## 2023-9-21 meeting

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
</tr>
</thead>
</table>
| 12:00 (5 min) | Everyone Joins in! In Fenno first floor or Zoom  
*Designate a note taker! |
| 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/](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
• 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 Lowenstein (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 develop 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
○ 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