable, safe,  respected, and heard. | |

Appendix III. 2018-2019 racial and   
ethnic diversity among employees in   
SOEST



Explanatory note: SOEST racial/ethnic diversity data provided   
by MIRO (Manoa Institutional Research O�ce). UH System-  
wide dat[a is a](https://www.google.com/url?q=https://drive.google.com/open?id%3D12DgLQn0htwzeJ_qHi-pfgPd5L4TjNgYp&sa=D&ust=1612145630662000&usg=AOvVaw1oCLlFZv_b-WMjPTn6XE4s)vailable at IRO. The data used for this graph can be   
a[ccessed](mailto:agajigan@hawaii.edu) [here](https://www.google.com/url?q=https://drive.google.com/open?id%3D12DgLQn0htwzeJ_qHi-pfgPd5L4TjNgYp&sa=D&ust=1612145630662000&usg=AOvVaw1oCLlFZv_b-WMjPTn6XE4s)[. If you](mailto:agajigan@hawaii.edu) have questions about this graph contact:   
[agajigan](mailto:agajigan@hawaii.edu)[@ha](https://www.google.com/url?q=https://drive.google.com/open?id%3D12DgLQn0htwzeJ_qHi-pfgPd5L4TjNgYp&sa=D&ust=1612145630662000&usg=AOvVaw1oCLlFZv_b-WMjPTn6XE4s)[waii.edu](mailto:agajigan@hawaii.edu). This is employees data so it includes   
f[aculty, sta� and gra](mailto:agajigan@hawaii.edu)duate students with GA/TA/RAship. We   
have yet to identify a source for undergraduate diversity. We   
acknowledge that aggregating Asian as well as other “races” in   
one group is inherently problematic. For instance, Asians are not   
monolithic but have unequal degrees of oppression.

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| https://docs.google.com/document/u/1/d/e/2PACX-1vR5nX2oFimUg4ZFaK94ParM0DBEVQlRpfilMu9r-H8Tq4O9uKfoykz8B8X-Q\_FYRSNfFbUmKTQg0HF\_/pub | 7/7 |