

2023-3-16 meeting

Time	
12:00 (5 min)	Everyone Joins in! In person in 2nd floor Bigelow 217 or on zoom <u>*Designate a note taker!</u>
12:05 (15 min)	TOPIC: CDEI Updates: Welcome Rob, space conversation follow-up, Sam Harp's Development response, reminder of Capital Campaign Town Hall 3/29 @2pm
12:20 (15 min)	TOPIC: CDEIO Updates: Land Acks, Preserving our Homelands Camp, Soliciting names for people to join board and corp, APO Dean Search update; Science Stroll, DAC, bathrooms
12:35 (15 min)	TOPIC: Flagship "Celebrating Humans of WHOI" Update from Steph & Bryan
12:50 (10 min)	TOPIC: "Humans of WHOI" Update from Karen & Ben. Google form here.
1:00 (15 min)	TOPIC: Housing Task Force Update from Stephanie
1:15 (15 min)	WRAP UP
	READ AHEADS and UPDATES BELOW THAT DO NOT REQUIRE DISCUSSION
TOPIC	Did you know we have an Advisory Committee on Ethics, Conflicts, and Security (ACECS) at WHOI. It "promotes the principles of ethical research, the protection of national security interests, and their impact on WHOI's mission and successful operation." committee at WHOI. Learn more here.
TOPIC	Read the last issue "Through the Porthole," including an interview with Natalie!

Read Ahead: Working Group Status

3/15/23 Academic Recruitment: Kama Thieler & TBD

- *Undergrad recruitment:* Kama and Lauren - group met on 2/14/23, [notes here](#). Discussion of recruitment events and programs (including one-week visits by MSI faculty and students), "ambassadors" - informal recruitment at meetings, sharing materials (slides, flyers) with traveling faculty/students/postdocs, interfacing with JP-ASK and BIG
- *Middle and High School Outreach:* Dan and Mindy - Organizing another round of classroom outreach for this spring, as well as a field trip for some Keith Middle School students to WHOI. Dan Lowenstein zoomed into an assembly at KMS where students asked questions about Antarctic ocean research and life on station, about 130 students there, and it was covered by [local press](#).
- [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 pushed out his [last issue](#) which includes a great interview with Natalie, and he has leadership lined up in the current team and is keeping us posted.

- Julie, Natalie, and Andrew still working on the “Broader Impacts Vision” discussed and will keep the group in the loop on that as we move forward. There are many discussions intersecting with the strategic planning going on in each department so we are making sure we aren’t duplicating effort.

3/16/23 Events: Stephanie and Bryan

Planning CDEI flagship event, “Celebrating Humans of WHOI”. Formed a subcommittee that includes folks external to CDEI. Subcommittee held its first meeting to divide up tasks. Event is scheduled for May 11, 2023 4-6PM on the Fenno Patio.

2/14/23 Incubator: Eeshan Bhatt

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

- Communita style event for best practices at sea was Friday 2/17; next steps meeting will inform actions including post cruise survey
- Leo attended NSF polar sexual harassment listening session and discussed the use of conduct agreements built for specific field seasons (example from International Thwaites Glacier collaboration)
- Annaliese, Leo, and myself have iterated on what that form could look like (please read and send comments!) [Cruise Survey Questions](#)

3/16/23 Messaging: Ben Weiss and Karen Urbec

Updates: The FCTV Conversation Starters project is going great! Video clips have been finalized and approved and the next step is scheduling them for broadcast. When we have dates and times, we'll share those details with everyone.

The Life@WHOI project is now Humans of WHOI, and Elise Hugus in Communications is now formally partnering with us to get this content out across all of our social channels. We recruited the first round of people to be featured and collected content for captions. Elise has already posted a few times on Instagram and we have more people in the queue. Engagement with this seems really good.

Regular notices of heritage days and holidays continue to be sent out via WHOI Headlines.

Help us get more people signed up by sharing the link to this google form!

<https://forms.gle/qZsrEnDFeaqUyZR7>

Notes 3/16/23:

Present: Steph, Bryan, Eesh, Julie, Drew, Natalie, Erica, Rob, Kim, Andrew, Catherine

Absent: Karen, Kate, Kama

Julie follow-up: Work with WCC on drafting memo on space, to be run by CDEI; Work with WCC on memo to Housing Task force (Ben to start)

Introducing Rob Evans =)

Updates:

Allocation of space (in response to Scripps report) - Little incorporation of gender identity in terms of allocation of space by Facilities.

Recommendations: make these analyses more inclusive as well as including technical staff when quantifying allocation of space (Jim Newton is a good contact).

Moving forward: asking for specific metrics or just asking those in charge to keep these things in mind? Creating a 'Statement of Beliefs' on why CDEI feels this is important to the institution

WHOI's policy on accepting gifts: ACECS committee currently handles this policy, which is currently in the process of being revised. Town Hall on 3/29 (2PM) is a good opportunity to ask questions regarding this

When are gifts rejected based on what entity they are coming from? MIT recently rejected a gift from Shell, for example. What is WHOI's stance on this? Should we bring up divesting from oil companies?

Land acknowledgement: Written! Comms is currently creating a template for the land acknowledgement then it will go public. Assistance has been requested for 'Preserving our Homelands' camp (for ages 10-13) - 1-2 relevant presentations by WHOI scientists, tour of dock/AVAST (volunteers needed for this). Plaque will be displayed in Clark 5 and will be incorporated into Resilient Woods Hole walking tour (this summer?).

Land Acknowledgement Plaque by redfield

Looking to Diversify the Board - currently accepting recommendations!

Science Stroll (2nd saturday of August) in collab w/ Wampanoag Tribe.

Adding more gender-neutral restrooms to the institution (at least 1 per every building): Natalie, Yessica, and Dave Derosier met about this recently - prioritizing 1 bldg/year to update

APO search for new Dean: Zoom interviews ~early April, in person interviews ~late April. Recommendation made by end of May. Transition could be messy depending on how long it takes to get someone in place.

Celebrating Humans of WHOI Event: May 11th. Hosted by CDEI. Should be a fun celebration of WHOI while focusing on Diversity. Will include introducing Natalie (in-person), games, food, music, opportunity for headshots, video montage of a "fun question", swag, etc. Need someone to work on flyer for event - Ben will look into this and update. Other action items to come.

Humans of WHOI: spotlighting people of WHOI on social media, esp. those that aren't normally in the spotlight. Sharing the form more broadly would be helpful. Recruitment will occur during Celebrating Humans Event (by Elise).

Housing: Making WHOI housing page internal has not been very effective - many roadblocks thus far. Grassroots approach is still working best. A flyer w/ QR page to housing page has been disseminated encouraging people to rent affordable rooms to those who need them - can we create a digital copy to get this to a wider audience? We should work to get this flyer seen by as many people as possible.

Other resources: furnishedfinder.com, Foley Real Estate, W. Clark Trust, craigslist, etc.

CDEI should prod for more communication on what the WHOI Housing Taskforce is doing, what is going on w/ Winding Lane (when is it available, how much will housing cost, etc.)

CDEI and WCC should draft a memo to follow up on these issues - Ben will take the lead on this

Walk of Hope in Hyannis (to raise awareness on housing issue)

Curt Achin might be a good person to contact in the community