

2023-4-20 meeting

Time	
12:00 (5 min)	Everyone Joins in! In person in 1st floor Fenno or on zoom <u>*Designate a note taker!</u>
12:05 (10 min)	TOPIC: CDEI Updates: Welcome Alex and Sara, Space conversations update, Housing Taskforce Response (nothing)
12:15 (15 min)	TOPIC: CDEIO Updates: Website, Affinity Groups, Bathrooms, VP/Dean Search, Pulse Survey, Ombuds
12:30 (15 min)	TOPIC: Flagship “Celebrating Humans of WHOI” Update from Steph & Bryan
12:45 (15 min)	TOPIC: Recruitment Video idea from Natalie and Rob
1:00 (15 min)	TOPIC: Update from Ben and Steph on last Housing Meeting
1:15 (15 min)	WRAP UP
	READ AHEADS and UPDATES BELOW THAT DO NOT REQUIRE DISCUSSION
TOPIC	

Minutes

- Space conversations
 - Going to talk in early May with admin
- Housing Taskforce Response
 - No response yet, Collin is writing a draft response that is going around
- CDEIO
 - Website development in progress, will share for feedback when ready
 - Affinity groups, discussing formalizing funding and structure/integration into WHOI (e.g., branding) with each group
 - Bathrooms, Yessica and Natalie spoke with Dave Derosier about bathrooms, all new builds get gender neutral bathrooms, issue is old buildings, no real easy solution because of plumbing regulations (can't just change signage or add locks), 10 buildings need bathrooms, Dave has asked for help with prioritization of which buildings need to be dealt with first, Natalie is starting to establish group, want to know as soon as possible to get started, ~\$50k per bathroom, new bathrooms may require space of nearby offices because have to be built on existing infrastructure
 - VP/Dean Search. 3 portions (written, zoom, and in-person), zoom completed, committee to meet next week about in-person candidates, will be small group because confidentiality breached for in-person portion, in-person will involve talk

- and meetings with folks on campus, not a fast transitioning position so expect a lag
- Pulse surveys. Encourage folks to participate, noticed drop in participation over time, data from surveys is compiled into report for staff council on quarterly basis, pulling out actionable qualitative responses for some follow-up, common themes: work, community & culture, and work life balance, highlights: colleagues, needs for improvement: supervisors/management, policies, institutional support
 - Ombuds. Alicia Booker hired and will establish office
 - Events “Celebrating Humans of WHOI”
 - May 11th 4-6pm
 - Flyers posted; now we are just trying to get the word out
 - SWAG and stickers w CDEIO logo; lanyards for ID cards, T-Shirts, beer, pizza, lawn games, communications will be taking headshots, videography
 - Dessert contest:
 - Can we speak at 5:05 so the students can attend? (they’ll be at Carriage House)
 - Stephanie to ask Denise about gluten/dairy free pizza or veggie platter to include
 - Recruitment video discussed between Rob and Natalie. Been receiving regular questions from scientific staff potential employees, some questions include: soft money institution, intellectual freedom, experience living in Cape Cod, what it’s like to be a scientist at WHOI. Putting together small focus group session of early career scientists and outsource production
 - Housing update
 - Response draft being crafted and discusses complexities of housing with short and long term actions
 - short term: winding lane being brought on line for student population, working to get folks to open up available rooms for \$600/month and has flier ready to go will be done first internally (currently informal arrangements), WHOI community housing page is internal but other institutions have access to it housing@whoi.edu is direct link to the page, question about liability to WHOI if there is a perceived endorsement of “landlords” by WHOI -> need disclaimer? apply WHOI community housing disclaimer?
 - long term: housing guidance group continues to group, housing assessment in progress and estimated to be complete by early May, strategizing, local government communication/engagement

Read Ahead: Working Group Status

4/20/23 Academic Recruitment: Kama Thieler & TBD

- *Undergrad recruitment:* Kama and Lauren - Planning to meet in the next month. Adam Subhas and 2 students visited Hampton University (an HBCU in Virginia) for their School of Science Symposium. They had a table/booth with a banner from APO and print materials for WHOI ed programs and PEP. Adam also gave a talk using the slide deck the URWG group developed a few years ago.
BRinging together Allies in Diversifying Climate and Marine Careers (BRAID-CMC) Alliance

(6 Woods Hole institutions and 8 HBCU/MSI's) have a workshop coming up May 22-24, hosted at USGS. Will work on a new INCLUDES proposal to be submitted in the fall.

- *Middle and High School Outreach*: Dan and Mindy - Discussing ways to encourage volunteer participation, including how we can expand resources and teaching materials. One idea would be to select (or adapt/develop) a few lesson plans so that they are already prepared and ready to go (with accompanying materials that might be needed) to reduce the amount of time volunteers need to spend preparing for classroom visits. A group visited four classrooms at Keith Middle School last week, teaching about sea level rise and ice sheets.
- [Through the Porthole](#): Most recent issue (#8) includes an article on selecting the right grad program, an alumni spotlight on Rene Boiteau, and an interview with Natalie Nevárez
- Updated 4/10: Rick indicated he would like the various Broader Impacts/Education/DEI ideas floating around to go into each departments (if they have one) strategic planning. We will wait until those are all in and then decide where to go from here.

4/20/23 Events: Stephanie and Bryan

Planning CDEI flagship event, "Celebrating Humans of WHOI". Subcommittee has met twice and includes folks external to CDEI. Organizing of the event is largely completed. Swag (stickers, lanyards, t-shirts) to give away was purchased. Flyer has been made. Activities are being coordinated. 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](#)

04/20/23 Messaging: Ben Weiss and Karen Urbec

- The FCTV Conversation Starters videos are complete!
 - A playlist of the videos can be found [here](#).
 - They are available for reuse on social media
 - Initial broadcast dates were in March, and they will be used for the next few months.
- Regular notices of heritage days and holidays continue to be sent out via WHOI Headlines.
- Help us get more people signed up for Humans of WHOI by sharing the link to this google form!
 - <https://forms.gle/qZsrEnDFeaqUyZR7>

4/20/23 DAC Updates: Kama Thieler

PEP 2023- 15 PEP students and 3 PEPII (7 PEP and 1 PEPII with WHOI mentors), Intros & Welcome Mon, June 5 (SEA); Final symposium Fri, Aug 11.

Juneteenth planning - MBL Friday Evening lecture June 16, speaker Kenneth Turner; DAC event at Highfield Hall, Mon June 19, 11am-1pm.

Ambrose Jearld Lecture - Wed, June 28, Clark 507, mid-day, speaker Vernon Morris.