

Meeting Minutes Sept 2, 2020 by S. Madsen
Committee of Diversity and Inclusion

Present (zoom): Gwyneth Packard, Joel Llopiz, Catherine Walker, Viviane Menezes, Todd Kohn, Jim Flynn, Stephanie Madsen, Julia Westwater, Julie Huber, Paris Smalls, Aleck Wang, Veronique Lecapra, Leah McRaven

Not present: Julia Middleton

Agenda:

1. Gwyneth and Joel will facilitate an open discussion allowing each CDI member to address their authentic feelings about their CDI involvement.
2. DE&I Updates from anyone

Minutes:

1. Gwyneth and Joel will facilitate an open discussion allowing each CDI member to address their authentic feelings about their CDI involvement.

- We focused on positive outcomes we've accomplished and shared existing challenges with balancing time, scope, intensity, responsibility, drive to make a difference while confronted with COVID challenges.
- Gwyneth's inspiring words brought us together, and although we may feel our strides are small, we each are an important part of the larger fabric we are weaving together.
- Points for future discussion:
 - For how long are members' terms? Initially it was one to two years, but with an incoming Director and Covid, we may extend terms to 2 and 3 years
 - Continue to lean on each other, ping each other for support, and share the load - try to delegate with working group members

2. DE&I Updates from anyone

- International Committee support for our WHOI community, especially those hard hit by Visa challenges and those feeling unsupported. Reach out to Andrew Daly to get your name on the list serve: adaly@whoi.edu
<https://www.whoi.edu/committee/international/welcome>
 - Andrew disseminates Matthew Person's (MBL) International Newsletter each Friday. It's an amazing resource filled with pertinent information, fun weekend activities, history etc.
 - Matthew said it's okay to share with the Community, but please note he does this as a volunteer on his own time (it's not a work commitment....he does it out of kindness)

- Generate a CDI Priority List in preparation for Peter deMenocal's arrival (Oct 1). Solicit top priorities from all Committees, offer solutions and generate one cohesive list to present to Peter (1 to 2 pages at most) - offer links to letters + resources
- A newly formed D+I Council - includes a few from the Leadership team, several chair persons, reps from Committees such as Workplace Climate, Womens, Glow, International, CDI. The goal is to cross communicate - committee level to leadership, leadership to committees, and address support and infrastructure needs to make cultural change.
- Diversity hub on the new whoi.edu website under *Who We Are* banner links directly to our CDI website and resources.
- Joel highlighted financial funds available (a small pot of \$) for D+I efforts in Science Depts, such as supporting a guest speaker.
- JP Student video being released soon! Paris, Veronique worked on it and at least 7 Joint Program students are featured.
- Ocean Encounters speaker series is highlighting a diverse range of panelists.
- Maria Mitchell - Women in Science Symposium is on Oct 2nd 1-4 pm and free to everyone! <https://www.mmwiss.org/>