

## CDEI Notes from 3/13/24

### CDEIO Updates:

- RIPTIDES changing back to WHOI Ambassador title
- Marney being brought on as a consultant because she is being used so much
- Ladd Thorn gift of 500K for WIKP- most of funds toward two postdocs
  - Need to recruit scientific staff to host these postdocs
- DEI Coordinator Position
  - Hopefully will be posted this week
  - Intended to help Natalie with all sorts of things
  - Position is funded by donors for first three years (in total first year, then in diminishing amounts)
- DEI Space
  - By the summer we should have a functional DEI Space (Carriage House)
  - Modular spaces
  - Quiet room/Prayer Rug + co-working comfortable space
  - Rest of carriage house can still be booked as usual
  - Hoping to block it off on Tuesdays/Wednesdays for all DEI usage
  - Hoping to also have a kitchenette
- Beker Foundation
  - Met with them 2 weeks ago
  - Continue to be very supportive of our Middle School Outreach Programs
- Room naming activities
  - Looking to organize a walking tour of the three rooms
  - This is being supported by the Sustainability Taskforce
  - Perhaps this can be labeled as co-sponsored?
    - yes!
  - April 25th is our hopeful date
  - Thanks Sara and Laura for signing up to help with this!

### Tiffany Summerville Visit

- Chief People Officer
- We provided an overview of the CDEI
- She is on a WHOI tour presently
- Previous programs that Tiffany has implemented
  - Monthly open dialogues
    - Very similar to CommuniTeas
    - It would be great to get more of these going again
  - Brought producer of [Coded Bias](#) in to discuss their process
  - Tried to increase cultural awareness
  - All leaders have a quantifiable DEI goal
    - e.g. must attend at least 2 DEI events
    - This may come in the form of setting concrete goals as far as how diverse our hiring pools are
- Planning to increase number of trained “search advocates” at WHOI

### CDEI Updates/Discussion Topics:

- Hiring of New Academic Dean
  - This is re-starting with the same committee as last round
  - Julie noted that all 4 finalists were from the same demographic...wondering if the search committee is thinking about that as they move forward. Answer is yes.
- JP Accepted Students Day DEI Session
  - Very quiet crowd...
  - But overall, feeling good about the information that we shared
  - Laura got some good feedback from one student that she spoke with

## **Working Group Updates**

### ***Academic Recruitment (Kama and Tom)***

- Did your group meet this month (dates)?
  - Yes, we met on 3/5
- What have you been working on since last report?
  - We discussed a upcoming Undergrad Recruitment Working Group meeting (likely 3/20) and the WHOI K-12 Retreat on 4/10 at the Waquoit NERR
  - Took 7 JP from the “Communicating Ocean Science Class” students to Teaticket Elementary School
    - They are going back to do a second round
    - Also designing a program for the 4Cs
  - Summer Student Fellowship
    - 27 awardees
    - Due to recent court rulings, we were not able to take race into account
    - At some point, they will need to look back through the data to understand the diversity of the pool of applicants as it compares with the cohort
    - While some of the applicants decided to write about their background in the essay, others may be shying away from this sort of self identification for fear of penalization
    - SCOTUS decision on students makes student application process more similar to how we deal with employee application processes, in that this info is not collected aside from anything someone might disclose in an essay
    - There is confusion as to how the SCOTUS decision impacts the details of how everyone needs to conduct searches.
      - Natalie is hoping to work with Tiffany to bring clarity to this issue
      - One thing to note: this decision was specifically about undergraduate admissions to bachelor's programs. There are still some questions as to how this gets applied to WHO at a technical level.
- Do you plan to meet next month (dates)?
  - We do plan on meeting next month and will work out a date/time

### ***Messaging (Elise and Kate)***

- What have you been working on since last report?
  - Women’s Month social media posts for WHOI channels, some in coordination with WoGEMs (new name for Women’s Committee to include gender minorities)
  - Neurodivergent/differently abled posts from WHOI authors in Oceanography
  - Could consider making a virtual tour version of the 3 named rooms
    - Would need a volunteer to give the actual tour
    - Contact Elise if you are interested!
    - Perhaps have different people for each room.
    - Natalie and Julie are down to participate!

### ***Events (Sara and Laura)***

- Did your group meet this month (dates)?
  - Corresponded via email and once in person.
- What have you been working on since last report?
  - Clarification on our role regarding DEI speaker series and affinity groups
  - Touched base with Natalie regarding the ERGs and it seems like the groups are all planning their own events
  - Leslie said she’d reach out regarding the diversity series
    - Natalie invited the team to work with her a bit more about this
- Celebrating Humans of WHOI Event

- Leaned very hard on Denise Richards in facilities
- Ocean communications video was a big success! Let's think about if we want to do this again. Elise will connect with comms on this.
- Also consider offering headshots again - Let's do it!
- Think about doing a story booth- Sort of like story core? Elise will discuss with team.
- Last year we did a dessert contest at the event as well, which Dina organized