

Woods Hole Oceanographic Institution
Committee on Diversity and Inclusion

December 11, 2019 Meeting

Bigelow 217

Minutes

Present: Joel Llopiz (co-chair), Gwyneth Packard (co-chair), Jim Flynn, Julie Huber, Todd Kohn, Veronique La Capra (by phone), Stephanie Madsen, Leah McRaven, Julia Middleton, Paris Smalls (by phone), Meg Tivey, and Julia Westwater

Agenda prepared by Joel Llopiz:

1. Quick update from co-chairs on two D&I meetings we attended
2. Status on IBP affiliation
3. Director search committee response from CDI
4. Working group brainstorming and prioritization, and deciding how many WGs to have
5. CDI spending before year's end

The meeting began with a decision by the co-chairs that they would alternate chairing each meeting. The group also agreed to alternate the meetings between the Village campus and the Quissett campus. We also discussed alternating the note takers.

Joel and Gwyneth reported on their attendance at a Diversity Workshop run by the University of Chicago at MBL. They noted that the U. Chicago website has lots of resources related to diversity and inclusion that we might review.

Joel and Gwyneth attended a workshop with Todd Kohn and Kathi Benjamin run by the New England Human Resources Association that was focused on diversity and inclusion. Joel noted that one of the breakout sessions provided strategies for measurement and tracking of progress. There was also a program on psychological safety.

We discussed our affiliation with the Institute for Broadening Participation in Science (IBP). Their mission is to increase diversity in the Science, Technology, Engineering and Mathematics (STEM) workforce. Gwyneth will meet with Rick Murray in January to discuss our continuing participation with the group.

In the past, WHOI has advertised the Summer Student Fellows program on the IBP website. We discussed other ways to broaden the applicant pool for this group. Meg said that information is sent to alumni, Corporation members and Trustees. We will also use the Society for

Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) website to spread the word.

Meg discussed possible plans for APO to support two faculty Equity/Inclusion/Diversity officer (one-month 152 hours/year) positions focused on diversity and inclusion. Many of the details are yet to be finalized. Todd warned against having one person own this area, as opposed to getting broad buy-in across the organization.

Meg also made us aware of a Board of Trustees Diversity Committee co-chaired by Peg Flanagan and Robin Powell Mandjes.

Meg also mentioned that the Woods Hole Diversity Initiative has discussed a proposal for a Joint Diversity Office to be shared among the six Woods Hole science organizations. There was some conversation about the differences in the organizations (two are government entities, one is part of a larger university, sizes range from 35 staff to 1000) and what that might mean in terms of contributions from each organization (with WHOI the largest).

Leah mentioned the Howard Hughes Medical Institute, which had recently sponsored a “Crossroads” workshop against racism. The HHMI website was recommended for its diversity page.

The group discussed the importance of the search committee for the new President and Director being attuned to issues of diversity and inclusion. We discussed various strategies for reaching out to the committee. Gwyneth agreed to draft a letter that will go to Amy Bower and Mike Esposito, the co-chairs of the search committee.

Todd Kohn mentioned the Rooney Rule in the NFL, which requires teams to interview ethnic-minority candidates for head coaching and senior football operations jobs.

Julia Westwater discussed the reception being hosted by the Rainbow of Ocean Scientists and Engineers at the upcoming Ocean Sciences meeting. She suggested that we have CDI materials at the WHOI table, as this is often a venue for recruitment (of students and scientists?). The committee approved the expenditure of \$200 to contribute to the event.

The group discussed establishing a Google Docs page for our group, and all agreed that it was a good idea.

We did not get a chance to discuss the working groups within the committee and moved that topic to next month’s agenda.

Action Items:

Veronique La Capra will create a Google Docs page for the committee

Gwyneth Packard will draft a letter to the co-chairs of the Presidential Search Committee

Leah will draft questions that we might raise at the Search Committee’s upcoming Town Hall

All: Attend the Town Hall

Stephanie: Will talk with Kathy Patterson regarding vendors for pins, stickers, etc.

Next Meeting: Wed Jan 15th at 2:10 pm in Watson 201 on the Quissett campus

"Individually we're only one drop. Together we're an ocean."