

CDI meeting 2/13/2020

Attendees:

Gwyneth Packard
Joel Llopiz
Julie Huber
Leah McRaven
Veronique LaCapra
Paris Smalls (by phone)
Julia Westwater

We all need to look at the working groups list on google drive and assign short-term and long-term priorities to list; separate one time vs. ongoing. We should each bring our top three list to next meeting to discuss and come up with top 10 list for the committee.

The regular agenda was tabled to prepare for the Presidential Search Committee meeting.

Define our goal – what do we want the PSC to look for?

- Proven ability to do this work and know its importance
- Track record of success
- Diverse applicant pool is desirable but not sufficient to ensure progress
- Evidence of D&I strategy (e.g. leadership agrees to attend D&I events) and success (e.g. increasing diversity of undergraduates, increasing diversity hires, retention of diverse employees). Metrics at WHOI seem to be based on money. Can metrics be based on percentages? An example of inclusion was the past issue of women's lab space at MIT.

Many people at WHOI "don't know how to talk about it." The candidate must be willing to hold trainings to establish a culture of inclusion.

There was a suggestion for an endowed chair for scientist from an underrepresented group; perhaps this could be a goal of the upcoming capital campaign.

There was another suggestion for the Marine Policy Center to hire a person whose science is the societal impact of research.

The search is a closed search – not transparent; we should request info (without names) related to gender, ethnicity, etc. of final candidates; also ask for track record of inclusive practices.