

The ICONEC Values Statement is a living document designed to establish how this group seeks to build deep, meaningful relationships between our members, the work we do, the land we occupy, and the broader community. Specifically, we do this by identifying our core values and how we expect an ICONEC member to uphold these values.

ICONEC members are:

- Early career ocean professional (ECOP) who make their living from a healthy ocean, with an interest in the ocean carbon cycle.
- Self-identify as being early in their career (10 years or less of professional experience) within any occupation related to the ocean (not only employed/paid positions).
- Committed to the values expressed below:

EQUITY - We acknowledge the diverse circumstances in which different members engage with the ocean due to their identity and / or access to resources. We will actively encourage / promote opportunities to improve equitable access, reducing disparity within this community, and improving global access to ocean knowledge.

EQUALITY - We understand and enforce the fundamental principle that everyone is equal and has within their capabilities equal value. We work to support and engage individuals regardless of their sex, gender, race, age, ethnicity, religion, native language, nationality, family responsibilities, socio-economic status, LGBTQ+ identity, or disability. We respect and provide an equal voice to all members to contribute and collaborate scientifically and socially.

RECONCILIATION - We recognize both historical and ongoing systematic exclusion of specific groups from scientific communities and exploitation in the name of scientific progress. It is our duty to contribute to a dignified historical reparation. We commit to improving our understanding of this scientific context within colonial legacies and actively take steps towards resurgence-based decolonization of the spaces we occupy.

ETHICS - We believe that both scientific and social relationships should be guided by ethics. Therefore, any act that violates the values highlighted here, traditional scientific integrity, standard social accountability, or responsible environment impact management, will be forwarded to competent authorities (e.g., racism, sexism, homophobic acts, plagiarism, inhumane experimentation, environmental degradation or disregard).

PEER SUPPORT - We encourage members to express how they feel, communicating challenges they encounter as well as reasons to celebrate in both their professional and personal lives. Vulnerable and compassionate communication of our mental health can improve wider understanding and build a more sympathetic and supportive community. We actively encourage members to engage in self-care activities: mental, physical, familial, mental health training / resources, or other types.

KNOWLEDGE EXCHANGE - We believe that our group is well positioned to break down barriers of knowledge exchange through open communication and the aid of technology. This

community aims to build and maintain bridges between members, through collaboration and shared common purpose in response to addressing the global climate crisis.

EXTERNAL RELATIONS - While we encourage collaboration with other groups, we retain autonomy in decision making and the future outlook of ICONEC. We are a group founded and directed by ECOPs, and we believe possessing this ownership is in the best interest of our ECOP community members. We also retain the right to dissolve external collaborations if the values highlighted throughout this document are not upheld in those groups.

Finally, we recognize that we are human beings that make mistakes. We each lapse occasionally in our ability to be our best selves. We treat these as occasions to return to our values and try again.