

Meeting Minutes August 6, 2020

Committee of Diversity and Inclusion

Present: Joel Llopiz, Gwyneth Packard, Viviane Menezes, Todd Kohn, Veronique LaCapra, Stephanie Madsen, Catherine Walker, Aleck Wang, Julie Huber, Kayleah Griffen, Julia Middleton, Paris Smalls, Colin Reed, Julia Westwater

Agenda

1. Welcome to Colin Reed and an update from him on board- and administration-level activities
2. CDI chairs meeting with Mark Abbott yesterday
3. Discussion of multiple efforts pushing for a Chief Diversity Officer
4. Diversity Hub on website - <https://web.whoi.edu/cdi/whoi-diversity-hub/>
5. DAC representation request
6. Brief updates from WGs (could be via email if we run out of time)

Minutes

1. Welcome to Colin Reed and an update from him on board- and administration-level activities

- Colin is Senior Advisor to the WHOI President and Director, and he works behind the scenes on many initiatives with Mark and Rick Murray and is an available line of communication between the CDI and senior administration.
- Colin updated us on efforts at the level of the Board of Trustees, including an effort to create a charter committee for diversity and inclusion.
- Rick Murray is examining how to measure an individual's impact beyond "publish or perish" (e.g. D&I work) concerning hiring and promotions.
- Colin discussed how critical communication is and can assist with channels of communication. For example, Human Resources and Legal can determine what we're allowed to measure in our Resources and Metrics working group.

2. CDI chairs meeting with Mark Abbott yesterday

- Gwyneth and Joel met with Mark Abbott on August 7. They discussed how many people are coming forward wanting to get involved, and how to organize that energy, in the absence of a Chief Diversity Officer or a Diversity Office at WHOI.

3. Discussion of multiple efforts pushing for a Chief Diversity Officer

- One model that could help in the meantime (pre-CDO) and still be useful in the event that a CDO is established, is a DEI Council to continue to push information in every direction – up the chain, down the chain.

4. Diversity Hub on website - <https://web.whoi.edu/cdi/whoi-diversity-hub/>

- Diversity Hub - Gwyneth and others have been told that it's difficult to find diversity information on WHOI's website, so there's an effort to create a diversity hub website.
- Gwyneth is working with Development and Communications to create links on many WHOI web pages.
- The CDI events calendar will be renamed the DEI events calendar and include more than just our info. This is to promote resources for people thinking of coming here as well as for people who are already here.

5. DAC representation request

- DAC representation request: Kayleah seems to be the link between DAC and CDI at this point. Can she report from DAC meetings to CDI? Kayleah is going to sea for two months; Sheron Luk would be a good substitute in Kayleah's absence.

6. Brief updates from WGs

- **Conference Room Renaming Effort:**
 - Representatives from CDI, Workplace Climate Committee, and Women's Committee working on renaming spaces and adding inclusive artwork.
 - The intention of the committee is to make an inclusive process for inclusive naming and artwork (some kind of visual that represents the person). It was mentioned that non-science department people are sometimes excluded from "department" decisions.
 - Catherine, the CDI rep on the committee, reported that they requested conference room information from department chairs and have asked each science department to get at least one named room in the first year.
 - They're working on a nomination form for each department to gather nominations and then vote.
 - Feedback on what should be on the nomination form would be helpful. Send suggestions to Catherine.
 - There's been discussion of creating an exhibit in the Clark lobby to show the contribution of different cultures to oceanography: Polynesian, Wampanoag.
- **Events:**
 - Stephanie spoke with Kathy Patterson about helping with events that are already planned. Ocean Encounters has been mentioned quite a bit; a lot of effort is being put into identifying the right people who will fit in with the topic, timing, and other panelists (no budget for paying panelists). Send ideas of potential panelists or people who may have suggestions along to Veronique.
 - David Scully, WHOI's Board of Trustees Chair says not to let funding inhibit what we're doing and approach him with specific requests. Ocean Encounters is at a high level (donors, etc.) so funding shouldn't have to come from CDI.
- **Resources and Metrics:**
 - Has just created a plan and are making changes in policies and procedures. Updates will be available soon.
- **Academic Recruiting:**

- JP town hall today; Paris and Julia will present for Academic Recruitment WG. They have about 20 volunteers and will break into subgroups; will be working on it for the next 3-4 weeks.
- JP student/PD town hall this afternoon (limited to students and postdocs). JP student reps want students and postdocs to be told about other D&I initiatives besides CDI and WCC. There was a suggestion to Kayleah and Julia M to give a 60-second overview of CDI including working groups. Those attending the town hall were asked to report back to CDI. The students also have a website dedicated to justice, equity, diversity, and inclusion.
<http://jpreps.mit.edu/justice-equity-diversity-and-inclusion-dashboard>
- **Messaging and Implementation:**
 - Provide email update on activities and any needs or questions they have

7. Other

- HR has requested that a representative from the CDI help with awards for employee recognition. The person would evaluate nominations and participate in one meeting. Gwyneth is doing it for now, but Joel volunteered to take over.
- Once the new WHOI President starts, invite him to a CDI Meeting
- Women in science – this fall will be extremely difficult at WHOI especially for people (mostly women) taking care of children; things are not getting better. Can we join forces with the Women’s Committee to help address this issue?
- Veronique suggested renaming the CDI to include equity? The JP students are referring to this work as JEDI: justice, equity, diversity & inclusion.
- Perhaps members of WHOI’s Board could provide personal coaching for people who are struggling to manage their time and get through this challenging time.
- Stephanie: [Equality Can’t Wait Challenge](#). Propose ways to improve equality at WHOI.
- Gwyneth will get CDI calendar info to everyone (including how we can update it)
- Steph will delegate someone to update calendar for community events that pop up
- Academic Recruitment WG to move their WG meeting minutes and other info to “CDI Working Group Space” Google drive
- Resources and Metrics WG to move their WG meeting minutes and other info to “CDI Working Group Space” Google drive
- Gwyneth and Joel: Add DAC ex officio member (i.e. Kayleah) to CDI charge and run this by Mark
- Not discussed: Joel thought some low hanging fruit for the CDI to have a recurring presence at WHOI is to have a weekly or fortnightly CDI update that goes into WHOI Headlines. This could include news, events, tips, resources, articles, or anything else. It would be great if someone from the M&I WG could lead this.