

October 1, 2020, 10:30 am - 12pm, Zoom

Attendees:

Gwyneth Packard, Joel Llopiz, Catherine Walker, Veronique LaCapra, Julia Westwater, Kayleah Griffen, Julia Middleton, Todd Kohn, Stephanie Madsen, Julie Huber, Aleck, Paris Smalls

Guest:

Danielle Fino

Absent:

Leah McRaven, Vivane Menezes

Minutes:

1. Guest Presentation, Danielle Fino - WHOI Communications Collaborations

- a. Danielles thoughts
 - i. Passionate about DEI being brought to light in communications and marketing efforts
 - ii. Reach out to Danielle Fino if we see any missteps
 - iii. Communications has a New Heights charter school partnership
 - iv. Communications is working to increase representation of diversity
 - 1. Making an effort with Ocean Encounters
 - v. Can hire freelancers, portray stories - just help communications identify opportunities
 - vi. For event/ social media promotion:
 - 1. social@whoi.edu - Specific to social media
 - 2. media@whoi.edu - PR

b. Action/ Feedback/ Conversation

- i. If a message is going out to WHOI community regarding DEI, CDI is willing to help
- ii. CDI Events - appreciates communications taking feedback
- iii. CDI Academic Recruitment - for K-12 partnerships
- iv. Specific groups, just reach out to communications and extend the invitation to join them on efforts

2. Joel & Gwyneth met with Peter de Menocal

- a. CDO is biggest goal for him
- b. Other ideas/thoughts from Peter
 - i. Hiring practices at WHOI
 - ii. Departments and groups have their own committees for DEI stuff
 - iii. As a chair and dean he has done work for DEI
- c. Capital campaign is a good chance to raise DEI funds, also the "President's" fund
- d. **Action items**

- i. Peter wants a prioritized to do list, incorporating across the institution feedback on what we are doing
 - 1. Digest the [charges](#)
 - a. Robert - Vero & Kayleah
 - b. Post doc - Gwyneth & Vivianne
 - c. JP - Julia M & W
 - d. SciSec & Tenure - Joel & Catherine
 - e. Tech Staff - K & Gwenyth
 - 2. New charges:
 - a. Women's committee

3. The role of CDI

- a. Food for thought
 - i. What populations are we serving?
 - 1. Some examples are: Protected populations, international, glow, gender, race, veterans, abilities
 - 2. Do we pick up where there is an absence?
 - ii. Who should come to us, when?
 - iii. How can we make ourselves available to help?
 - iv. How can we make ourselves useful in the background?
 - v. What do we mean by diversity, equity and inclusion?
 - vi. How do we interface with other committees?
- b. Conversation
 - i. We would like leadership to clarify expectations of us & them?
 - 1. Senior leadership, D&I council, trustees, CDI
 - ii. DEI Report card
- c. **Action items**
 - i. Defining our role
 - 1. CDI will work to define its specific role

4. CDI Working Group updates

- a. Events
 - i. Accomplishments:
 - 1. Ocean encounters
 - 2. Engaging with 2-3 other large events
 - ii. Next meeting:
 - 1. October 9, 11am, zoom
 - iii. Tasking:
 - 1. Work with Danielle on event guidelines
- b. Messaging & Implementation
 - i. Accomplishments: refocusing
 - 1. Newcomers corner
 - 2. Engage new arrivals
 - 3. Prep & publish slide decs

- 4. DEI trainings
 - 5. Headlines blurbs
 - 6. Institutional website comparative assessment
 - ii. Next meeting:
 - 1. not yet scheduled
 - iii. Tasking:
 - 1. Institutional Statement on DEI efforts
 - 2. Land acknowledgement on WHOIs website
- c. Resources & Metrics
 - i. Accomplishments:
 - 1. Todd with Kathi, dashboard for Peter on DE&I breakdown
 - 2. immigration seminar
 - 3. assessing other organizations websites
 - ii. Next meeting:
 - 1. not yet scheduled
- d. Academic recruitment
 - i. Accomplishments:
 - 1. Working subgroups!
 - a. Faculty Recruitment
 - b. Student Recruitment
 - c. Undergrad, HS and lower (education)
 - d. Newsletter
 - ii. Next meeting:
 - 1. 3 weeks, also all subgroups will meet before then
- e. Community Outreach
 - i. Accomplishments:
 - 1. Database of outreach & community connections we already have

5. Other DEI updates

- a. Tension within the International Committee at WHOI
 - i. Alec
 - 1. Feedback
 - a. Unwelcomeness of international community during COVID/ political environment
 - b. Visa issues
 - 2. Action
 - a. Sheron & YT joined CDI subgroups
 - b. Survey international community to gauge concerns
 - i. Aleck and Andrew Dailey to make
 - ii. WCC may be able to help
 - c. CDI define diversity
- b. WCC Survey
 - i. WCC is starting to gear up for new Workplace climate survey

- ii. CDI should try to add to it, what would members of institution actually buy into
- c. Dress codes at Sea
 - i. WCC is taking lead, Anette has been working this issue (sexual harassment training). Leah is taking point for CDI.
- d. Maury Ln
 - i. Facilities is working with the town