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Dear Colleagues:

Our organization has long known the relationship between awareness and action. We support the idea that advancing change can build from a single connection to a powerful, collective movement. The North Carolina Aquariums stand committed to utilizing these principles to advance diversity, equity and inclusion, and stand firmly against racism in any form. We cannot ignore the brutal and wrongful death of George Floyd. We cannot ignore the injustice and inequality faced by people of color and specifically black and brown people in our country.

Since our beginnings more than 40 years ago, the N.C. Aquariums have kept teaching and learning at the core of our mission. Now, it is our time to listen and learn and to reexamine how we can better support our black and brown colleagues and communities. It is time to recognize where we have fallen short, examine the established framework, and most importantly change it together.

We must ask how we can deliver on the promise to be diverse, equitable and inclusive and we must ask what more can we do so that all people feel included in our work.

We know we cannot chart the way alone. We need help to bridge the gap between where we are and where we need to be. We must look both within and outside our organization to learn from those who live more closely to the pain, fear and injustice created to devalue and silence them. Through these conversations we can see past our individual, institutional and cultural biases and recalibrate our awareness for action.

The North Carolina Aquariums are committed to:

1. Seeking out community leaders, experts, advisory committee members and others who can help us ask the right questions and seek the right way forward.

2. Reevaluating and putting into action a Division-wide Diversity and Inclusion Committee that can implement and track our progress.
3. Establishing an environment of anti-racism for our staff, volunteers, visitors and community.

There is work to do, and we think our organization, from employees to volunteers to our friends in the community, are up to the task. Thank you.




Maylon White
NC Aquariums Division Director



Hap Fatzinger
NC Aquariums Fort Fisher



Elizabeth Baird
NC Aquariums Pine Knoll Shores



Larry Warner
NC Aquariums Roanoke Island



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