

Present (zoom): Gwyneth Packard, Joel Llopiz, Catherine Walker, Julia Middleton, Viviane Menezes, Todd Kohn, Jim Flynn, Stephanie Madsen, Julia Westwater, Julie Huber

Not present: Paris Smalls, Aleck Wang, Veronique Lecapra, Leah McCraven

Community Building: met June 25th - reviewed goals, have google drive and added volunteers as contributors. Put up a Spreadsheet for people to fill out - form for people to input information, populate database. Work with IS. Work with our partners to find suitable contact information to provide to the Committee. Meeting every three weeks. Have about 8 volunteers.

Events: met, 7 people attended. Keeping meetings to an hour, meetings scheduled around tasks. Discussed how to communicate - going to use the working group slack channel. Having people invite more people. Want to create guidelines for people who are already hosting events.

Met with Kathy Patterson because they are already getting invitations from people who have events scheduled - asking "how can I make these more diverse". Looking for panelists, they are soliciting recommendations. We can bring diverse sci/eng candidates, but they are also looking for "famous" and "influencers". Will be a balance. Look for people doing cool things. Also consider science communicators. CDI is looking to work with the series. They are also looking for ways to make the Stroll more diverse.

Look at getting a volunteer to put events up on the calendar as they come in.

Discussed putting out a call for help when events are happening. Ask the WHOI community for one-time help.

Academic Recruitment: a lot of volunteers. Too many for one subcommittee. Branched off to a guiding group of 8 from broad seniority. Came up with a list of 5 initiatives to begin. The group divided those up as assignments.

Newsletter: targeting undergrads, going on in JP, professional advice and research, features of scientists, particularly scientists of color

Recruitment list: collating a list of schools and contacts that target undergrads in both Earth Sciences and Peer Sciences, in recruiting use this list to help us recruit more effectively from URM. Discuss oceanography as a viable career option, doesn't have reputation as financially stable career option.

Middle school and early high school recruitment: reaching out to groups that are missing out on these opportunities

Conferences: having people go out with specific D&I mission to go give workshops at conferences, help people identify and overcome barriers in career path

Merch: make tangible stickers and pins and such

Faculty hires: WHOI is currently overhauling the hiring procedures. Going to invite Rick Murray to a future meeting.

When John Farrington was here, he had targeted HBCUs in a direct effort. It was pointed out how important it is to look back at what we have done. APO may also have money for these kinds of visits.

Travel fees for transporting K12 students is very expensive. Each JP student has access to \$750 in expenses each year to get to conferences

Recommended that each of the volunteers go out to their alma mater and reach out to the cultural or diversity offices there and check in quarterly to forge relationships. Write up a protocol of how to do that. Could ask all the volunteers to do it.

For some communities, the sea-going component is a draw-back. Let people know that there are both field work and non-field work careers.

Also build awareness that graduate school in this doesn't cost. They didn't know they get paid. Barriers may include family resistance, so give them information about the way forward. Also, can postpone repayment of undergrad loans while in grad school.

Resources & Metrics: Todd Kohn gave us an update on the HR initiative to examine our hiring process, from recruitment and advertising, in preparation for the upcoming cycle.

Viviane - had a few meetings and emailed volunteers, discussed how to collect information for designing metrics. Ask volunteers to look at criteria being used in academia, non-profit, and corporate. Also looking at template for organizing criteria.

Todd - got a plan together for volunteers, going to ask the committee for input on how to move forward. Will send out volunteers to request feedback. CDI members should review the template, and bring up any missing questions. Also requesting what other organizations to look at. How to benchmark practices.

How to collect this information: these will be extensive conversations to organize, qualitative interviews in phase 1. Then could there be a survey in phase 2 for broader audience.

Discussion around what is our baseline for us to measure growth against. How can we measure whether events are helping people.

Discussion that the first phase will be discovery, and finding out the scope and what we don't know.

Have the CDI look at the template. Maybe bring it up to the Board if there organization has an established program for this and could they make introductions.

Cross group impact - this will overlap with other groups. We can coordinate on who we are reaching out to so they are not overburdened. And can include questions that relate to the other groups.

Messaging & Implementation: discussed the sending of questions out ahead of time so Ocean Encounters speakers and panelists so they can consider them. This is already being done and the presenters are asked to write a few questions themselves.

Naming & Art committee partnership: working on naming spaces and recommending art to use our spaces to . Looking for input in the nominations process.

Move forward with the CDI logo.

Discuss the CDI report of updates on D&I work from WHOI senior leadership - CDI chairs have reached out to everyone on the org chart to ask for a list of efforts currently underway at the departmental and lab level. We can help them community to the broader WHOI community what is and isn't being done at WHOI. Some people feel they are doing things but people don't know. The final document will be a way to identify things that are working, things that are being overlooked, and start conversations both inside departments and between departments about the efforts underway and plans being implemented.