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, everyone’s 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

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