Employees at the Monterey Bay Aquarium Research Institute (MBARI) are divided into 3 categories: Engineering, Science, and Support.

Staff Demographics, percent of total by Division:
MBARI Intern Demographics

From 1997–2020 MBARI has sponsored 359 interns, 61 from under-represented groups:

The disparity between under represented groups at MBARI is mirrored by the disparity in the Ocean Sciences community at large.

(SOURCE: National Center for Science and Engineering Statistics, Survey of Earned Doctorates.)
Steps taken at MBARI in 2020 to promote Diversity, Equity, and Inclusion include:

*MBARI's use of gender pronouns was announced (Nov), with all staff encouraged to participate.

*Annual Staff Survey changed to target DEI issues and staff impressions on DEI (report forthcoming).

*Demographic data for invited speakers will be collected when MBARI's seminar program renews (post-COVID).

*The "Picture a Scientist" documentary and panel discussion became required viewing for all staff. Staff participation in URGE grew from that.

These data are publicly available upon request.