

Discussion of Ogletree Report

- “Gender-based” differences are uninformed by gender diversity
- Expected a more digestible format, it’s hard to read; bar charts were onerous. **Is this it? Are we done with Ogletree?** Report falls flat.
- What did WHOI request re: deliverables? Do we have different expectations on what the final outcome was?
- High level report was in agreement w/ focus group. We collect & analyze data all the time. In the name of transparency what are the actual numbers? Can raw data be shared?
- Report was low quality and questions were directed. I.e. are you safe from 1 to 5, 3 = neutral means there are some safe and some unsafe. We don’t know what things are safe/unsafe. Do not think Ogletree should do continued analysis, lacked competence in survey design
- Carryover fears for housing survey; clear reason for distrust for external information gathering efforts
- Might caution against asking for raw data b/c small numbers on intersectionalities; disaggregate answers; maybe small group can see raw data
- Ogletree is explicitly management advocate / union busters (this is not a DEI survey, it is a management culture survey)
- People may have kept some info out of survey b/c they exist at corners of community groups (e.g., older employee w/ less time at WHOI in a specific operational unit)
- What did people think of the readout?? [positive, verbal setting, focused on next steps]
- AT-WORK is done, the implementation committee will be more spread out + grassroots, WCC will be involved for what and how
- Difference in material support between survey / recommendations?
- Does grassroots = **unpaid** science, admin, technical staff to implement? [unclear]
- Anyone should send Natalie feedback ... and then we can start building things in Fall. How to keep people engaged?
- **We need to attend Peter’s next AMA**
- Surveys can offer baseline data... and then target money towards solutions
- Think of this as a “management labor survey” not a DEI survey
- Appreciate that something was sent out to WHOI writ large (and this is the bare minimum)
- If we use this to outline our next steps... how do we do that if we don’t trust it?

- Recommendations felt generic, what we knew, but maybe this now gives Peter et al backing for \$\$ support. Would have wanted more specifics to WHOI in recommendations and specifics of plans to achieve recommendations
- w/ parallel efforts on climate, DEI, housing.. How does this all fit within WHOI’s DEI strategic plan?

- Regularly try to remind Ogletree report was broader than DEI
- Will try to not take on things outside of that
- Assign recommendations for accountability within admin, Natalie's office, etc, last step of AT WORK
- Students not included at all (why?)
- Role of previous reports like Rankin / Clancy (link??)

Working Group Updates

Academic Recruitment

- Working with Through the Porthole team to develop framework for fact-checking with CDEI rather than APO
- Working with APO and Development to support community college and UMass Dartmouth students on campus
- SSF and CC-CREW poster sessions on Aug 11 - please come and support students! 10am-noon AOPE, PO, G&G; 2pm-4pm BIO, MC&G, MPC (afternoon session includes comm college students)

Community Building

Events

- Jessie little doe baird presenting via zoom on Wednesday, Sept 14 at 7:00. The 300 Committee sponsoring this
- Hispanic Heritage Month -multiple events in Sept.
- Native American Heritage Month - Nov 5, 2022 at 3:00pm Wampanoag Singers + Dancers, location TBD

Housing

- Housing teams have started meeting with the primary goal of generating

09/15 - 10/15
2022 Woods Hole 
HISPANIC HERITAGE MONTH

The Woods Hole Diversity Advisory Committee is happy to announce Woods Hole's first celebration of Hispanic Heritage Month. For more information on these events and to register, visit [xxxxx.com](#)

Dr. Lydia Villa-Komaroff 

09/15
 5:00 PM
 "Title of Talk"
 Clapp Auditorium
 Hybrid
 Virtual interview with Mindy Todd on WCAI

Fiesta! Salsa Dance Lessons and Potluck

Salsa Instructors: Sherlynette Castro, Mayra Sánchez and Juan Felipe Diaz Quiroz

09/18
 3:00 PM
 MBL Tent in the quadrangle across from Lillie Building
 In Person: potluck starts at 3:00 PM, salsa lessons start at 4:00 PM
 Feel free to bring a dish or refreshments!

Movie Night and Discussion

"Film Title"
 Redfield Auditorium
 In Person

Woods Hole Partnership Education Program Panel


Participants include a PEP Cofounder and PEP Alumni

10/14
 12:00 PM
 Clark 507
 Hybrid

recommendation summary report

- Sheri and I met with Rick Murray to discuss his intentions and next steps

Incubator

- Working on listening session guidelines
- Deep dive into relevant findings from Ogletree report,  CDEI meeting 8/5/2022

Messaging

- Sharpening vision for FCTV collaboration
- Continuing other messaging activities per usual (headlines, bulletin boards, CDI website blog posts)
- UN Event

Miscellaneous Updates

DAC update: PEP symposium is Friday Aug 12 (KT will post schedule in Slack when available); planning underway for Hispanic Heritage and Native American Heritage month events; Housing discussion underway with Jewel Cobb Action Coalition; DEI relevant films in WHFF are “Free Renty” and “A Decent Home”