

## **November 4, 2020, 3-4:30pm, Zoom**

### **Attendees:**

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

### **Guests:**

Tara Spann, Kathi Benjamin, Colin Reed

### **Absent:**

Leah McRaven

Discussion of the role, job description, and indicators for success of a Chief Diversity Officer

1. Introduced Tara Spann, DEI consultant
2. Tara discussed results of DEI Survey the CDI members participated in prior to the meeting
  - a. Common Themes
    - i. Importance - needs to be empowered, need to have authority
    - ii. First phase should be awareness, accountability, and conversation - we have awareness and are ready to move forward
    - iii. Areas of Opportunity
      1. Key is to provide funding - similar to every other company
    - iv. DEI experiences
      1. Asking "what is your DEI" experience helps people identify and work through an experience where they say "that's what that feels like"
3. Tara discussed recommended edits to description
  - a. Language to help us identify the right people for WHOI
4. Revisiting the title
  - a. Should this be a CDO or a VP?
  - b. Criteria:
    - i. How will this person partner
    - ii. who will they be accountable to
    - iii. how will they be empowered
    - iv. Consensus that this person should be treated as a VP
5. Discuss the role
  - a. in perfect world should be position that partners with people who are reporting to the highest level
    - i. At the board table
    - ii. There when strategies are being developed
    - iii. There where decisions are being made

- iv. Needs to be there voice in the conversation, not their message funneled down
- 6. More discussion of language
  - a. "Partner" with HR, etc.
  - b. Add Equity in there - CDEIO
  - c. "drive change" - especially in a decentralized academic environment, need trust to make a difference
  - d. build a team
    - i. they cannot do the job themselves
  - e. "Oversee" is important, with metrics
  - f. Don't use "program" or "initiative" - make it clear this is part of the organization and who we are, it won't go away when funding ends.
  - g. "Including interviewing practices" - show that we are committed to all the places this work happens
  - h. "Influence" is a good word we should keep in here
  - i.

Whoever this person is, they need to be lifted up by the organization to where they don't have to be proving themselves - the organization should be uplifting and validating this person

Eg. President said "here is xxxx and I have full confidence that..."

- 7. Tara has offered questions to ask
  - a. Candidates can navigate the interview based on the questions asked - is this a place they want to be