

2022-03-04 Agenda

Attendees: Andrew Rose, Kayleah, Bryan James,

Prior:

- Try to backfill this form since January 1, 2022 until now [HERE](#)

Agenda:

- Working group updates
 - Incubator - Eesh
 - Announcement going out
 - First meeting in April
 - Events - Bryan & Stephanie
 - Hispanic Heritage Month planning is underway
 - Salsa dance
 - Potluck
 - Book reading
 - Native American Heritage Month planning is underway
 - Jesse from Wampanoag tribe will be giving presentation September 14th open to the town
 - Bryan is webmaster
 - Did blogpost for footprints
 - What we are doing is linked with calendar
 - Community Building - Catherine & Mrun
 - Database currently of who is doing what/ what was going on
 - Effort to add to that by cultivating information from community
 - Hey do you do anything outreach related, let us know
 - Affordable housing initiatives
 - <https://www.falmouthma.gov/396/Affordable-Housing-Committee>
 - Trustees about housing (Natalie Nevarez chatted with them)
 - Survey being created
 - Messaging - Ben & Karen
 - Weekly headlines announcements are going out weekly
 - Strategic document for cross group messaging
 - Review of website is underway
 - life@WHOI instagram proposal almost ready for review
 - Recruiting more members
 - Academic Recruitment - Jule & Julie
 - Need to select a student to fill Jules spot as Jule is defending soon. See Appendix.
 - Undergrad recruitment group meeting March 28. Recently discussed JP-ASK ([OSM 22](#) abstract), working on kit for recruitment presentations, one-week program for early undergrads - link to INCLUDES proposal'

- Faculty recruitment > postdoc recruitment. There has been a lot of changes
 - BIG - student lead effort has done a lot
- Ex-officio updates
 - CDEIO - Natalie
 - Devoted to things around the hiring process
 - Assessment activities have concluded (Ogletree)
 - Communications
 - April 15 meeting with all co-chairs of committees hopefully see strategic plan then
 - DAC - Kayleah [here](#)
 - APO - Kama
 - Currently in admissions season. JP Open House for admitted students March 7-8 (virtual), Summer Student Fellowship and Geophysical Fluid Dynamics (GFD) fellowship will be in-person, smaller cohorts due to COVID housing constraints and need for isolation space
 - See below for notes on DEI Library
 - HR - Todd
 - Craig Willis and Randy Walker, in the process of coming up with strategic DEI outreach program
 - Natalie and Todd are search advocates, sitting in every meeting
 - Liz Kujewinsky, sea program - Bridge to phd program
 - Positive program!
 - Sea com(center of microbial currency?)
 - Modeled after Columbia's program
 - Collaboration with NDSF - DEI internship for STEM engineers housing issues
 - NOAA - OECl parter is University of Southern Mississippi
 - Cape Cod Baseball League as example
 - Trusted landlord program
 - Postdocs - Bryan
 - Organize some types of workshops. How to make the most out of your 18 month postdoc.
 - Fun events once its warmer
 - Sip and stroll next week for postdocs
 - Development - Andrew
 - Donor work is slow, gottah plant a lot of seeds.
 - Trying to be more inclusive in bringing people and staff on
 - Touch tomorrow. Middle and HS students recruit to STEM
 - Ocean Encounters - how is that recruited?
 - Kathi Patterson was given list of diverse people to recruit
- Other initiatives
 - DEI Library

- Lisa Raymond (Dir Library Services WHOI, Co-Dir MBLWHOI Library) says her team can assist with cataloging books
 - Buttery
 - Redfield Lobby
 - Clark Lobby
 - To-do: Talk to Carpenters for estimate and facilities
 - AVAST
- Walk for Hope
 - <https://p2p.onecause.com/walkforhope22>
- Meet with Peter schedule with Jean Leote
 - April - co-chairs & Natalie
 - October - All
- Communication of avoiding burnout
 - One person would take message in
 - That person in charge of making sure someone can step in
 - Joel - can come to co-chairs anytime, then we will check in 2 months later
 - Just a request and that is it.
 - Plan an expected on ramp to get back to work
 - When each individual makes decision
 - Remove from list serve?
 - Then come back on.
- Anything else?
 - Eesh
 - PDA - childcare plays into housing uncertainty, how international status of postdocs & 3 different designations plays into different experience
 - Drew
 - Anne
 - Viviane
 - Joel
 - May be anti russian sentiment
 - Natalie
 - Defining a protocol for event naming in general. Somebody to do some research.
 - Bryan
 - Committee to come up with a template that research groups could look to, what they value
 - Words & verbiage about what labs & research groups stand behind - code of conduct
 - Staff council
 - Code of conduct has legal implications
 - This would be separate
 - Check out URGE deliverable

- Common for labs to have their own expectations - maybe a discussion for a community
- <https://hammondlab.mit.edu/labvalues/>

Plugs:

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