

Committee on Diversity & Inclusion

Wednesday, March 25, 2020 Virtual Meeting

Present (on Zoom or on phone): Jim Flynn, Julie Huber, Todd Kohn, Veronique LaCapra, Joel Llopiz, Stephanie Madsen, Leah McRaven, Viviane Menezes, Julia Middleton, Gwyneth Packard, Paris Smalls, Aleck Wang, and Julia Westwater

Old Business:

Gwyneth reported that the letter that the group had approved had been sent to the Presidential Search Committee. The only response was from Colin Reed, to confirm receipt of the letter.

Veronique reported that she had nominated Dawn Wright, a woman of color with a background in industry, education and research, to the search committee.

New Business

The remainder of the meeting was devoted to clarifying the roles of the sub-committees, and assigning committee members to those groups. Members of the committee were asked which subcommittees they would like to staff.

In a discussion about metrics, we discovered that HR maintains some Federally-mandated records of employee data, but a concern was raised about people with 2 or more races. They are listed only as multiracial, with no information on their ethnicities. Todd also noted that many people choose not to report.

Julia Westwater said that similar data was maintained by APO on students and applicants. She noted that the Federal forms only have male and female available as genders.

Joel and Gwyneth clarified that committee members would only be a portion of the subcommittees and that we would reach out to others in the WHOI community to round them out. We plan to send an email to all WHOI staff and students to solicit interest in joining the various committees.

Education (of WHOI Leadership): Todd Kohn, Veronique LaCapra, Joel Llopiz, Leah McRaven, Julia Middleton, Gwyneth Packard, Aleck Wang

Metrics: Jim Flynn, Julie Huber, Todd Kohn, Stephanie Madsen, Viviane Menezes, Gwyneth Packard

Resources: Todd Kohn, Veronique LaCapra, Leah McRaven, Julia Middleton, Aleck Wang

Note: Metrics will be looking at WHOI-specific data and Resources will be looking at local and regional efforts and opportunities. These committees may be combined.

Student Recruitment: Jim Flynn, Joel Llopiz, Viviane Menezes, Julia Middleton, Paris Smalls, Julia Westwater

Events: Veronique LaCapra, Joel Llopiz, Stephanie Madsen, Julia Westwater

Community Building locally: Julie Huber, Paris Smalls

In-Reach: Gwyneth Packard

Note: Community Building and In Reach Committees may be combined

A Keystone committee was also discussed, but is unlikely to be active for a while. Leah McRaven and Julie Huber expressed interest in that committee.

Please note: Joel and Gwyneth have drafted an extensive reorganization and description of the groups, and Veronique has added more extensive descriptions of the groups' responsibilities.