

2023-5-18 meeting

Time	
12:00 (5 min)	Everyone Joins in! In person in Bigelow 217 or on zoom <u>*Designate a note taker!</u>
12:05 (20 min)	TOPIC: CDEIO Update: Natalie and Alex will present on 2023 Speaker Series “Building Community through Science”
12:25 (20 min)	TOPIC: CDEI Updates: Report on meetings with Rick and Peter (WFH/In-Person), discuss adding Artwork to Messaging, what about Incubator, do these need to be re-evaluated, what do people need/want etc.
12:45 (15 min)	TOPIC:Debrief on “Celebrating Humans of WHOI” event. What did everyone think?
1:00 (15 min)	TOPIC: Jamboree event at Barnstable County Fairgrounds for Boy Scouts- Massachusetts Jamboree Oct 7-9. Possibility of Sci/Tech WHOI exhibit.
1:15 (15 min)	WRAP UP- LET JULIE KNOW IF YOU STILL NEED A CDEI TSHIRT: add your info here!!!
	READ AHEADS and UPDATES BELOW THAT DO NOT REQUIRE DISCUSSION
TOPIC	Walk for Hope , May 21, 2023. The event kicks off at noon at Peg Noonan Park. Last year’s walk raised enough Housing Assistance funds to support 6200 clients on the Cape. To register, visit HACWalkforHope.org
TOPIC	Ambrose Jearld Lecture - Wed, June 28, Clark 507, 1pm, speaker Vernon Morris “Geosciencing while Black”.
TOPIC	Science Stroll , August 12, 2023. Details forthcoming.

Minutes

Attendees: Julie, Rob, Steph, Alex, Ben, Kim, Sara, Karen, Catherine, Kama, Bryan

DEI Seminar Series - Alex presenting

- Potential speaker ideas
- If anyone has suggestions for speakers within the theme (Building community within Science), get in touch!
- Attempting to keep balance of genders/identities etc
- Want to plan community and science meetings when each speaker visits
- Want to keep time/day fairly consistent to establish this seminar series as a regular event for the community (likely keep it as a hybrid event for accessibility)
- To be decided still:
 - Affinity group sponsors or different speakers

- Alternate speakers as above (reach out with suggestions if any!)
- Honoraria (following 500womenscientists honorarium standard)
- Synergistic training opportunities for further participation?
- Steph: suggests using Comms to create event flyers - make a template for the series and then modify for each event, made it easier (creative@whoi.edu can help with flyer stuff)
 - Try for sustainable event? - how to host sustainable event info on Sustainability TF website
- Kama: Steinbach visiting scholar program? Scholars make 2-3 day visits and give ~3 talks, meet with interested folks; set honorarium rate
 - Covering hotel/travel/pd for visitors? Yes, Natalie's office likely to cover these costs (fixed amount for each speaker)
 - Often a low-key meet and greet/casual interaction with Steinbach scholars, might be a good model to follow for the DEI speakers?
 - They have posted Steinbach scholars schedule for 2023; first in July
- Alex mostly leading the logistics and such
 - Perhaps good to have each speaker meet up with CDEI in a casual way?
 - CDEI will help in any way we can (recruit, remind, flyer distribution, etc; remind about TechFlex usability for tech staff to attend)

CDEI Updates

- Peter quarterly meeting; wide ranging conversations
 - WFH was big topic; sense to PdeM is frustrated with space utilization
 - Difficult points to assess
 - Stuff going on at staff council on this topic...?
 - Tried to remind PdeM of positives of "new" workplace eg accessibility but there are tensions particularly with people that do have to be here everyday
 - Can we do anything from a messaging perspective to help assuage tensions?
 - Rob: About to deal with big space crunch with dock stuff, so perhaps encouraging some aspect of WFH would be wise?
 - Clear that Peter deM wants people back, but going to be tough as it's helped many people; pressure to come back might have negative impact
 - Space utilization is a big deal for many; hasn't been dealt with well
 - Karen: WFH mostly beneficial, did PDM give reasons?
 - Not definitive list, seemed more like vibrancy issue?
 - Particularly with housing issues it's really difficult to recruit
 - Housing is continuously a big issue here, can't ignore it, any sort of unilateral decisions likely wouldn't be received easily
 - Rob: Possibility of "partner" institutions around the country that can support our needs has been discussed
 - Part of reason that things are percolating might be that these things haven't been clearly communicated (e.g., WFH schedules); might seem like people a "never here" but in reality their schedule just hasn't been communicated broadly

- Natalie: there has just been a lack of strategy in terms of WFH and let it go without strategic decisions expecting it to work itself out; we have an opportunity to establish better time/space strategies now
 - Rob: Mark Abbott did have a “life after COVID” committee to plan for this but it dissolved upon his departure
- Need to acknowledge new world (loss of collisions and/or random interactions); it’s just different now and not deny that; things are different but this can be positive (not just WHOI, everywhere!)
- Bryan: Maybe it’s just about being more intentional about creating spaces where people will congregate? E.g., Coffee O
- Sara: informal coffee hours departmental or cross-depts?
 - We do still have COVID around and some people may have legitimate concerns that would feel negatively about being told to return without acknowledging that
- Also met with Rick and co-chairs of WCC; how to best communicate with his office and work together
 - He talks to Natalie/Yessica often and they are most effective means of communicating goings-on
 - Good reminder that a lot of what we do involves/impacts Rick’s office

Working Groups updates

- Messaging - Ben and Karen: art on campus - more than happy to help with this effort, would be interested to set up meeting with Alex and Natalie (others?) to learn more about the vision (will report back once this has been explored)
 - Set of murals - identify locations for these and what they might look like?
 - Steph: BATTERY has framed pics, they don’t reflect modern day times at WHOI. Possible to update these?
- Incubator group - was led by Eesh prior to his departure.
 - what to do with it? Who was on it?
 - Cruise safety, surveys, some overlaps with other efforts
 - Catherine to follow up again with Eesh
- Academic recruiting: Kama has been solo - anyone interested in being co-lead?
 - Can reach out to TTP grad student writers?
 - Kate and Erica still on... but from same lab and they’ve got similar schedules so are often unavailable at the same time
- Most budget used but some available if any WGs need anything...

HoW event debrief

- PDM thought it was one of the best events he’d been to
- Craig perhaps needed some relief
- Pizza disappeared quickly; gluten free pizza was highly appreciated
- ~150 people; normal TGIT is ~75?
- Dessert contest was great
- 45 people went on camera according to Craig (yay!)

- Julie to buy more t-shirts
- Welcome table worked to point people to different goings-on
- Nice to have kids there
- HoW sign ups to be featured - number? Unclear, lots of people talking to Elise, but seems like model sign ups might be a good list of potential participants
- Total cost ~\$5500 (incl. approx. \$2,000 swag)
 - How often? Every year with co-sponsor, or less often alone?
 - Departments, other co-sponsors
 - Clarify families welcome perhaps?

MassJam

- Boy Scouts Mass Jamboree event - Jed Goldstone highlighted lack of sci/tech exhibits in previous years
- Synergies with ongoing efforts to create content for science stroll, BIG efforts, other outreach from Comms, etc
 - Things exist around the inst to put things together like this
 - But people have to be available/weekend availability
 - Lots of dependence of students and postdocs/EC people to carry these types of events out
 - Come up with a list of available resources for events like these so no one is re-inventing wheel each time (not currently centralized)
- How can we better incorporate BIG folks more involved/integrated with CDEI?
- Next time Andrew Rose is here - recent gift for DEI outreach and plans for that
- Karen: highlighting the Archives to add historical background content!

Read Ahead: Working Group Status

5/18/23 Academic Recruitment: Kama Thieler & TBD

- *Undergrad recruitment:* Kama and Lauren - group met 5/1/23, discussed Subhas lab Hampton visit and materials for “ambassadors”; WHOI (APO) will have a booth at 2023 SACNAS National Diversity in STEM conference (October, Portland); JP-ASK preparing a manuscript for special issue of TOS (DEI focus); BRAID workshop next week; BIG - lots of requests, participation in Science Stroll 8/12/23; need for handout/flyer that compiles HS opportunities. Group working on an annual report on activities for 22-23.
- *Middle and High School Outreach:* Dan and Mindy - per Andrew Rose - new foundation donation to support middle and HS outreach.
- *[Through the Porthole:](#)* (*Julie update 5/15*) Now being led by Chloe Dean (closmi@mit.edu) and Emily Burdige (eburdige@mit.edu)
- Updated 4/10- no 5/15 update. 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.

5/17/23 Events: Stephanie and Bryan

The Celebrating Humans of WHOI event was a big success thanks to the tremendous teamwork by many people and WHOI committees. Over 150 people attended, Natalie + Peter DM said a few words, Comms filmed employees for a video, headshots were taken, lawn games were played. And desserts were consumed and judged. Thank you to all the volunteers who made this a fun, welcoming and inclusive event.

5/18/23 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, 1pm, speaker Vernon Morris.

MBL Pride Event - evening of Sun, June 25 - panel discussion followed by party/gathering, open to all

DAC Summer Student BBQ - Mon, July 24, Quissett ballfield