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](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 - Julie & 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 - Kayleigh [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 - OECI 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 communita
- https://hammondlab.mit.edu/labvalues/

Plugs:
- Woods Hole Speakers Bureau • Earth Big Data
- Joining Together: Sparking Change (falmouthacademy.org)