

2023-9-21 meeting

Time	
12:00 (5 min)	Everyone Joins in! In Fenno first floor or Zoom <u>*Designate a note taker!</u>
12:05 (10 min)	TOPIC: CDEIO Updates: AGU Landing Fellow, Upcoming Events that need our support
12:15 (45 min)	TOPIC: CDEI Updates/Discussion Topics: Membership Changes: Welcome Claire and wave good-bye to others! Recruitment: Flyer , Ideas, Timing, etc. Update on Through the Porthole from Emilie Update on Working Group changes: New website language, still needs work. Event Idea from Claire: BeWellSing.com/video Anyone go to the Lunch and Learn on Local Government? Activity Fair Wrap-Up Mini-Retreat for Natalie, Ben, and Julie in mid-October: Agenda items welcome for Strategy for the Year!
1:00 (15 min)	WRAP UP
	READ AHEADS and UPDATES BELOW THAT DO NOT REQUIRE DISCUSSION
TOPIC	Hispanic Heritage Celebration, Saturday, Sept 23, 12-3. Sign up for Salsa (the kind you eat) competition here!

Working Group Updates September 2023

Academic Recruitment WG (Kama and TBN)

APO will have a booth at the SACNAS Diversity in STEM conference, Oct 26-29, Portland, OR. Undergrad WG met 9/6/23 and discussed: The Woods Hole Science Stroll – successes from this year, plans to be involved in the following year; Ambassadors – URWG members will be attending SACNAS; need to look into formalizing efforts for ambassadors attending meetings to reach out to prospective students at all levels – setting up a meeting with Natalie Nevarez would be great; Grad school panels – seems like this will be covered by APO, need to be on the lookout to interface with JP-ASK to get more students involved with serving on panels; Accessibility – lots of discussion about ongoing accessibility challenges and how they should be addressed; Ocean Encounters on 18 October – “How to become a marine biologist” – also organizing pre-panel activities in Redfield

Messaging (Karen and Claire)

The Messaging subcommittee has a new co-chair!! Claire Anacreon has been a member who was very active with our FCTV initiative, and with Ben's change of position, Claire has signed on as co-chair. We are in the process of reinvigorating our subcommittee and will be seeking new members and new projects soon!

Events (Bryan → Sara): Activity Fair!

DAC Update (Kama)

2023 Hispanic Heritage Month events:

<https://www.woodsholediversity.org/hispanic-heritage-month/>

PEP website upgrade underway - will better reflect all of the institutions that participate

Discussion of DEI summit - possible gathering of all DI committees across Woods Hole inst.

DAC had a table at Science Stroll, also interested (along with Lauren M and URWG) in possibility of inviting/providing transportation for students to attend next year

Notes

Attendees: Bryan, Alex, sarah, Allison, Claire, Kama, Emily, Ben, Natalie, Julie

- Introductions for New Members: Emily, Claire
- Natalie's Updates
 - We have a fellow that will be working with her office from AGU Landing
 - The fellow is Lauren Mulino
 - She will be supporting Natalie with the development of training modules
 - Upcoming events
 - 10/10/23 10:00am (tuesday) Speaker event, we will need microphone runners
 - N.J. Proulx is the speaker
 - Indigenous writer who has written about how ocean scientists can work with native peoples
 - JULIE: Mass-Amherst just got a huge grant funded working to integrate indigenous knowledge into sciences. Julie will get back to Natalie on whether we might be able to setup a zoom with someone there for N.J.'s day
- Personnel Updates
 - Members leaving: Andrew Rose, Erica Herrera, Alex Padilla, Steph Madsen, Bryan James
- Need to work on recruitment
 - Want to think about diversifying the departments represented on our committee (e.g. facilities, AOPE, ec...)
 - We have a lot of people who signed up at the activities fair, need to decide what we want to do.
 - What is it exactly that we're telling people that we're recruiting for? What will be doing?
 - Supporting Natalie's office
 - Be on the CDEI
 - Including attending monthly meetings
 - Being a part of a working group
 - This is distinct and lower commitment than being on the actual

committee

- Let's get something in Headlines
- Ben/Natalie/Julie will discuss which departments are underrepresented and then we'll have different members of the group do outreach
- CDEI Website
 - There are lots of hidden pages and we possibly need to do a clean up session with Dina
- Through the Porthole Update
 - The goal is to write articles that are helpful to folks that are interested in going to grad school
 - Is interested in getting feedback from a DEI perspective not copy editing
 - Julie is going to track down the document which contains the protocol for how we are supposed to edit
 - Thinks that two people looking over it is enough
 - Next articles they are planning to publish would be mid-November
 - Planning to write articles on Fellowship and (missed the other one)
 - One of their main goals is to increase readership and find broader audience
 - "In Fish Program" - plug from Claire
 - Brings underrepresented undergraduate students to a summer internship program
 - This year they are expanding from 15 to 30 students
 - This would be a great resource for for these students
 - Thinking about re-organizing website thematically as opposed to chronologically
 - Natalie suggested tagging
 - Kama spends the most time with undergraduate students at the institution
 - They offer this resource to students after panels
 - Could start including it more
 - Kama has a list of organizations that may be interested in adding through the porthole as a resource
 - Kama will look up an article she read once about the most diverse geoscience departments
 - Claire is interested in this regarding her work with CINAR (sp?)
 - Natalie recommended that they have something they can send to someone for interviews so that interviewees know what to expect
- Working Group Updates
 - Academic Recruitment
 - Middle and Highschool outreach
 - Let's have Dan Lowensten (leader of the group) at the next meeting
 - Messaging group
 - Mural/Art
 - Natalie has some money in the budget for art
 - She will work with the messaging group to put something together
- Lunch and Learn: Town Politics

- Intention to do another in the spring
- Natalie expressed that it seemed to devolve a bit into people complaining about the town, as opposed to the intention, which was to help people understand how to get involved with the town
- Thought that it would benefit from being moderated with a bit of a heavier hand.
- Housing stuff
 - We should circle back to this
 - BEN: dig up the link to the housing report
 - Only viewable on whoi networks
 - <https://intranet.who.edu/wp-content/uploads/2023/06/22574.00-WHOI-Housing-Needs-Assessment-DRAFT-3.30.2023-opt.pdf>
 - Perhaps have a dedicated discussion about housing at a later point in time
- Claire's Event Idea
 - Intention is to bring community together through music
 - Claire's friend on the Vineyard: Roberta Kirn
 - BeWellSing.com
 - Tackling the epidemic of loneliness
 - Has a focus on environmentalism
 - Committee will look over the website and then get back to Claire
 - If we want to move forward, then we would have Claire work with the events committee
- Yessica Cancel is leaving WHOI
 - Natalie is leading the replacement search
 - No updates from academic dean search either