

REVISION OF PROPOSED PANEL STATEMENT ON 'DIVERSITY'

The panel believes that attention to "Diversity" in staffing and all components of the Sea Grant programs-research, extension, communications and education, is essential to long term success and public appreciation of the program. To that end, the panel recommends specific actions to recognize the many accomplishments and nurture continued progress in building inclusive Sea Grant organizations and programs.

For the near term, the panel recommends:

- 1) Success in achieving diversity goals in all program components be identified in the PAT process.
- 2) The SGA consider adding an award for diversity to their ongoing recognition program.
- 3) The NSGO highlight commendable accomplishments of increasing diversity in all program components with the national media and within the Department of Commerce.
- 4) Continued attention to fuller engagement of minority serving institutions within the Sea Grant network.
- 5) Continued monitoring of the Panel replacements to insure a diverse membership.
- 6) Assuring diverse composition of program assessment teams(PAT) , especially considering the large number of women in the Marine Sciences and related fields.

For the longer term, three to five years, the Panel recommends:

- 1) the NSGO incorporate guidelines within their program development instructions for increasing diversity in all program components and special initiatives such as the Knauss fellows.
- 2) Success in achieving diversity in all program components be incorporated into the next cycle of the Sea Grant review process.

The recommendations are offered to increase the visibility of the many successful efforts throughout the Sea Grant network and add targeted encouragement for future program and staffing innovation by managers and staff. Targeted attention to inclusiveness as a part of staffing and program decision making will help insure that the Sea Grant program fulfills its promise to the Nation.

11/1/05