

4 Feb 2022 CDEI monthly meeting agenda and notes

Prior:

- Try to backfill this form since January 1, 2022 until now [HERE](#)
- If you missed the last meeting review it [HERE](#)

Agenda: Overall idea is to have a mostly open agenda to allow anyone to ask questions, raise concerns, or share how they are feeling

Attendees:

Kayleah Griffen, Joel Llopiz, Julie Huber, Bryan James, Todd Kohn, Andrew Rose, Mrun Pathare, Scott Loranger, Drew Brown, Kama Thieler, Ben Weiss, Anne Cruz, Karen Urbec

Introducing New Members

- Anne Cruz is the new G&G Representative and she works at NOSAMS (Spelling?)
- Karen Urbec - Messaging committee
- **Action Item - KG will add Anne and Karen to the website**

Members can add anything here they'd like to discuss:

- Academic subgroup- a few members are stepping away, 6 staying on (2 students, 2 postdocs, 3 faculty). Decided to focus some effort on postdoc program. Julie met with Natalie and she wants to start a visit day to bring postdocs to campus, sort of like we do for grad students. Follows model from UMichigan and Stanford? Where once a person applies and/or is accepted, they can visit. Also wants to create some videos on what living here is like, not so "woods hole" focused. Our group will try to meet with Natalie and Meg on these topics. Committee has also decided to regroup on faculty recruitment after this novel hiring cycle is over, to "see how it went."
- When bringing students, loop in HR and APO
 - APO - familiar with COVID constraints
 - Todd - outreach to certain organization to build pipelines for machinists
 - Andrew Rose - sharing information about real constraints, transparency restraints
 - Funding inclusive and diversity in science
 - Present a coherent pipeline
 - There is institutional opportunity
 - Facilities may have information about winding lane
 - Postdoc pipeline relies on a single person, not practical for people with kids or partners. More remote possibilities may be a good idea.
 - Is there interest in WHOI purchasing more housing
 - Little harbor road used to be owned by WHOI
 - There is the WHOI Community Housing
 - Lots of people not at WHOI reply to it
 - Prices can be wild on the site
 - Focus on year round housing
 - Check out the WHOIs your buddy program

- Low pay technical staff are getting compared to cost of housing
 - Are we paying enough to live on Cape Cod?
- DAC update, see the link for more details [HERE](#)
- Events working group
 - Black History Month <https://www.woodsholediversity.org/bhm2022/>
 - Land Acknowledgement Lunch & Learn
 - Include land ack in WHOI slides template
 - Town Hall for DEI
 - Science Stroll
- Messaging
 - Got the ball rolling, having another meeting
- Communications
 - CDEI efforts survey will be advertised weekly starting next week in headlines
- Incubator
 - Need to get the word sent out.
 - <https://docs.google.com/document/d/1OfZgMMW8Yn-FJCOW9IzQIXRrY7BbrUS6v0e8qHDLP8Y/edit?usp=sharing>

What months/dates we are going to be doing messaging/events around and ensure it represents all the groups we are working to advance DEI in.

- a) See [DEI Events for Consideration Document](#) (Ben)

Avoiding burnout and establishing a committee culture where it is appropriate to step back and step back in as needed.

- Allyship vs advocacy.
- “Guilty feeling”
- How do we want to communicate the need to step back/ back in?
 - People seem ok with documenting hours
- Celebrate accomplishments
 - We will get to a point where we can be together

Plugs:

- [Woods Hole Speakers Bureau • Earth Big Data](#)
- [Joining Together: Sparking Change \(falmouthacademy.org\)](#)

Appendix 1: Working Group Charge & Semester Priorities

Group	Leads	Charge	Semester Goals
Messaging	Ben Karen Urbec	Ensure that our community is interacting with/hearing about DEI initiatives. Launch & manage life@WHOI instagram.	-launch at least 4 rounds of bulletin postings -publish one round of life@who -regular headlines postings - ...TBD based on 1/5/22 meeting
Events	Stephanie Bryan	Plan and partner to plan events that promote DEI. Update Inclusive Event Guidelines for others to use in planning events.	More info to be added after the Jan 14 meeting. <ul style="list-style-type: none"> - Plan winter salsa dance event - Lunch n learn - land acknowledgement
Community Building	Catherine Mrun	Community Building Group is responsible for organizing ambassadors to the community, at WHOI, regionally, and at other oceanographic institutions.	Survey to get more contacts. Develop a webpage to share contacts. Manage incoming contacts.
Academic Recruitment	Jule Julie Kama	Focus on middle/high school, undergrad and faculty recruitment. Publish the "Through the Porthole" newsletter.	Faculty recruitment group to focus on postdoc recruitment while seeing how new faculty hiring this winter goes;
Incubator	Eeshan	Focused on flexible, rapid, and actionable projects. Could be any combination of new initiatives, policies, procedures, write ups, or calibrations of community needs. Will develop community-proposed, relatively self-contained ideas	Form group. Develop first action plans.