

Committee on Diversity & Inclusion

Wednesday, January 15, 2020

2:09 PM

Attendees:

- Joel Llopiz
- Gwyneth Packard
- Jim Flynn
- Leah McRaven
- Aleck Wang
- Veronique LaCapra
- Julia Westwater
- Julie Huber
- Stephanie Madsen
- Viviane Menezes
- Catherine Walker (on phone)
- Todd Kohn

Not in attendance:

- Paris Smalls
- Julia Middleton

Action items generated from meeting today:

- Make a headlines entry in Google Doc
- Gwyneth to post whiteboard brainstorming notes and the CDI to ponder and think about themes
- Consider what working groups the committee members would like to be aligned with

Administrative items discussed during the meeting:

1. Sent letter to the Director search committee about CDI's role in that search. CDI has been invited to participate in the search to the extent we can just like the rest of the community
2. Joel and Gwyneth invited to May board meeting
3. Big job of next Director will be to oversee capital campaign. Likely CDI should engage in such a campaign with the new Director. As part of this, there will be a lot of discussions around who we are and want to be as an Institution, and there is an important opportunity to infuse D&I in the conversation
4. For Google doc, create a WHOI Headlines draft with date that we send in case we need to re-use in the future

Agenda:

- Need to get working groups launched, so need to spend most of our time today establishing what the working groups could focus on
- Some working groups will persist...some will retire
- Leave money out of the equation for now...we can petition the board when we know what we need, but let's focus on potential and ideas at this point
- Volunteers waiting in the wings who are at the ready to help with the cause
- Goals...what objectives do we have? Let's brainstorm and prioritize
- Brainstormed ideas (prior to being grouped in themes):
 - JP admission recruitment
 - JP admissions practices
 - Employment hiring practices and recruitment
 - Summer fellow recruitment
 - PDS recruitment (general postdoc recruitment)
 - Internal education
 - Internal broad education
 - Tailored to each community
 - Internal leadership advocacy
 - WHOI's external image/PR - heteronormative
 - Content
 - Images
 - Where you find us
 - Our website
 - Brand, in particular our Marine Operations
 - Needs to be more language, statements, content on our web.
 - Tackle from communications perspective because haven't seen movement in letter Marine Ops leadership know about this
 - What message are we trying to portray and what pictures can support it
 - Keystone Project
 - K-12 outreach
 - K-12 inreach (can WHOI do to help create new avenues and admission pools?)
 - Facility space is an issue or build relationship with other organizations with space
 - Example is Girls in Science program
 - External benchmarking - what are other organizations/institutions doing? Best practices
 - Metrics - What should be measured? How? What does success look like?
 - Need to establish a baseline from which to measure progress
 - Based on learnings at NEHRA Symposium, could be 3 yr turnaround to see progress
 - Reaching out to Dept Chairs/Heads for input

- Setting the stage - Like what PEP does before student is mentored; exercise to understand where everyone is coming from and setting perspective ; recognizing privilege
- Event planning
 - Organizing events for internal education (i.e. lunch and learn)
 - Make sure to create media and take pictures at events we throw related to D&I
- Internal assessment and "training" on soft skills. Is WHOI ready to take on these big topics if we don't have the right skill sets as an organization or if we don't have a common set of values to which people can align themselves and their actions.
 - ·Psychological Safety
 - ·Having Difficult Conversations
 - Conflict Resolution
 - Supervisor training
- Infrastructure to support open conversations
 - Just want to talk with someone without it being tied to your employment
 - Head of HR is also EEO Officer
 - Opportunity for CDI to play a role to facilitate mentoring, small discussion groups/listening groups?
 - Place or people to go to feel safe discussing these D&I topics
 - Workplace Climate Committee play a role here
 - Understanding how to communicate incidents (either anonymously through the intranet or other means)...discussion around EthicsPoint as a means to submit anonymous feedback at WHOI
- Training for PhDs about how this D&I topic doesn't impact their academic future - WHOI run by a bunch of PhDs, so an elitist model who aren't good at dealing with these issues
 - Addressing idea of Excellence vs Diversity
- Check your blindspots
 - More education...address in different ways
- Research and identify literature, journals, articles, etc. on this topic for education and citation
 - Collect
 - Record/promote
 - Compilation of current resources on WHOI intranet
- Culture at sea
 - Academic vs non-academic vs marine crew
 - UNOLS just released new "Climate at Sea" videos based on revised survey
 - No training for Chief Scientists...who else needs to be trained
- Bringing in speakers

Closing

- Need to group ideas together into themes
- Need at least 2 people per working group
- Haven't decided on logo yet and work still to be done. They are revisiting designs and will send around for feedback when ready