

3/3/2021 CDEI meeting minutes

- Scott Loranger: requested to represent the PDA; Viviane is now an Asst Scientist, so that works out well. But we do have to consider how to increase the official number of members—or do we have Scott join unofficially for the time being and when someone rotates off, we don't replace them?
- International Committee and CDEI teaming up to address nationwide increase in violence and hostility toward Asian Americans. Working with Peter DM to put together a statement that he can send out to the WHOI community condemning such behavior and standing with our Asian American and international community members.
- CDEIO update: search committee formed; two CDEI members (co-chairs) asked to be on it. Some question as to why the Women's Committee and GLOW are not represented. Joel offered his spot if the administration comes back and says the size of the committee shouldn't be any larger.
- Were reminded that there is a genuine push on the board of trustees and corporation to increase their diversity.
- CWATER: Dock area building design—professional museum design is planned. How are they getting input on the exhibit? Talk to Rick Galat. Artist is Amanda White, and should be open to input. Money for the dock isn't guaranteed yet—trying to get to the point where they are shovel ready (with plans), and we're not even there yet. Rob Munier should be made aware of how we can work with them on adding a substantial DEI component to the project (including the museum-like installation).
- Brief discussion on having a Why Diversity Matters at WHOI section on the website (from Peter DM) for central WHOI DEI page
 - o Similar to <https://scripps.ucsd.edu/diversity>
- Indigenous people's day. Can we do something to promote this?
 - o <http://president.mit.edu/speeches-writing/mit-and-indigenous-peoples-day>
- Reporting policies at WHOI (stemming from URGE pod work)—not much of a discussion; hoping to have Todd here to get answers.
- Land Acknowledgements: we have some stuff in our resource library. But we want WHOI to have an official land acknowledgement on its website. Having it be prominent (i.e. its own link) would be important.
- Academic Recruitment Working Group - Newsletter is going to be published quarterly
 - Upcoming issue scheduled for May

Resource library conversation -

- Headlines - people often do not read the regular tips, they are looking for events or action items, but some people do read them? So we will get one audience and have to keep working for other audiences
 - o Joel will move on coordinating a regular headlines DEI note
 - o Alternate resource one week and activity next week

Business Association -

- Creating space for BIPOC social gathering
 - Beth from Quick's Hole Tavern offered 3rd floor for free
 - Pitched to other businesses as well
- Also excited about doing a reception for the PEP program

Guests for last topic: Kathi Benjamin from WHOI HR and from the International Committee - Andrew Daly (WHOI) and Matt Person (MBL).

Discussing the Institutional response to increase in anti-Asian violence

- Statement from Peter DM in the works
- Expanding our hotline
 - Would this be for only employees or also family members?
 - Anonymous
 - Usually reserved for specific discriminatory acts requiring action
- KGA - cued up to provide listening sessions
 - Collectively get to together to talk about their experiences
 - Open to anyone in the community - family members included
 - Sometimes the kids experience these things - can be for a child
 - Held to confidentiality
 - Could offer several
 - If themes arose - they could bring that back to us
- Provide opportunities for people to be heard, know that we care
- NOAA is working on an inclusion survey which our International Committee may collaborate with