CDEI meeting, Nov. 5th, 2021

Agenda
- Good news, bad news?
- Announcements?
- Working groups overview
    - Go over groups for new folks
    - Updates on activities from leads
    - Proposed changes to WGs--discussion
    DAC report

Attended: Joel, Julie, Eesh, Drew, Stephanie, Ben, Kama

Notes:
- Announcements
    - Stephanie is coordinating with Megan Amsler (Cape and Islands Self-Reliance)
        - Funded an offshore wind experience for teachers and students at WHOI looking at applications offshore wind
        - Michael Ortiz at MMA will be participating and leading diversity training
        - Funding from the Clean Energy Center
    - CCCC/UMassDartmouth "Blue Economy" Internship program
        - Kama Thieler is point person
        - Course for students in January
        - 3-4 students from each institution
        - Internship in the spring semester
- Working Groups Overview and Discussion
    - This is supposed to be where things get done in the context of CDEI work at WHOI
    - Academic Recruitment group requested a landing page (like the events group)
        - Perhaps all groups should have a separate landing page?
        - Word Press point people: Dina (for page creation), Kama (content posting)
    - Big Picture Question: How do the working groups intersect with the overall strategy being set by Natalie?
        - Does the working group structure make sense given Natalies role here?
        - It may make sense to retire specific groups
            - Resource and Metrics
                - Metrics are something that are managed by HR and probably doesn't make sense for us to be creating these as well
                - There are specific metrics that are community driven, NOT being tracked by the administration
                    - For example, the metrics collected about speaker groups

- If this group sticks around, we would perhaps want to determine if there are ways that this group could exert pressure on the institution
- Academic group took this into their own hands by having a meeting directly with Natalie
  - Using this as a model, working groups could be made to coordinate directly with Natalie in this way.
- Messaging Group
  - Messaging is now being managed directly by Natalie
  - This group may not make sense to continue
  - For Land Acknowledgement, Natalie reached out to cdei@whoi.edu, not messaging group in particular
  - Potential directions for this group instead of institutional voice
    - How does the WHOI community writ large know what we are doing?
    - Make physical space / physical representations (YAWH) more common and accessible, both for events and affinity months
    - Revamping IntraNet as website bulletin board
    - Visibility is something to think about as people maintain hybrid work
  - Fold this intra-community outreach into community building group? Or "outreach + events"?
- Events Group
  - Decline of participation in events
  - Going forward, include cdei mailing list on those requests
  - Successful connections to DAC, USGS, other external connections for community wide events (URGE, Native American Heritage Month)
  - Troy Currents from Red Herring Tribe (it's the month but it should be all year round), resources/flyers from him go up
  - Film Screening + Discussion "We Still Live Here" Nov 14-17 free access to movie, panel discussion on Nov 16th w/ two Wampanoag women volunteers
    - Matt Barton is helping us with Zoom piece, paying IS and panelists
  - Virtual Book Club on Zoom for Native American Heritage Month (see DAC site)
- Academic recruitment WG:
  - Julie provided an update and has a long summary document (appendix?)
  - Get ARWG a landing page to post a lot of their activities and efforts
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- How does a working group get started? What is required?
  - It is rather flexible, there is no structure for this process
  - As long as there is excitement/energy around a particular line of work, it should be possible to create a new group
  - Originally, these groups were created through a formal, intentional process
- If we put out a call for working groups, be very specific about needs. Hybrid life has its own challenges and source of burnout. Refreshing types of calls and specificity of them can re-engage and lower barrier to overhead.
- Joel + Kayleah meet w/ Natalie every other week
  - General input on working group structure
  - URGE working group + Natalie's role in that
  - Talk to her about outward communications/social media and concerns they might have about negative feedback (from the public especially)
  - Can we start WHOI CDEI social platform w/ Natalie? Does Natalie have admin help / current pathway for public voice? Ideally, we support Natalie in pushing for official social media to reflect what we'd want from WHOI CDEI.
    - Social media ties into development
    - Should we publish job openings?
    - Scripps social media -- job apps, interviews with students and staff (often underrepresented), DEI highlights.
  - **Strategic plan due early Nov to Board. How does this align w/ working groups?**
- Partnership with Communications
  - They have standardized form they want people to fill out
  - Email Joanne Tromp for headlines
  - go.whoi.edu/FISHform
  - Katy Cawdrey, Kathryn.cawdry@whoi.edu is new hire
  - How do we promote pictures of diverse representation w/o exhausting same people and work w/ Communications?
  - Resource of images in WHOI image database
  - Who is the "overseer" of retweets for official WHOI handle?