



Annual Report

Prepared By :

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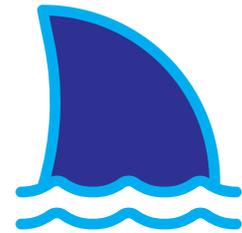
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www.misselasm.org



About Us

We were founded by four Black female shark researchers. We strive to be seen and take up space in a discipline which has been largely inaccessible for scientists like us. We strive to be positive role models for the next generation. We seek to promote diversity and inclusion in shark science and encourage gender minorities of color to push through barriers and contribute knowledge in marine science.



We hope to topple the system that has historically excluded people like us and create an equitable path to shark science. We believe diversity in scientists creates diversity in thought, which leads to innovation.

Our Vision

We facilitate opportunities for kids and adults from historically excluded groups to get hands-on marine science experiences and training while eliminating the financial burden typically associated with these experiences. The members of this organization serve as a continued resource and support system.

Our Mission

1

Education and Outreach: To communicate science with the public and provide learning opportunities for kids in grades K-12.

2

Training and Professional Development: To provide mentorship, resources and opportunities for early career professionals.

3

Inclusive Research: To facilitate collaborations across institutions, cultures, disciplines and countries that emphasizes local knowledge and access.



Our Impact

EDUCATION AND OUTREACH

- Summer Camp
 - 19 kids
 - 33% increase in sense of belonging in science
 - 30% increase in science identity
 - 57.4% increase in access to marine science network
- MISS Booths: Reached 250+ people
- Science at the Sea: Reached 30 people
- Gill Guardians: Reached 175 people

INCLUSIVE RESEARCH

Perceptions of MISS by scientists in the field:
80% agree MISS has increased minority participation and exposure to DEI issues

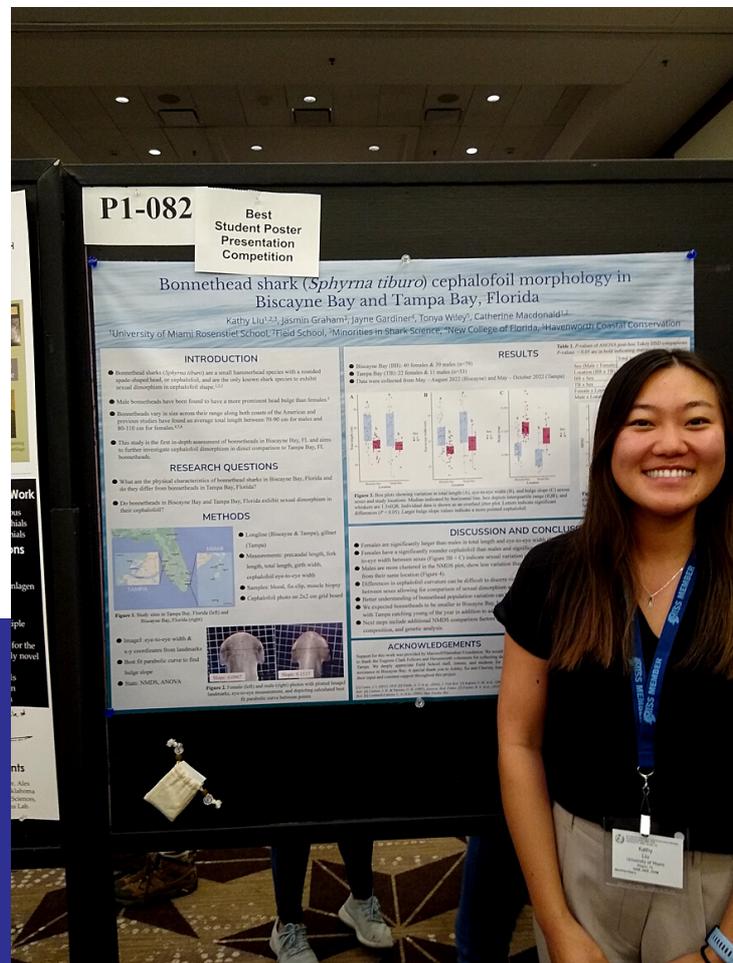
- Research Support
 - 2 \$10,000 awards for collaborative research given out through Rising Tides Mentorship Program
 - 2 past recipient pairs completed projects and presented at Sharks International
- Conference Support: 23 members supported

"I believe that MISS has a critical objective and is doing a great job making visible the minorities that work in shark science. I believe MISS is creating more opportunities for a more inclusive science, and I hope to be part of this change."

-Survey Respondent

PROFESSIONAL DEVELOPMENT AND TRAINING

- MISS Workshops
 - 90% increase in science identity, 100% increase in self-efficacy and sense of belonging
 - 70% increase in desire to be a marine scientist
- MISS Fellowships
 - 45.5% increase in science identity
 - 91% felt the Fellowship helped propel their career to the next step



Our Team

The idea for this organization came about in June 2020 as the direct result of the #BlackInNature hashtag created as part of #BlackBirdersWeek hosted by @BlackAFInStem on Twitter. Through this hashtag we were able to begin making our first introductions. Jasmin, Amani, Carlee and Jaida are the founders of MISS. Jasmin is a full-time employee of MISS and Carlee and Tracey are part-time employees. Jasmin and Carlee are non-voting board members. Our board was expanded in 2022 to include a Director of Partnerships and Sponsorships and a Director of Strategic Planning, which are each two year positions. We also are partnering with the Boys and Girls Club of Sarasota to have a graduate of the STAR Leadership Academy serve as our Director of Youth Programming for a one year term. It is important to us that the community we serve continues to have a strong voice in decisions we make in leadership and we therefore have an Advisory Board of Members who work closely with the Executive Board.



**Jasmin
Graham**
President/CEO



**Carlee
Bohannon**
Director of
Communication



**Amani
Webber-Schultz**
CFO



Jaida Elcock
Director of Public
Relations



Paula Carlson
Director of
Partnerships and
Sponsorships



Erica Webber
Director of
Strategic
Planning



**STAR Leadership
Student**
Director of Youth
Programming

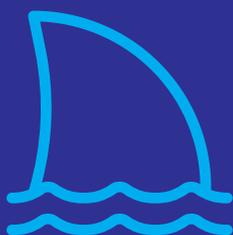


Tracey Brooks
Executive Assistant

Minorities in Shark Sciences Member Locations



Our Network



Friends of MISS: 72
MISS Members: 300

We welcome any gender minority of color* from any career stage to become a **Member** whether they are actively doing shark science or if they have aspirations of becoming a shark scientist but aren't quite there yet.

*We recognize that both race and gender are social constructs. Identity is personal and doesn't always fit into boxes. We have a place for anyone who feels their identities align with this community.

For those that don't identify as a gender minority of color, but are working in a marine science, policy or adjacent field and want to support MISS, they can become a **Friend of MISS** for a small annual fee. MISS is a safe space and Friends of MISS are held to a high standard. Friends of MISS must demonstrate allyship and support the mission of MISS with their words, actions & deeds.

A Year in Review



MAY 2022

We were awarded the 2022 Young Initiative Award at BOAT International's Ocean Awards



JUNE 2022

We hosted our first MISS Summer Camp at the Nature Coast Biological Station.



JULY 2022

We had 8 members featured on National Geographic's Sharkfest and 1 member featured on Discovery Channel's Shark Week



NOVEMBER 2022

We launched our Diversifying Ocean Sciences program and welcomed our first cohort.



DECEMBER 2022

We hosted our first in-person Benefit Bash at the National Aquarium.

Finances

Income	
Grants	\$352,840
Donations	\$122,284
Sponsorships	\$84,757
Total	\$559,881
Expenses	
Administrative	\$19,439.21
Marketing	\$4,534.40
Fundraising	\$6,374.36
Salary	\$53,374.88
Programming	\$217,116.77
Total	\$300,839.62
Net Profit	\$259,042.06

Thanks for your Support

GRANTS

Charles and Margary Barancik Foundation: \$250,000
Scmidt Family Foundation: \$50,000
Maxwell-Hanrahan Foundation: \$20,000
Sarasota County Community Foundation: \$10,000
Manatee County Community Foundation: \$7,000
Tampa Bay Estuary Program: \$5,000
World Wildlife Fund: \$5,000
Save Our Seas Foundation: \$3,900
Opportunities for All: \$2,500

PARTNERS

National Geographic
Field School
University of Miami
Woods Hole Oceanographic Institution
University of California Merced
Oceans Research
Love the Ocean
Atlantic White Shark Conservancy
Rookery Bay National Estuarine Research Reserve
Havenworth Coastal Conservation
New College of Florida
Chicago Zoological Society's Sarasota Dolphin Research Program
NOAA Office of National Marine Sanctuaries
Waterlust
DrinkingStraws.Glass

GOLD (\$10,000-\$19,999)

Arguedas Household

SILVER (\$5,000-\$9,999)

Snelling Household

BRONZE (\$1,000-\$4,999)

Callender Household	Champan Household
Morgan Household	Ensign Household
Cohen Household	Smith Household
Anonymous	Senecal Household
Shiffman Household	Appleby Foundation
Ritner Household	
Briceno Household	

Summary

Through our fundraising and partnering efforts, MISS gives gender minority individuals of color the opportunity to access these essential experiences regardless of whether they have the financial resources to pay for them. By providing these experiences, MISS is helping to diversify shark science and marine science, as anyone is unlikely to be hired for jobs in the field if they do not have hands-on experience. Racial and gender minorities are unlikely to stay in the field if they do not feel supported or if they do not have personal connections that give them access to opportunities and jobs, which is why the networking and support system that MISS is building is so important. As such, MISS will continue trying to ensure that our program participants have increased access to opportunities in shark science and marine science after their current program is finished. We hope to continue and expand upon all of our existing programs in the coming year.

What Next?

MISS plans to expand programs in each of our three mission areas. In the area of Education and Outreach, we are offering an additional camp during Spring Break for middle school students in Sarasota and Manatee Counties in Florida. In the area of Professional Development and Training we will be offering a new Science Communication Fellowship this year and creating a formal Opportunity Board. Finally, in the area of Inclusive Research, we are adding a Research Database for Members and Friends of MISS to share data, samples and collaborate on projects.



Work with Us

We are in search of two new Executive Board Members. We are particularly interested in recruiting individuals with professional experience in Diversity, Equity and Inclusion and/or Human Resources, legal expertise or fundraising expertise. If you are interested in applying to be a Board Member, please send email us a resume/CV and a Letter of Interest.

We are also in search of sponsors for our Workshops (\$25,000), Summer Camp (\$15,000), Research Grants (\$10,000), MISS Fellowships (\$5,000), Conference Travel Awards (\$5,000) and Benefit Bash (\$5,000).

Lastly, we are looking for partners to host MISS Fellows, MISS Camps and MISS Regional Meetings. If your institution is interested in collaborating to host a program with us, please send us an email.



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