

**Woods Hole Oceanographic Institution**  
**Committee on Diversity, Equity and Inclusion**

January 6, 2021

Minutes

Present:

Gwyneth Packard (co-chair), Joel Llopiz (co-chair), Jim Flynn, Todd Kohn, Veronique LaCapra, Stephanie Madsen, Leah McRaven, Viviane Menezes, Catherine Walker, Aleck Wang, Julia Westwater

Comms and Messaging: It was noted that there are several layers to this effort: reaching out to leadership, the WHOI community and each other.

Stephanie introduced the group to URGEosciences ([urgeosciences.org](http://urgeosciences.org)), which is being sponsored by WHOI, NSF, and others. It will kick off 1/18/21 and run for 8 weeks. The group will work through 1-2 papers per two-week session. The URGE initiative is chaired by Vashan Wright, a WHOI Post-doc.

In a discussion of the Room-Naming committee, Leah raised a question about the other committee at WHOI whose work intersects with ours. The Women's Committee, the DAC, The International Committee, and the Workplace Climate Committee were mentioned. Dina Pandya is chairing the Room Naming Committee and specific questions should be directed to her. Stephanie noted that naming of spaces in new Buildings should go through Dave Derosier.

February is Black History Month and the Committee should be engaged with WHOI activities celebrating Black History Month. Gwyneth will talk with Evan Lubovsky or Danielle Fino in Communications.

It was noted that the Committee's splash page should reflect Black History Month during February and Women's History Month during March. Since Agassiz Road was recently renamed for Jewel Cobb, there was some discussion about focusing on her life and accomplishments.

The Committee discussed effort to hire a Chief Diversity Officer. We believe that the CDO should hold a VP title. The committee feels that the CDO will need a larger staff over time and perhaps fundraising can help with that. Diversity and Inclusion are one of the priorities of the President's Fund for Innovation for which the Development Office is currently seeking support.

Aleck Wang reported that the International Committee, with help from Andrew Daly, is planning to do a survey of its membership. Other Woods Hole Organization s may also be involved. The International Committee sponsored the recent Talent Show, which was appreciated by all on the committee who saw it.

Todd Kohn discussed the work of the Metrics Committee. Aleck suggested involving members of the Marine Policy Center, given their talent for quantifying different types of data. One

problem with reporting on representation is the small sample size and some need to anonymize data.

Todd is also interested in using the committee to help to create a more diverse applicant pool for positions at WHOI. Committee members should forward ideas to Todd.

Julia Westwater alerted the committee to the Kneel Down, sponsored by No Place for Hate, which takes place every Sunday at noon on the Falmouth town green. Participants kneel for 8 minutes and 46 seconds to honor George Floyd. Julia said that participants wear masks and that it is easy to remain socially distant.

Julia also discussed Racial Justice Falmouth, which handles a different topic each month. Among topics covered already are Healthcare, Education and Incarceration.

For next meeting:

1. Create a list of tasks for the Committee for 2021
2. Find volunteer(s) to work on updating splash page