



SUPERINTENDENT
UNITED STATES MERCHANT MARINE ACADEMY
KINGS POINT, NEW YORK 11024-1699

Statement on Diversity, Equity, Inclusion, and Belonging

Diversity, equity, inclusion, and belonging are key to creating a supportive and empowering Kings Point community that prepares future leaders for employment in the maritime industry and service in the armed forces. We are committed to creating a safe, respectful and welcoming environment where everyone feels valued, heard, and permitted to be their authentic selves.

Diversity describes a culture that embraces differences in race, ethnicity, gender, sexual orientation, age, religion, and disability, as well as other identities. Diversity enriches our community and provides us with unique perspectives, experiences, and skills that enhance our learning and growth. We will hire and retain a diverse faculty and staff and recruit students from diverse backgrounds in the interest of promoting acceptance and understanding within the community.

Equity is essential to ensuring that everyone has access to the same opportunities and resources. We are committed to providing equal opportunities for all members of our community, regardless of their background or identity. Historical, systemic, or institutional barriers have impacted some members of our community, and we are committed to addressing these disparities through equitable policies and practices.

Inclusion means everyone is visible, heard, considered, and involved. We strive to create a teaching and learning environment where all individuals feel valued, respected, and supported, regardless of their background or identity. Inclusivity is critical to fostering innovation, collaboration, and growth.

Belonging is crucial to creating an environment where all members of our community feel connected, supported, and empowered regardless of their background or identity. It requires ongoing effort and commitment, and we are committed to making USMMA a place where everyone feels welcomed and included.

The Academy's core value of respect, honor and service will be the guiding principles in:

1. Creating, implementing and enforcing policies and practices that promote diversity, inclusion, equity, and belonging at all levels of the institution.
2. Providing ongoing professional development, training and education to our faculty, staff, and students on issues related to diversity, equity, inclusion, and belonging.
3. Ensuring that our recruitment, outreach, admission, hiring, and retention efforts are inclusive and promote diversity at all levels of the institution.
4. Creating a culture of openness, respect, and accountability where all members of our community feel empowered to share their ideas and experiences.
5. Regularly assessing our progress towards our goals and making adjustments as needed to ensure that we are meeting our objectives.

These goals will demand effort, but a rich and rewarding campus culture can only enhance the quality and quantity of leaders we prepare at the U. S. Merchant Marine Academy.

A handwritten signature in black ink, appearing to read 'Joanna M. Nunan'.

VADM Joanna M. Nunan
31 May 2023