

## CDEI monthly meeting, 1 July 2022

### Agenda

- Reminder: No interest so far in a new co-chair.
- Last we heard, Natalie and Meg Tivey didn't have any luck finding a new rep for the DAC. Is anyone interested in taking this on? Or, have ideas on how to fill this role (sub-group of a few people if no one can make the time commitment, etc?)
  - Role description: The Diversity Advisory Committee (DAC) of the Woods Hole Diversity Initiative (WHDI) includes volunteer members from each of the six WHDI institutions and meets once a month (~9 to 10am on the first Friday). DAC serves as a forum for exchange of information and coordination among the WHDI institutions and other groups from the Woods Hole/Falmouth community on DEI efforts. DAC also provides support to the WHDI leadership in formulating priorities and budgets for the WHDI, and organizes WHDI activities including Black/Hispanic/Native American History/Heritage celebrations, Juneteenth, and the annual Jerald Lecture.
  - Expected commitment is 1 hour/month minimum, plus time contributing to whatever initiatives are of interest. Depending on what other initiatives of interest the DAC representative takes on within the DAC, it is estimated that the average DAC member spends 2-3 hours per month on DAC related activities.
  - Someone on messaging team can prepare the headline; have it checked by Natalie
  - Natalie Nevarez and Meg are points of contact
- Brief, general update on Ogletree "readout" last week that Catherine and Joel attended
- Working group updates:
  - **Academic Recruitment:** I am unable to come to the meeting (heading to sea) but wanted to bring up an issue the "Through the Porthole" group is having with APO oversight of their newsletter and the challenges they are facing. Perhaps Catherine and Joel can help me on the side with it (Julie).
  - **Incubator Group:** Quorum and momentum on accountability in fieldwork by instituting a post-cruise survey with public and private feedback. Next step is reaching out to ShipOps first and then other community members to brainstorm ideas before narrowing in again. Would appreciate a brief conversation on previous efforts here (Eesh).
  - **Messaging**
    - i. Could/should a summer student join the CDEI?
      - Someone new who is temporary won't have historical knowledge and would need to catch up on things.
      - How else could we better incorporate their thoughts and needs?
        - Maybe the CDEI meets with undergrads as a group at the beginning and end of the summer. At the beginning we share who we are and we're there for them; at the end they

share with us in an open discussion about their experience over the summer.

- Get Natalie's and the bigger group's thoughts at next meeting on this topic

- **Events:**

- i. Hispanic heritage month: event planning starting up
- ii. Native heritage month also planning

- **Community Building:** Still working on cleaning up the database of DEI/outreach activities around the institution. Question for everyone: had a request from Joanne Tromp to share the list so that Info Office/Communications "know what people are doing". Inclination was to keep the list as "request-only", not public, because we haven't contacted each source to make sure they are ok with their info being shared. Another option might be to make a version of the list that just shows WHOI people involved in activities, without their sources specifically identified?

- **Housing**

- i. Stephanie been helping with an internal list; has been successful for most everyone this summer; been a very feel-good process b/c people are so appreciative of the effort

- Any other updates (ex officio members, CDEIO, any other member, DAC update (Kama)
  - DAC update: The [John Bullard Award](#) was given to Kwanza Johnson this year (Partnership Education Program participant then PEP coordinator and academic programs coordinator at NOAA); PEP is underway, 10 students in WHOI labs - final presentations will be Aug 12; Ambrose Jearld Lecture will be July 27, 1pm, virtual (more info to come)
- Concerns, questions, discussion/any other items?

Notes:

- Community building: have list of contacts for activities going on now, just to put people in touch with others. Initially was planning to be semi-private. Question: Joanne was wondering if we could share the list with her and comms could publicize it.
  - May want to clarify with Joanne if it's more for finding potential speakers or tour givers.
  - Discussion turned to include compensating those at WHOI who help out with visits, etc (gift cards to the exhibit center) since we can't do honoraria to internal folks.