

## CDEI Notes from 7/10/24

### CDEIO Update

- Chaplain update
  - Moved this to next meeting
- POH
  - Next week! Lots of us are participating in this
- DEI coordinator
  - 2 finalists, should have a decision by end of week

### Discussion

- Amy Bower's New Group
  - This working group intends to be a space to increase literacy around terminology and culture as it applies to people living with disabilities
  - How might we be able to get an estimate for the number of people that might be engaged?
  - Grace and/or Kate R are interesting in supporting this effort
- SFA Report Out
  - Feedback session for WHOI's big plans for construction/buildings
  - Ben and Julie were able to attend
  - If you have more comments you can reach out directly to Kathryn
  - Let's follow up on the following:
    - Perhaps we want to request a presentation only to our committee?
    - Julie asked Kathryn if they're able to put the images online for people to look at
    - all future bathroom designs are ADA compliant and gender neutral
- Divestment Discussion
  - Originally sparked by the open letter on Gaza/Israel conflict. Divestment from weapons and past discussions on fossil fuel divestment
  - Step 1 is determining what is WHOI's portfolio? What do we invest in?
  - Types of divestment:
    - Institutional
    - Personal: we can provide guidelines on how someone can do that individually
      - Perhaps this is a good place for the committee to start
  - How is our portfolio managed? How is the board involved? Let's ask Kathryn for a presentation on this
  - Might we be able to make a softer demand asking if divestment might be carried out over 7 years or something like that.
  - We can serve as a resource for folks who are thinking at divesting at an individual level
  - Empower (company that manages our investments) does offer 1 on 1s
    - Could we reach out to Empower to get resources on this?
    - ELISE: look into this for next time
    - There is a 1-866-467-7756 number that we can call at any time
  - What about a CommuniTea on divestment?
    - And/or collaborate with People Ops
  - BEN/JULIE: invite Kathryn in the fall to come present to us on this subject

- ELISE/KIM: will connect about how to navigate the personal investment discussion re: resources from Empower
- Can Empower create a screenshot how-to on how to change your personal investments?
- Open Discussion
  - Let's talk about mentorship at WHOI
    - For example, this divestment stuff is something that would be important to share with people who are just starting
    - Put this on our agenda for next
  - New Hire in APO: Part time k-12 coordinator (Randy Holland)
    - Part of the desire for this came out of the k-12 outreach retreat
    - Hoping that Randy will help coordinate across all of the different outreach programs that go on at WHOI
    - Hoping that she'll also be able to support the middle/high school sub-outreach group at WHOI
    - Trying to get surveys and things in place
    - Interested in inviting a camp of some sort to come to the science stroll (e.g. boys and girls club)
      - Particularly interested in trying to recruit a camp serving underrepresented communities
      - GRACE: send contact of Mashpee Camp to Kama
      - A lot of the Town Rec Centers run camps as well
      - Karen Johnson has a flyer for the event
        - EMILY: email Karen to get the poster to put up and around

### **Working Group Updates**

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

- Did your group meet this month (dates)? Undergrad recruitment group met 6/12/24, notes [here](#)
- What have you been working on since last report? Discussing how to best support summer undergrads, discussing Science Stroll - invite a local camp group? New half-time K-12 coordinator in APO, SACNAS booth
- Do you plan to meet next month (dates)? MS-HS outreach group will meet in August

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

- Did your group meet this month (dates)? No
- What have you been working on since last report? Social media posts: Humans of WHOI (Ashland Aguilar), Amy Bower posts and recent lecture, Alvin pride, Mental Health Awareness Month, PEP program profiles. Slowly working on room-naming tour videos, Humans of WHOI Event video

#### **Events (Sarah and Laura)**

- What have you been working on since last report?
  - We have been thinking about what sort of events we can plan for the Fall.
- Any problems we need to know about? How can we or Natalie help?
  - We would love to help Natalie organize the DEI lecture series and other related events.
  - Maybe help with SACNAS
- Do you plan to meet next month (dates)?
  - Sara is leaving WHOI in August; a new postdoc will be appointed this month