

CDEI monthly meeting, 6 May 2022

Agenda

- Welcome to new members (Adele Anderson, Josh Varone (HR), Kate Lane, Erica Herrera)
- With Kayleah having stepped down, call for interest in becoming a co-chair by any committee members. Ideally, not a scientific staff member (someone who can represent the technical or administrative staff)
 - Email Joel and/or Catherine if you're interested in becoming the co-chair!
- Working group updates:
 - **Academic Recruitment:** Had an all-hands meeting 5/2/22. Notes are [here](#). Updated membership [here](#).
 - i. Check out connections between subgroups (e.g., BIG connections)
 - **Incubator Group:** Had our first meeting and we're getting rolling, [meeting notes](#) + [membership](#). Is a slack channel in WHOI-JEDI the right place to keep everyone in the loop (if so, can we make this a formal JEDI space across the Institute)? Primary interest was in:
 - i. Anti-harassment + anti-discrimination at sea
 - From Julie: <https://www.unols.org/shipboard-civility>
 - ii. Lack of access to affordable housing (see Stephanie/Julie) + childcare
 - iii. Decolonizing ocean science
 - **Messaging**
 - i. Messaging group can add periodic announcements to our Headlines rotations about the WHOI JEDI slack
 - ii. General updates on projects
 - **Events:**
 - i. Success of rice-themed potluck with the International committee that was on 4/29/22
 - ii. Hispanic Heritage and Native American Heritage month updates
- Any other updates (ex officio members, CDEIO, any other member, DAC update (Kama),
- Concerns, questions, discussion?
 - Julie: What is the best communication tool for the CDEI? Are we supposed to be using the slack channel set up by Gwyneth or should we all migrate to WHOI JEDI or ???
 - i. Works for small/one-on-one discussions but maybe not everyone's using it?
 - ii. WHOI JEDI slack seems more active (easier to bring in volunteers on this one, for example).
 - iii. Private channel for CDEI Comm on the WHOI JEDI?
 - Archive the current CDEI only channel, then start a new private channel in the WHOI JEDI
 - As long as all of us are on WHOI JEDI!
 - Have a channel for messaging to the entire WHOI CDEI comm? Or just folks can "@” people on the committee

- iv. Send out Headlines announcement (via Messaging Group) about the WHOI JEDI channel so people can join
- v. Ask Gwyneth to close the CDEI slack channel (try and archive channel first?), Joel might have the credentials to do this.
- vi. Links to Google docs/spreadsheets for task tracking and notes, etc (though Google Docs might be disappearing sooner than later so perhaps this should shift to OneDrive)
- Stephanie and Julie would like to present the idea of a Housing Working group being formed under the CDEI. There have been a lot of great discussions and ideas in various platforms (WHOI JEDI Slack Channel, Ask-me-anything, etc) and the urgency is only increasing. Should WHOI CDEI take leadership in this?
 - Lots of discussion especially on earlier-career side (but including all levels) about housing issues and how these are significantly affecting the ability for WHOI to attract/retain people and provide a friendlier housing environment (a huge part of the institutional workplace environment)
 - JP survey/anecdotes about housing should be leveraged to get this conversation started? Students have experienced homelessness which is totally unacceptable
 - Came up as a major part of the ask-me-anything with Peter recently (surprising but shouldn't have been surprising?)
 - Looking at salaries and how those have correlated (or not) with rising costs/inflation would be important
 - There are short-term (housing needed now/v soon) and longer-term things that need to be addressed (bigger institutional thread)
 - Who can this communication go to?
 - i. Can Natalie Nevarez initiate a housing survey (focus on housing in line with the WHOI mission)
 - Need to get our strategy organized
 - i. Make a channel in WHOI JEDI? Form a working group here in CDEI and ask for volunteers from the WHOI JEDI slack?
 - Engage volunteers that are involved in town meetings/advocating locally etc. EDIC meeting attendance
 - ii. Who's going to lead this in this group?
 - Scott and Ben (along with support by Julie and Steph?)
 - Email Ben (bweiss@whoi.edu) if you'd like to join the meeting organizing this group before we take this to Natalie?
 - Saved Zoom chat [here](#). (good info from above discussion)
- Any other items?
- Status of Ogletree report, Natalie's Strategic Action Plan?