



Supporting Justice, Equity and Access

Like many, the death of George Floyd has offered us an opportunity to reflect on why we, as individuals and as an organization, previously have failed to address the systematic racism that had led to his death and many other people of color at the hands of police. As an institution, we strive to provide safe and equitable access to science education, applied research and leadership development to everyone. We realize that our intent to create a welcoming and inclusive organization has not been enough to address the pervasive power differentials that contribute to racial injustice. We recognize the need to accelerate our actions to explore how our own implicit biases have affected our organization and the people we serve.

We reaffirm our dedication to facing and addressing the inequities that have been ingrained within our society and the privilege that has been afforded to us. Systemic change will take time. We are committed to action, knowing that our understanding and our impact will need to grow. We invite critique and we are committed to learning without demanding to be taught by others.

We are **listening** to our participants of color and partner schools/organizations to understand our current impact and how we can improve our daily interactions, our programs, and our policies and procedures. We are **rewriting** our programs to be equitable and expansive in content and in delivery. We are **committed** to increasing our scholarship fund to provide equitable access to Hurricane Island to everyone who is interested in learning with us. We **promise** to strengthen our efforts to recruit Black People, Indigenous People, and all People of Color to work at Hurricane Island and serve on its Board.

We will not be complacent. We will evolve.