

# CSU COAST Science Policy Internship: Remote with California Ocean Science Trust

Demetra Panos

May - August 2020



Policy?!?!



400 hours you say...

# Where did all the time go!?

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development

- Support development of socioeconomic concept sketch

## DEI: Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

## Scientific Guidance in Support of MPA Decadal Management Reviews

- Support meeting facilitation and project management

## Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

# Where did all the time go!?

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development

- Support development of socioeconomic concept sketch

## DEI: Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

## Scientific Guidance in Support of MPA Decadal Management Reviews

- Support meeting facilitation and project management

## Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

Where  
did all  
the time  
go!?

### Working with OPC SAT

- Support OPC SAT term renewals

### Kelp project development

- Support development of socioeconomic concept sketch

### DEI: Internal and External Initiatives

- Support development of DEI initiatives
- Aid in development of DEI assessment proposal

### Scientific Support of MPA Decadal Management Reviews

- Support facilitation and project management

### Other Projects and Development

- Research on GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis



Where  
did all  
the time  
go!?

### Working with OPC SAT

- Support OPC SAT term renewals

### Help project development

- Support development of socioeconomic concept sketch

### DEI Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

### Scientific Support of MPA Decadal Management Reviews

- Support facilitating facilitation and project management

### Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

Where  
did all  
the time  
go!?

### Working with OPC SAT

- Support OPC SAT term renewals

### Kelp project development

- Support development of socioeconomic concept sketch

### DEI: Internal and External Initiatives

- Support internal DEI initiatives
- Support development of DEI grant proposal

### Science Communication in Support of Departmental Management Reviews

### Other Projects: Meeting facilitation and project management

### Other Projects: Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis



# Where did all the time go!?

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development

- Support development of socioeconomic concept sketch

## DEI: Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

## Scientific Guidance in Support of MPA Decadal Management Reviews

- Support meeting facilitation and project management

## Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

# Where did all the time go!?

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development

- Support development of socioeconomic concept sketch

## DEI: Internal and External Initiatives

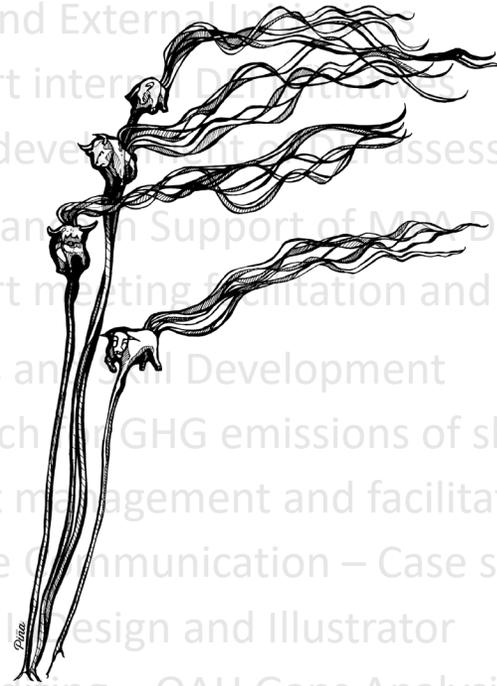
- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

## Scientific Guidance and Support of MPM Decadal Management Reviews

- Support meeting facilitation and project management

## Other Projects and Skill Development

- Research on GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis



# Where did all the time go!?

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development

- Support development of socioeconomic concept sketch

## DEI: Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

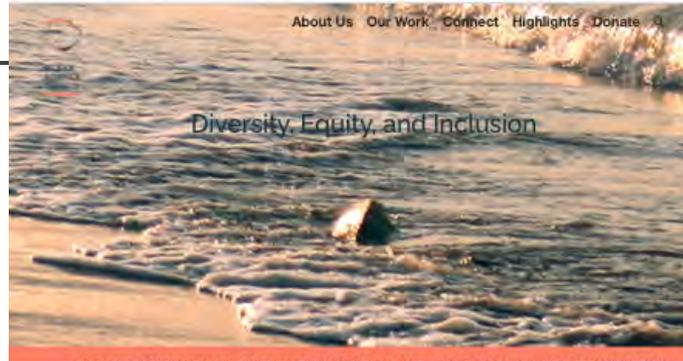
## Scientific Guidance in Support of MPA Decadal Management Reviews

- Support meeting facilitation and project management

## Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

# Where did all the time go!?



Systemic bias and institutional marginalization of individuals and communities is pervasive throughout all aspects of our society based on, but not limited to, race, gender identity, age, ethnicity, sexual orientation, disability, socioeconomic status, cultural practices, and religion. Working at the science-policy interface, we see these inequalities reflected in the marine and coastal science landscape, including disparities in the education pipeline, access to ocean recreation, resilience to climate change impacts, and in coastal and ocean policy engagement, among much else. These inequalities are highly visible within the two fields we span as a boundary organization; both marine science and marine policy are not representative of California's diversity. It is critical that we challenge these systemic problems through detailed and obtainable commitments to diversity, equity, and inclusion.

At California Ocean Science Trust (OST), we see diversity as central to our organizational philosophy and culture and imperative to our mission to accelerate progress towards a healthy and productive ocean future for California. Serving the most diverse state in the country, and recognizing that diverse groups are more productive, more innovative, and healthier than their homogenous counterparts, we believe that it is impossible to develop efficient and equitable solutions to climate change and its disproportionate impact on frontline communities of color without including a broad set of perspectives, experiences, and knowledge. We also recognize that diversity does not always guarantee equity or inclusion, thus we have committed to foster a culture of equity and inclusion within our organization, with our partners, and in the work we do.

Dedication to these initiatives is not only an expression of OST as an organization, but also as individuals recognizing an urgent need for action. This is why we have already implemented measures to express values of diversity, equity, and inclusion (DEI) internally and externally, such as:

- Diversifying what a scientist looks like by hiring staff from various backgrounds, and with diverse experiences and expertise – not limiting prospects to traditional paths
- Supporting the use of gender-inclusive pronouns in email signatures, social media accounts, and other identifiers (e.g. name-tags, tent cards)
- Beginning all workshops and meetings with indigenous land acknowledgements
- Ensuring the use of community commitments during workshops and meetings to cultivate inclusion and equity during discussions
- Convening a DEI Advisory Committee within the Ocean Protection Council Science Advisory Team (OPC SAT)
- Reaching out to current partners to share perspectives and learnings on our DEI initiatives
- Providing equitable investments in staff professional development
- Providing staff with work schedule flexibility (e.g. life management leave, work-from-home policy)

Acknowledging that our current efforts are too few, we have embraced this homegrown initiative and are committed to:

Effective Immediately

Short-term (1-12 months)

Long-term (1-5 years)

As an organization, we commit to continuously assess our progress on this initiative and recognize where we need significant improvements, more awareness, and deeper engagement, using these opportunities to reflect and to advance our learning and dedication to DEI.

#### Additional Resources and Reading

Societal change is a communal effort; for that, we thank the following groups for their continued labor and educational efforts, and invite readers to look at some of the resources available on their websites. This list is a work in progress, please contact [information@oceansciencetrust.org](mailto:information@oceansciencetrust.org) with your suggestions and input.

[CSU COAST's Anti-Racism and Diversity resources](#)  
[Native Land Map](#)

[The Arvana Group](#)  
[UC Davis STEM Faculty Resources Guide](#)

renewals

of socioeconomic concept sketch

atives

itiatives

DEI assessment proposal

of MPA Decadal Management Reviews

ation and project management

opment

isions of ships at berth

nd facilitation skills

n – Case study for Climate WG

ustrator

ps Analysis

# Where did all the time go!?

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development

- Support development of socioeconomic concept sketch

## DEI: Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

## Scientific Guidance in Support of MPA Decadal Management Reviews

- Support meeting facilitation and project management

## Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

Where  
did all  
the time  
go!?

#### Working with OPC SAT

- Support OPC SAT term renewals

#### Key project development

- Support development of socioeconomic concept sketch

#### DEI Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

#### Scientific Guidance in support of MPA Decadal Management Reviews

- Support meeting facilitation and project management

#### Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

THE DREAMING

# Where did all the time go!?

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development

- Support development of socioeconomic concept sketch

## DEI: Internal and External Initiatives

- Support internal DEI initiatives
- Aid in development of DEI assessment proposal

## Scientific Guidance in Support of MPA Decadal Management Reviews

- Support meeting facilitation and project management

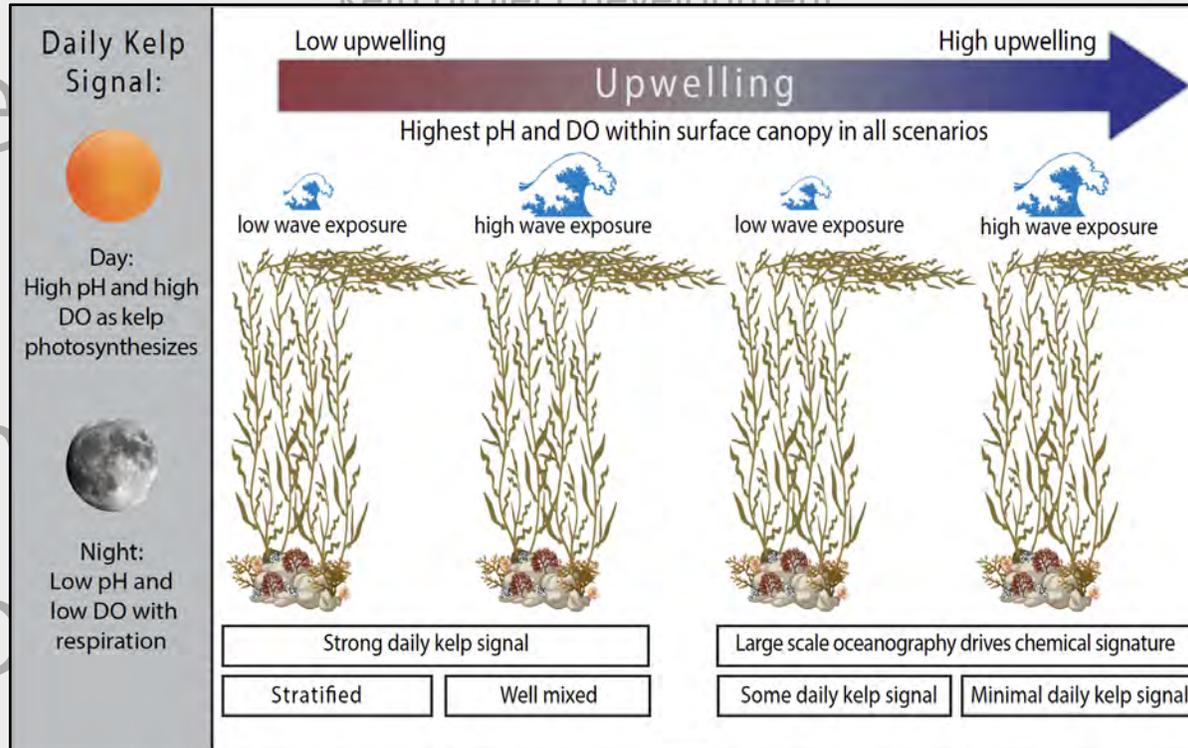
## Other Projects and Skill Development

- Research for GHG emissions of ships at berth
- Project management and facilitation skills
- Science Communication – Case study for Climate WG
- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis

## Working with OPC SAT

- Support OPC SAT term renewals

## Kelp project development



- Adobe InDesign and Illustrator
- Copy editing – OAH Gaps Analysis



# California Ocean Science Trust

## Justice, Equity, Diversity, and Inclusion

Systemic bias and institutional marginalization of individuals and communities is pervasive throughout all aspects of our society based on, but not limited to, race, gender identity, age, ethnicity, sexual orientation, disability, socioeconomic status, cultural practices, and religion. Working at the science-policy interface, we see these inequalities reflected in the marine and coastal science landscape, including disparities in the education pipeline, access to ocean recreation, resilience to climate change impacts, and in coastal and ocean policy engagement, among much else. These inequalities are highly visible within the two fields we span as a boundary organization; both marine science and marine policy are not representative of California's diversity. It is critical that we challenge these systemic problems through detailed and obtainable commitments to diversity, equity, and inclusion.

Internally at Ocean Science Trust we have already implemented a number of measures to express these values, however in recognition that our efforts are too few we have developed a multitude of long and short term commitments to expand on JEDI initiatives including but not limited to:

- Continuing land acknowledgements in all meetings with an emphasis on expanding virtual meeting land acknowledgements to include all participant locations
- Strengthen partnerships with minority-serving institutions to build capacity and increase diversity in the coastal and ocean resources policy sphere and the natural and social sciences workforce of California, with an emphasis on empowering the next generation of scientists and professionals
- Partner with organizations that put DEI at the forefront of their mission. As we acknowledge that we are not experts, we commit to supporting and amplifying their voices

Visit [our website](#) to read more about OST's commitment to DEI

At Ocean Science Trust we recognize our unique position as a boundary organization to expand our JEDI efforts externally through working partnerships with organizations, institutions, and agencies in the marine and coastal landscape. Our current external initiatives intend to:

1. Bring visibility to the DEI problem in the coastal and marine landscape
2. Empower scientists, agencies, and organizations to promote institutional and cultural change
3. Support the creation of new science-policy graduate education opportunities with equitable access
4. Draw attention to environmental justice issues in the marine and coastal landscape and bring them to the forefront

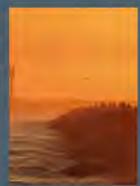
### Working with OPC SAT

- Support OPC SAT term renewal

#### Science Advisor to the State: Convening a Diversity, Equity and Inclusion Advisory

As science advisors to the state we carry a responsibility to ensure that information, recommendations and actions are the most salient and legitimate to tackle the pressing challenges facing our coast and ocean. At the same time this unique role gives us important visibility and a unique voice to amplify the need for a more just and inclusive science landscape.

OST is convening an OPC Science Advisory Team (OPC-SAT) DEI Advisory Committee to explore opportunities to elevate Diversity, Equity, and Inclusion (DEI) in OPC SAT activities, initiatives, and work modes as it relates to advancing equity objectives in the OPC Strategic Plan.



#### Assessing and addressing disparities in the marine and coastal science and decision making landscape in California

As we recognize the need for more diverse perspectives on marine and coastal issues in order to create equitable and efficient solutions, it is apparent the lack of diversity that currently exists in the field is limiting the potential for diversity in decisions and solutions to issues facing the ocean and coast. We know that the problems seen, the questions asked and the answers considered depend on who is at the table, who asks the questions and who funds the answers. The most legitimate science advice will come from scientists who reflect

This project is two-fold:

1. Conduct a qualitative assessment of diversity, equity, and inclusion within California's ocean and coastal education pipeline
2. Engage Experts to Develop Recommendations and Strategies for Increasing Ocean and Coastal Workforce Diversity

Through this work, we aim to take important steps towards supporting an ocean science workforce that reflects California's diversity and to provide recommendations for cultivating a more equitable and inclusive space in the



### Training the next generation

While California's ocean and coastal management workforce capacity remains strong due to academic coursework, graduate programs, and fellowship opportunities, application-based training and environmental leadership programs for graduate students and working professionals are limited. Accelerating progress on solutions to ocean issues at every level from local to global requires diversity of experience and thought. The development of a virtual Professional Certificate Program will work to augment policy and skill building training for ocean and coastal practitioners, increase representation, eliminate barriers and increase belonging of historically underrepresented communities in the ocean sciences to strengthen development of solutions to ocean and coastal issues through professional development opportunities that are more inclusive and accessible to a wider network of learners.

This program will directly support interdisciplinary and experiential skill development by augmenting more traditional ocean science programs with application-based and job relevant training to better prepare a more diverse and representative next generation of ocean professionals for careers in ocean and coastal management, law, and



### Environmental Justice and the marine and coastal landscape

In the current environmental justice movement and ongoing work, the oceans and coasts are often left out of the conversation. Although the field of environmental justice and climate justice is robust, the academic literature is lacking in the specific field of ocean-climate or marine justice. OST seeks to not only deepen the understanding of justice issues along California's coasts, but also to elevate the immediacy and importance of environmental justice to the coastal and marine landscape of California.

Through the development of a State of the Science Report on the topic, OST will inform the Ocean Protection Council activities as they work towards their goal to Advance Equity Across Ocean and Coastal Policies and Actions, including the development of an Equity Plan. The development of this report will be informed by conversations with experts in this field.



case study for Climate WG

tor  
analysis

# Goals

**Goal 1** Generate understanding and refine skills in project development and design, specifically under a science policy lens.

**Goal 2** Exercise and hone translational science writing and communication skills.

**Goal 3** Gain a better understanding of California's current political landscape with regards to ocean and coastal policy and the role and function of OST in this space.

# Goals

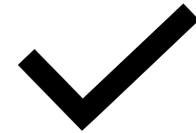
**Goal 1** Generate understanding and refine skills in project development and design, specifically under a science policy lens.

**Goal 2** Exercise and hone translational science writing and communication skills.

**Goal 3** Gain a better understanding of California's current political landscape with regards to ocean and coastal policy and the role and function of OST in this space.

# Goal Accomplished!

**Goal 1** Generate understanding and refine skills in project development and design, specifically under a science policy lens.



**Goal 2** Exercise and hone translational science writing and communication skills.

**Goal 3** Gain a better understanding of California's current political landscape with regards to ocean and coastal policy and the role and function of OST in this space.

# Goals

**Goal 1** Generate understanding and refine skills in project development and design, specifically under a science policy lens.

**Goal 2** Exercise and hone translational science writing and communication skills.

**Goal 3** Gain a better understanding of California's current political landscape with regards to ocean and coastal policy and the role and function of OST in this space.



# Goal Accomplished!

**Goal 1** Generate understanding and refine skills in project development and design, specifically under a science policy lens.



**Goal 2** Exercise and hone translational science writing and communication skills.



**Goal 3** Gain a better understanding of California's current political landscape with regards to ocean and coastal policy and the role and function of OST in this space.



# Goals

**Goal 1** Generate understanding and refine skills in project development and design, specifically under a science policy lens.

**Goal 2** Exercise and hone translational science writing and communication skills.

**Goal 3** Gain a better understanding of California's current political landscape with regards to ocean and coastal policy and the role and function of OST in this space.



# Goal Accomplished!

**Goal 1** Generate understanding and refine skills in project development and design, specifically under a science policy lens.

**Goal 2** Exercise and hone translational science writing and communication skills.

**Goal 3** Gain a better understanding of California's current political landscape with regards to ocean and coastal policy and the role and function of OST in this space.





More  
policy  
with  
Knauss!



THANK YOU!

