

## 12/3/20 CDEI (formerly CDI) monthly meeting minutes

We are now the CDEI—formally changing the name as of this meeting. This was at the request of Peter DeMenocal and the committee's agreement.

### Announcements:

- Kayleah—WH talent show and share your talent, teaming up with Intl Comm and Events WG.
- Gwyneth—Creative folks are working on the new CDEI logo
- Academic Recruitment WG (AR WG) reps (+Joel) met with Cambridge Hill Partners (CHP) about faculty/scientist hiring practices. Mostly an info gathering session.
- Job ads—Julie and others on AR WG quickly worked on wording in MCG ad at the request of Kathi Benjamin, re-writing the boilerplate part about diversity and new request for DEI statements. But changes weren't included. Seems like there was a communication breakdown—Bernhard wanted to get the ad out quickly. Two new ads for other depts do have the changed and added wording.
- Beyond the ads, need to work with chairs about discussing how to evaluate DEI statements. Kathi wanted us to work with CHP. Maybe we (Julie and AR WG) email CHP and ask for their input on how to evaluate DEI statements, and then we also start the conversation with chairs (and search comm chairs?)

Events WG (Kayleah): 1st draft of guidelines about internal WHOI events, recommendations about how to make them inclusive (gender pronouns, land acknowledgements, etc). Getting working on a WHOI-specific listening session that would highlight underrepresented voices at WHOI from all backgrounds, but also including their recommendations about how WHOI could change and be more inclusive.

### Land acknowledgement:

- Help with how to give one at the beginning of an event (examples, what it means, why do it). This guide will go on diversity hub
- We also need a WHOI land acknowledgment on the website

### WHOI DEI statement on webpage (not CDEI's page)

### Aleck: update on Intl Comm

- Andrew mentioned trying to add international-specific questions to the climate survey to be able assess how the international community is feeling.
- May want to mention possible small survey specifically for international community just to see what concerns they have and what their past experiences have been like.

### Community building WG

- Also creating a survey to see what existing connections folks have to outside WHOI, future plans for connections, and if they'd like help from the CDEI.

### Communications concerns

- We need to be a bit better at spreading our message and activities, so that more folks know. Emails only do so much. One on one interactions are important. So we could form a list of FAQs, and then train ourselves in the answers to them, and then we can help spread those messages. But also need a consistent presence in headlines and elsewhere—something that the M&I WG is working on.
- Veronique will draft an announcement for Headlines looking for a volunteer for a website manager, headlines tip/activity, and blog compiler.
- New employee orientation: should we request to have a 15 min block with new hires to discuss what we do and what resources there are?
- Pop up info sessions are also a great way to spread our message
- Activity fair involvement once they come back

### Res and metrics WG

- Having a hard time making progress specifically related to their goals. Looking for someone to step in to help. Jim, would you? (yes) Need help getting traction meeting their goals. Maybe re-evaluate the WG's scope. Resource library needs some attention. Lining up who they want to interview to gather info on best practices for measuring DEI progress.
- Steph: Collin Ward's event was great and did have a survey associated with it, and could be a resource for us. Dina Pandya also should have some survey information that would be useful for info gathering.

### Random questions/thoughts

- Link to Black in Mar Sci week could have been more prominent on the WHOI home page. Maybe future similar events could get more attention, especially ahead of time, and WHOI could even be a sponsor for these national-level events.
- Amazon is a sponsor of Black in Robotics, and Gwyneth is thinking about how WHOI could be involved with this. Director is willing to look into these types of events and how to be involved.
- AR WG met with Meg Tivey about postdoc program. Meg seemed open to improving the selection process, including guiding principles on evaluating PD Scholar program. Also discussed how to better recruit applicants.
- Both student CDEI reps leaving in spring. Might want to bring in an unofficial student now to overlap with Julia and Paris. Eesh is about to graduate but will be a WHOI PD, and would certainly have the JP students interest in mind even as a PD. Julia leaving for sea on Dec 22 till March 1st. Paris will reach out to Eesh to gauge his interest.
- AR WG video: could we use some footage to put together another product highlighting general activities in marine science and experiences? Gwyneth says NEU might be interested in this. Craig Laplante is working on the longer version of the video using this footage—not sure of the status of this. Most is raw interview, not B footage.

- Dept “standing talent” committees: Black in Mar Sci participants largely reefy, fishy, or conservation. Otherwise not a great resource for finding talent in other fields. Also may be why attendance is low at the events?
- CDEI can put together hashtag resources up on our website