

2021-12-3 Agenda & Notes

Attendance:

Attended: Kayleah, Joel, Julie, Todd, Catherine, Mrun, Bryan, Joel, Viviane, Eesh
Missing: Jule, Drew, Ben, Kama, Steph, Scott

Prior to meeting:

- 1) Review and update [CDEI accomplishments](#)
- 2) Review URGE Refinement [announcement](#).
- 3) If you are new or not currently leading a working group, think of where you may want to
- 4) Please think of questions for Ogletree

WHOI CDEI Meeting

- 1) Recap on CDEI expectations & community standards (~10 min)
 - a) Respect, everyones learning
 - b) Names, pronouns, WHOI role, DEI "passion"
- 2) Decide what to spend remainder of 2021 budget on (~10min)
 - a) Gwyneth: Black History Month wellness proposal
 - i) \$920 for the fellowships and \$200 for the teacher event. My proposal is to provide 10 Water Safety Fellowships: \$92 each to 10 applicants. And to hire the Y personnel to travel to the WHOI campus for an in classroom water safety course. I've mentioned that this follows closely from the following: WHOI mission for ocean education and exploration; historic racial inequities in access to water, pools, beaches, parks leading to persistent challenges and damage to communities of color, particularly the Black community (drowning is the leading cause of accidental death in the Black community); WHOI's new direction of outreach to our local, part of the JEDI mission not to sit apart; and the Y's mission to do water education and outreach. The reason this is coming up now is that this Feb BHM theme is health and wellness in the Black community and this is a perfect fit. I am also researching historians who could come and give a lecture about this lasting legacy and where we are today.
 - b) Stephanie: URGE T-shirts for CDEI members who want them and AGU WHOI presenters (Gwyneth, Adam Subhas, Lei, Becca Chmiel, Emman Codillo, Natalie Nevarez)
 - i) \$30 each, approx 10 = \$300
 - c) Kayleah: \$150 for thank you to Gwyneth
 - i) Black owned: <https://bifties.com/apps/bundles/bundle/36050>
 - ii) Send Kayleah your thank you/ that you want to sign and I will sign for you
- 3) Ogletree workflow overview (~20min) They will join at 11:30am.
 - a) Questions for admin: Why Ogletree? Why not reuse WCC's survey?
 - b) Questions for Ogletree: Approach, where in process?
 - c) Leaving out notes on Ogletree's presentation/ our questions. Ask CDEI members if interested.

- d) Email Livingston Report update or any extra feedback & questions to:
 - i) lisa.burton@ogletree.com
 - ii) maria.danaher@ogletree.com
 - iii) sarah.platt@ogletree.com
- e) We will create document of “champions” Ogletree can talk to to help PR the survey

Action Items

- 1) Kayleah needs to put out a call for new WHOI DAC members & fill the ex-officio DAC position. For now Kayleah will continue to cover the ex-officio DAC position.
- 2) create document of “champions” Ogletree can talk to to help PR the survey
- 3) Working group organization overview/ reorganization (see chart on following page for ideas)
- 4) Each working group brainstorm & set CDEI overall semester priorities

RED = Multiple people co-lead, BLUE = One person

Need to place: Drew, Viviane

Co-Chairs	Joel Llopiz Kayleah Griffen	Manage all aspects of CDEI Coordinate efforts with CDO
<i>CDEI Working Group</i> Messaging	Ben Weiss	Ensure that our community is interacting with/hearing about DEI initiatives. Launch & manage life at WHOI instagram.
<i>CDEI Working Group</i> Events	Stephanie Madsen Bryan James	Plan and partner to plan events that promote DEI. Update Inclusive Event Guidelines for others to use in planning events.
<i>CDEI Working Group</i> Community Building	Catherine Walker Mrun Pathare	Community Building Group is responsible for organizing ambassadors to the community, at WHOI, regionally, and at other oceanographic institutions.
<i>CDEI Working Group</i> Academic Recruitment	Jule Middleton Julie Huber Kama Thieler	Focus on middle/high school, undergrad and faculty recruitment. Publish the "Through the Porthole" newsletter.
<i>CDEI Working Group</i> URGE	Eeshan Bhatt	Participate in WHOI URGE pod and facilitate work between the pod & the CDEI.
<i>Joint Working Group</i> Room Naming	Catherine Walker	Will facilitate the naming of 10 conference rooms used by both academic and non-academic departments by 2025.
<i>CDEI Role</i> Website Manager	Bryan James	Keep website active posting minutes, adding to calendar & resource library & blog.
<i>CDEI Ex-officio</i> Chief Diversity Officer	Natalie Navarez	Represent the CDO perspective.
<i>CDEI Ex-officio</i> Human Resources	Todd Kohn	Represent HR perspective.
<i>CDEI Ex-officio</i> Academic Programs	Kama Thieler	Represent APO perspective.
<i>CDEI Ex-officio</i> Postdocs	Scott Loranger	Represent the PDA perspective.
<i>CDEI Ex-officio</i> DAC	?	Represent DAC perspective.