

Attendees:

Gwyneth Packard, Jim Flynn, Kayleah Griffen, Todd Kohn, Julie Huber, Joel Llopiz, Aleck Wang, Catherine Walker, Julia Westwater

Notes:

1. Woods Hole Community Black History Month
 - a. Planning committee is requesting \$500-1000
 - b. Goes on top of \$5K existing budget from member institutions
 - c. Goes toward paying speakers
 - d. Discussion
 - i. When we need more money we can ask
 - ii. Yearly donation
 - iii. \$750 to BHM
2. CDI Resource Library
 - a. Need quote for organizing it better
3. All ABOARD opportunity
 - a. 4 person across institution teams to further JEDI at institution
 - b. Brainstorm people:
 - c. each department now has a "DEI Standing Talent" committee. We should send the "All Aboard" information to that group, since about half are tenured.
4. Black History Month coverage/events
 - a. <https://www.woodsholediversity.org/virtual-harambee/>
5. Maury Lane renaming
 - a. Got permission from town to name it for Marie Tharp
 - b. Discussion of how to mark the change
 - c. Separating this from room **naming** group
 - i. Not a room renaming group
6. Deliverables from Working Groups
 - a. Academic Recruitment
 - i. Faculty adds
 1. 1 page statement statement in all job postings
 - ii. Newsletter porthole
 1. <https://web.who.edu/cdi/through-the-porthole-newsletter/issue-1/>
 - iii. Faculty recruitment look into
 - b. Events
 - i. Inclusive Event Guidelines
 1. <https://web.who.edu/cdi/inclusive-event-guidelines/>
 - ii. Unlearning Racism in geosciences
 - iii. 1 page flyer for framing respectful conversation
 1. Gwyneth will put it on drive
 - c. Community Building
 - i. List of active WHOI efforts
 - ii. Meeting with IS to get help adding and removing from database
 - iii. 1 giant spreadsheet trying to organize

- d. Resources & Metrics
 - i. List of surveys/questionnaires
 - 1. Idea to go back out and get outreach to many organizations - not getting any traction
 - ii. How do we track after events
 - iii. Goal drill down into metrics of recruitment, where is diverse population applying and where are they dropping off
 - e. Messaging & Implementation
 - i. Continued editing at HR/Comms/Director level
 - ii. Website/posts
 - 1. Splash page
 - 2. Resource library
 - a. Need volunteer to reorganize
 - 3. Posts
 - 4. Events
 - iii. Main WHOI DEI hub page
 - 1. Got inclusive events listed there
 - f. Room naming working group
 - i. Selection underway for next room naming
- 7. Discussion on CDEI officer job posting
 - 8. Discussion of DEI search committees in each department