

2022-04-01 Agenda

Attendees:

Prior:

- Fill work report [HERE](#) if you are comfortable

Agenda:

- Joel will be stepping down as chair
 - Do people have thoughts on the process?
 - 1 Scientific & 1 Technical
 - Only people scientific staff are Julie and Catherine but both are overtaxed
 - Is anyone on the committee interested? (probably best for replacement to be a Scientific Staff member)
 - Not so far
 - WHOI wide announcement to WHOI Headlines - Joel will send in to Ben for 1/7
 - Targeted Emails to recruit - Adam Subhas, Lauren Mullineux, other suggestions?
 - Adam and Lauren are Doherty Diversity chairs
 - Important to have a senior member of scientific & technical committee and to co-chair
 - People with tenure may be more able to have a strong DEI voice because their position is secure
 - Potentially reach out to department chairs to see if they can identify potential candidates
- Working group updates
 - Incubator - Eesh
 - Ideas [here](#)
 - First meeting is April 8 at 11am
 - Events - Bryan & Stephanie
 - Rice themed potluck 4/29, 12-2PM, Redfield Lobby
 - Idea that most cultures have a connection to rice
 - If it is a success host other community meals
 - Community Building - Catherine & Mrun
 - Catherine has been aggregating the database
 - Messaging - Ben & Karen
 - Weekly headlines
 - Monthly refresh for the website
 - Blog post on Irish & Greek Heritage month
 - Life at WHOI
 - FCTV notes 3/18 [here](#)
 - Show called the conversation. Short 1-2 segments "Conversation Shorts"
 - Meeting minutes 3/16 [here](#)

- Academic Recruitment - Jule & Julie
 - Approaching a student to replace Jule, Julie needs to recruit a new member.
 - Hiring cycle has taken a lot of time
 - Through the porthole continuing
 - Waiting on replacement for Jule
 - Talked about second student to try to replace Paris
 - Julie will email Kate Lane (Bio) and Erica Herrera (MC&G)
- Ex-officio updates
 - Development - Andrew
 - Natalie - Carawan Scholars program, underrepresented groups focused (24 mo)
 - Inspired by Julie
 - New position - permanently endow 1-2 positions
 - Also funded potentially through presidents fund
 - CDEIO - Natalie
 - Who is on the committee on tech staff?
 - Ben, Mrun, Karen, Anne
 - Ogletree - possibly have recs soon.
 - AT-WORK also doing other activities being developed
 - Search is going along. There will be a post action review led by Cambridge Hill partners
 - Working on compensating folks for committee participation
 - Strategic plan shared with chairs
 - Then similar to visioning process
 - DAC - Kayleah
 - APO - Kama
 - HR - Todd - Need an HR replacement, HR search committee update from Natalie. Ask Kathi for a representative.
 - Postdocs - Bryan
- Other initiatives
 - Paying for time
 - “Does the CDEI have any kind of discretionary budget that can be used to pay honoraria to someone being interviewed for an article in *Through the Porthole?*” - Noah G.
 - It is volunteer for students
 - If they want to bring in an external person, then could support
 - Andrew - Raised money for lunch & milage
 - Drew - can't give internal
 - Julie - Invite Noah to next meeting
 - DEI Library
 - Purchased lots of books
 - Discussing where would be appropriate to house
 - Dedicated DEI space

- For now, the BATTERY
- Walk for Hope
 - <https://p2p.onecause.com/walkforhope22>
- Touch Tomorrow
 - Heading to polar park for an event 6500 middle and high school students, 90 exhibitors
 - Introduce institution to a lot of people
 - Kathi Patterson supplied activities
 - Part of a broader partnership with WPI
- Community college program
 - Spreading out beyond lab
 - Non residential
 - Short course from UMASS Dartmouth,
 - 70 hrs community college > 8 summer students

Possible Partnership

Hi Kayleah - Racial Justice Falmouth is organizing some community-wide learning / discussion events over the summer and are reaching out to possible partners.

Would you be interested personally and / or think the WHDAC might be interested in partnering? We are <just> getting organized and looking for help in planning, etc. at this point in time.

Sheri or I can answer any questions you have. We talked about one of the events following the WHOI Community-Tea model.

Below is a form we are using to enlist help.

Thank you and please take care,

Meghan

[Sign up](#)

to help with Community Engagement Events.

RJF is looking for help in planning and conducting a series of community-wide anti-racist events in 2022. We feel this is a good time for the community to step up.

We are in the formative stage now and are considering 3 events this year - May, July and September.

Please let us know you are interested by signing up on [this form](#)

Appendix 2: 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.