

CDI Minutes – 16 April 2020 virtual

Zoom Attendants: Joel Llopiz, Gwyneth Packard, Aleck Wang, Jim Flynn, Todd Kohn, Leah McRaven, Stephanie Madsen, Catherine Walker, Viviane Menezes, Julia Middleton

Absent: Paris Smalls, Julie Huber, Julia Westwater, Veronique LaCapra

Discussed the absence of an institution-wide statement on diversity, equity, and inclusion. Biology has a small statement, but it's very minimal. The Resources & Metrics group will be able to help the institution develop a formal statement. HR will benefit from this type of help from the CDI and is excited to have a more general statement to include in all job postings.

Along similar lines, perhaps there would be a way to introduce a new, more modern option to update the current Henry Stommel quote on display (which references only men in science). However, this type of quote can help keep individuals aware of how far we've come already: might be counterproductive to sweep this type of quote under the rug. May be able to team up with the Workplace Climate Committee.

Working groups: Please refer to the WorkingGroupsV2.docx file for more complete overviews of the scope and membership of each working group.

Discussion about the leadership of each working group and where to recruit non-CDI members. Two co-leads from the CDI for each working group would be ideal.

Working Group	CDI Co-Leads
Resources & Metrics	Todd Kohn, Stephanie Madsen
Community Building	[J. Westwater nominated]
Academic Recruitment	[J. Westwater nominated], Julia Middleton, [tenured faculty member?]
Messaging & Implementation	[V. LaCapra nominated], Leah McRaven
Events	[Kayleah Griffith nominated as external lead], [Julie Huber?]

Discussion on how to advertise for members to join working groups. Other CDI nominees, post-docs who wrote a letter to the administration have expressed interest, CDI members can reach out to at least one person who may be interested, posting in "Announcements" email and WHOI headlines,

In order to recruit membership, each set of working group co-leaders should write up a description of specific goals and tasks that can be referenced by people interested in joining the working groups. Suggestion for a "comments to the CDI" form on the website, so that people who are interested in giving feedback or have ideas they want to share. Additionally, the CDI

will eventually have some structure for public meetings so that people can speak with us in person.

Discussion of collaboration with communications and how to highlight the work of diversity, equity, and inclusion within WHOI's community. Shining a light on the awesome work of many people who are usually not featured in WHOI's press releases, tours, etc. Possibility of generating an "Ambassadors List" of WHOI people who would be willing to speak on these issues, and always be recruiting new members to such a list. Can WHOI offer any training on public speaking, for individuals who might be interested in this type of work, but feel like they want a little guidance. Goal is to offer platform for voices to be heard.

Working group co-leaders are tasked with meeting within the next ~week to begin discussing initiatives.