

CDI Minutes – 6 November 2019

In attendance: Joel Llopiz, Gwyneth Packard, Leah McRaven, Julia Westwater, Julia Middleton, Aleck Wang, Veronique LaCapra, Julie Huber, Viviane Menezes, Stephanie Madsen

Absent: Catherine Walker, Paris Smalls, Jim Flynn

Introductions

Discussed CDI coming into existence in a time when there is a lot of momentum and discussion of the need for an institution-wide effort toward making progress on issues of diversity and inclusion.

Chairs Gwyneth Packard and Joel Llopiz introduced themselves to the group. The members took turns introducing themselves.

Some discussion of where CDI fits in the broader WHOI community. We report directly to Mark Abbott. We hope to collaborate and not duplicate the ongoing efforts of groups like Workplace Climate, GLOW, Women's Committee, etc. We hope to work with the other groups whose mission intersect but our main focus will be on improving the Institution's environment to be inclusive and making progress on recruiting and sustaining increased representation.

Budget:

Some discussion of the fact that CDI has a budget; the institution funded this effort. We have \$5,125 at our disposal with the only instructions that it be for "travel, graphics, food/beverages, honoraria, etc". Joel and Gwyneth approved a small expenditure before the committee was formed to pay the speaker honorarium for the guest speaker at the Mashpee Nine screening. Now the CDI is formed there will be discussion and consensus prior to expenditures.

Gwyneth brought up investing \$200 toward WHOI membership in the Institute for Broadening Participation (IBP) (pathwaystoscience.org) which is member supported now, having originally been funded by NSF. Last year, APO and AOPE went in on an institutional membership to get WHOI started. The IBP offers a network that could put us in touch with groups underrepresented in Geosciences, if we use the site to begin building relationships. Membership funds the upkeep of the site and their outreach to underrepresented students and their faculty and mentors, and as a product to the members the IBP provides statistics on your postings. WHOI stats for the past year are:

You have the following opportunity listings posted on our site: Postdoctoral Scholarship Program; Catherine N Norton Fellowship; Summer Student Fellowship Program; Woods

Hole Partnership Education Program (PEP); The Polaris Project; Geophysical Fluid Dynamics Program; NOSAMS Graduate Student Internship Program

In the past year, your opportunity posting(s) on pathwaystoscience.org generated the following number of clicks from our site to your opportunity site/application(s): 763 We also featured your opportunity posting(s) on Facebook, which generated a reach (views, likes, etc.) of 7591. Additionally, our Facebook posts generated 204 visitors to your program page(s).

- Discussion – is this the best place for WHOI to invest in a partnership, are there other places doing this work?
- If we invest, CDI would just put up a portion and work to build consensus in the science departments contribute a portion.
- Also, CDI would look into how to propagate IBP networking throughout the Institution. Possibly have some of its resources included in the Proposal Writing Workshop or other appropriate forums.

Committee structure:

- having monthly meetings for the time being while we organize and get off the ground
- having many of our meetings be open to the entire Institution, once we have established our direction and messaging
- having working groups. There are a lot of people already doing work around WHOI, and there are more who expressed interest in the committee. If we establish focused working groups headed by pairs of CDI committee members we can get more work done.
- working with other established committees to further the work

Focus:

We discussed:

- having short, medium, and long term goals
- getting to where the Institution is leading on issues of inclusion
- impacting hiring practices but also the climate those hired will experience
- hosting community events

Some discussion on the pervasive false dichotomy that artificially and incorrectly pits “excellence” against “diversity”. This argument comes up repeatedly, was encountered recently, and is one of the influences that needs to be addressed in our strategy.

Resources:

We stopped to discuss some background not everyone was familiar with.

1. The Livingston report which was commissioned by the Woods Hole Diversity Initiative. It interviewed members of the community and was candid in its assessment of where we are. It is available here:

<https://web.whoi.edu/wcc/internal/diversity-report/>

Edited: 1 June 2020 to update report link:

<https://web.whoi.edu/wcc/internal/diversity-report/>

2. The Joint Program (JP) letter which a group of JP students worked on and presented to Mark Abbott and David Scully.
 - a. They were all looking for a way to make their voices heard here.
 - b. They felt they didn't have as much recourse as students at MIT.
 - c. They found broad support from JP alums, 250 of whom signed on.
 - d. The letter discusses their experiences and ways forward.
 - e. The letter includes an annotated bibliography of publications supporting efforts to improve diversity and inclusion, with data.
 - f. After the letter the WHOI Board created a small task force and met with students.
3. Woods Hole Diversity Advisory Committee
<https://www.woodsholediversity.org/about/contact/> and Woods Hole Diversity Initiative <https://www.mbl.edu/diversity/community/>

Products:

We want our efforts to work their way out through the WHOI community but specifically up through the policy makers.

We will look for models where things are being done, eg. Scripps, and see what efforts could work for us.

We will work on compiling actionable items, talking points, helpful messaging that can be used to make our work accessible.

We have a website and we want to make resources available there for anyone who wants to do this work. We could list the JP students annotated bibliography, for example. And a link to the IBP toolbox, webinars, etc.

We also want to work on a large, groundbreaking effort in addition to shoring up our own community infrastructure. One idea we discussed as being of the appropriate scope was to try to create a parallel to the "Inclusive Astronomy" event held in 2015. It was well-funded effort, and a follow-up conference was held this past month. The [website for the recent conference](#) is an impressive resource for how to run an inclusive meeting.

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Homework:

Members will look into the following materials:

- Livingston report - <https://web.who.edu/wcc/internal/diversity-report/>
- JP bibliography – emailed to members
- IBP - <https://www.pathwaystoscience.org/Contactus.aspx>
- Scripps diversity effort - <http://www.scrippscollege.edu/diversity/>

Members will brainstorm on:

- Other places where efforts are moving the needle
- What does measurable progress look like
- Is IBP a good place to invest in partnership/relationships
- What are some working groups we would like to get off the ground
 - Some semi-permanent, ongoing efforts
 - Some finite scope, eg. Events
- What materials would we like to present on the web page
- What large and overarching big project are we interested in developing

Chairs action items:

- Distribute links to materials discussed
- Get CDI listserv up
- Get access to editing the CDI webpage
- Send out doodle-poll to establish one or possibly two (alternating) standing days for future meetings.