

2023-1-19 meeting

Time	
12:00 (5 min)	Everyone Joins in!
12:05 (15 min)	TOPIC: Reflections on Education Partnerships and Key Attributes for New Dean Attributes for Dean
12:20 (45 min)	TOPIC: Events Planning <i>Speaker Series and Lunch n' Learns:</i> 2023 Potential Speakers/Events <i>Panel Event</i> <i>Flagship Event</i>
13:05 (10 min)	TOPIC: DAC Representation <i>We need one more!</i>
13:15 (15 min)	WRAP UP
READ AHEADS and UPDATES BELOW THAT DO NOT REQUIRE DISCUSSION	
TOPIC	UPDATE
WG Updates	Read below!
Charter	Natalie, Julie, and Catherine to discuss with Peter Friday 1/20- anything you want us to share?

Read Ahead: Working Group Status

1/19/23 Academic Recruitment: Kama Thieler & TBD- **needs a new co-lead**

- *Undergrad recruitment:* Kama and Lauren - group met in December, [notes here](#). One recent action: we met with a group of JP and postdoc “ambassadors” about informal recruitment at AGU 2022 and sent materials with them to the meeting.
- *Middle and High School Outreach:* Dan Lowenstein and Mindy Richlen. Detailed notes are [here](#). ~20 members of the WHOI community are involved and were offered training on how volunteer teams can engage students and effectively manage classrooms. Only new update since December is that the teacher partner at New Heights Brockton has moved on to another school this semester, so we're working on developing a relationship with her replacement so that we can visit the classroom this winter or spring.
- *Through the Porthole:* Noah Germolus leads this with a group of JP students; communicates directly with Julie, Catherine, and Kama for fact-checking and editing before publication. Noah is likely stepping down in this role but has leadership lined up in current team, will keep us posted.

1/19/23 Events: Steph and Bryan

Held update meeting with Julie, Catharine, Natalie, Stephanie, and Bryan on 1/5/23

- Discussed role of CDEI in event planning
 - Noted past successful events (e.g., potluck, speakers, etc.)
 - Activities and events in 2021 and 2022 can be found [here](#) and include:
 - Natalie's office has several events in the pipeline (DEI gala, speaker series, Lunch and Learns)
 - Request input on speaker list/theme from CDEI: [2023 Potential Speakers - Google Sheets](#)
 - 5 total
 - Request input on Lunch and Learn ideas from CDEI:
 - 4 total
 - CDEI's relationship with DAC
 - Discuss with CDEI about more DAC representatives
 - Planning a flagship event, a town hall meeting for WHOI community on CDEI activities (targeting May 2023)
 - Brainstorming this event

1/19/23 Incubator: Eeshan Bhatt

Running document of ideas lives [here](#). For now, this group is focusing on “Dismantling harassment and discrimination in the field.” January notes include:

- Officially working alongside WCC to move this forward. Annaliese Meyer and Leo Middleton are leads.
- Three main channels of action:
 - Piloting feedback forms on cruises (maybe led by us now? unclear)
 - Chris German and Anna Michel are leading discussion on Chief Sci best practices for WHOI. Can we suggest or build off great material by [COBRA](#)? (kudos to Julie Huber et al)
 - Broader training ([BBFF: FieldFutures](#), HR?)
- Annaliese, Leo, and myself have iterated on what that form could look like (please read and send comments!) [Cruise Survey Questions](#)

1/18/23 Messaging: Ben Weiss and Karen Urbec

Updates: We conducted the first round of interviews for the “Conversation Starters” project in collaboration with FCTV. The videos are in the process of being edited. Bulletin boards have been updated with new materials.

Gaps: Had a bit of a lull in our activities (publishing Headlines in particular) but we are hoping to get back into the swing of things this month.

1/19/23 DAC update Kama Thieler: Black History Month planning underway - schedule of events coming soon. DAC won the No Place for Hate 2023 Falmouth Civic Leadership Award

(awarded at MLK Breakfast on 1/16/23). Discussion with DI to increase the number of representatives to 3 from each institution.

Core Activities, no longer working groups. Need to update website

Community Building: Catherine, removing and instead will be part of the core mission of CDEI. Need to decide where we want to do this, what the form is, if we need IS support ([Link to webform](#); [link to database](#))

NOTES FROM for 1/19/2023 Meeting - Taken by Julie

In attendance:

Present: Catherine, Julie, Eeshan, Bryan, Kate, Stephanie, Ben, Natalie, Kama, Andrew, and Kim

Missing: Adele, Karen, Drew, Erica

APO/Dean Search

- Natalie is on the search for the new APO dean committee. *Please provide key attributes in link in agenda by Monday January 1/23/23.* Talked a bit about the process, where ad is being advertised, how the committee is getting feedback, etc. Traditionally this has been a Senior Scientist position. Some think this is a Higher Ed position, not necessarily just a Science position. Question: would we consider more junior levels of experience?
 - Natalie to do:
 - Get list of where we posted

Andrew's bigger picture for outreach/education and fund-raising (secure institutional support). Unifying these efforts. Steph is interested, as is Kama and Julie. Perhaps a small group of us could work on Andrew's starting document to flesh this out a bit and decide how to tackle it as a group.

Different groups working on these things:

- Broader Impacts Group (BIG): <https://web.who.edu/big/>
- Woods Hole Sea Grant: <https://seagrant.who.edu/k-12/>
- CDEI Middle and High School Outreach Program: <https://web.who.edu/cdi/middle-high-school-outreach-program/>
- WHOI Ocean Science Discovery Center: <https://www.who.edu/who-we-are/visit-who/ocean-science-exhibit-center/>
 - To-do's (Catherine?): Make sure these are included in community efforts database (to the point that people need to know these contacts/build on/leverage existing efforts) ([Link to current database](#) - some outdated)

A liaison across the institution would be amazing. "Broader Impacts Office"

Let's get *broader impacts* as good as the science in our grants. Need a way to dial into existing, institute-wide relationships with local communities. More universal institutional approach. Some caution b/c of: grassroots efforts, ownership, existing relationships; need to build with and expand, not steal current momentum.

Where could something like this reside? CDEI / Natalie's umbrella? Separate liaison?

Broader impacts is often tied to NSF funding... transition to lasting / endowed capacity would make these projects sustainable.

Do we want a way to trial some of the projects to see which ones are going to be scaled or institutionalized?

Julie: Follow-up with Andrew and then folks interested in helping work on this together (Steph, Kama, Natalie)

Events Discussion

Natalie is seeking input. Please add it to spreadsheet, eg Social Justice speaker
Perhaps a variety of speakers this year to increase exposure to many facets of these issues, rather than a theme for the year.

Let's not do one theme for the year; we prefer having a mix, at least one social justice speaker
Recommendation for book: Lucy Cooke's "Bitch"
Topics: social justice, implicit bias, let' not pull only from strict science, feeling comfortable setting boundaries

Panel event on DEI/JEDI/DEIA (alphabet soup), highlighting resources. Panel that also highlights local leaders at the town and state level, looking beyond WHOI, situating ourselves in a greater context.

Flagship Meeting or rename ???

When: early May?

Who: Led by the CDEI open to all WHOI?

Potential Agenda:

- Overview of the Charter
- Some history and differentiating it from DAC and DI
- Talking about the working groups working group structure
- CDEIO role and how we are in a partnership with the office
- Recruitment pitch
- Annual Highlight reel or have people make little movies etc? The messaging group has been working on this with FCTV.
- Keep it brief- a few comments and then fun.

- Related communication- how to make sure it isn't just one event. How our work makes the institution a better place to work
- Lowest possible barrier to entry so people can join and contribute (food, fun are good hooks for buy ins) multiple times throughout the year to
- How can we get other people? TGIT right after it? Launch video
- Solar event at Fenno: a few comments from Mark, Facilities, then fun
- We could have an opt-in text message as a reminder or calendar for people to subscribe to
- Print headlines (or at least events) in the WHOI shuttle and around campus

To dos:

- Determine final date time
- Secure location and streaming
- Update CDEI website
- Make flyer
- Write headlines (including CDEI website)
- Make slide deck
- Make videos? Wait on FCTV- figure out timeline

DAC Discussion

DAC is advisory to the DI

Natalie talk to Alfredo and Suzanne about how we might shift our efforts a little more internally

Hauke should craft a public call for new DAC members; students or postdocs have served in the past