

CDEI Notes from 5/8/24

- Remember next month's meeting has been canceled! Instead, we will be going to the Jearld Lecture
 - BEN: get the rest of the invitations sent (Julie thinks we should skip August!)

CDEIO Update

- Sending out a survey to the institution to make a list of all researchers doing or intending to do work with Native tribes

Other Updates

- Humans of WHOI
 - Laura is working on the desserts competition
 - Dina wants to know when we want to send out the announcement.
 - This Thursday and every thursday until the event
 - Make it clear that kids/families are welcome
 - Has checked in with the gift shop regarding prizes
 - Composting
 - Last year there was a struggle to get people to put the right things in the right collection can
 - This year Sara is also planning to make signs
 - Cans -> recycling
 - Pizza boxes -> trash
 - Everything else -> compost
 - Black earth compost has images that we could post
 - SARA: send a message to Denise saying, don't worry about it, we will handle it
 - Communications team
 - Creative is going to make a big poster
 - Kraig is coming to set up a video booth
 - We do have t-shirts to give away (these are in Natalie's office)
 - Do not publicize what question we are going to be asking. Just say, "Want a free t-shirt?"
 - Peter's speech
 - We will need to provide Peter with some bullet points
 - E.g. highlight the work of the committee, give a shout out to the humans of WHOI campaign
 - NAT/BEN/JULIE: work on what we want Peter to say
 - ELISE: draft a couple sentences on what you'd want him to say about the humans of WHOI campaign
 - BEN: text steph about lawn games
 - Kids activity?
 - Last year there were a lot of kids that came
 - Could ask Colin Ward or Joanne Tromp if we could bring a splash lab over or something like that
 - AV System
 - Colin Reed dealt with this last year
 - ...VERONIQUE/ELISE: please ping Colin
 - Can reach out to Joanne if we still don't hear from him in a week.
- Room naming event debrief
 - Super powerful!
 - More emotional than expected
 - The really personal stories definitely added something special

- Elise has video content and will edit for next time we meet
- **DEI Strategic Planning event**
 - Feeling good about the information we got
 - ...did daycare come up? It may not have but probably should have!
 - Perhaps worth adding this
 - It may have been too much to try and accomplish in a single session between (academic recruitment, DEI, and People ops)
 - Rob just put a document up on the screen and asked...so what else would you add?
 - This didn't feel like a particularly generative way to get the conversation going
 - Felt a bit disjointed since each of the three sections had their own method
 - Someone mentioned a "Bridge to Administration" program
 - Let's specifically think about how we can respond to some of the feedback that we got regarding how we can improve inclusivity in the shops/admin
- **Working group updates**
 - Academic Recruitment
 - Issues regarding summer students being used as "hired hands" without much genuine learning opportunities
 - Perhaps request from folks hosting a student to submit a plan that shows what learning objectives there are
 - Consider how mini rotations could be worked in
 - Messaging
 - AAPI Month
 - A few social posts going out for that
 - One photographer who does black water photography will be doing an event
 - Another WHOI employee will also be leading an event
 - Gaza-Israel messaging...?
 - Some folks have reached out to Elise asking if WHOI has a stance on divesting
 - Being an academic institution, we are not separate from this
 - Nothing will be said unless campus operations or effected
 - In terms of investment profile
 - SA is having a conversation about this tomorrow
 - Note, you can choose what kind of retirement fund
 - The question of divestment more broadly came up
 - In lieu of getting the institution to do something, you can choose to put your retirement fund in a "socially responsible" fund
 - Since WHOI is so invested in carbon capture, shouldn't we be invested in things that are aligned with that view...?
 - This is related to donor ethics
 - BEN/NAT/JULIE: discuss this further
 - Kathryn Link would be the person to talk to about this
 - Events
 - Offered to assist Natalie with speaker series coming up
 - Mental Health ERG Event
 - Mental health ERG is having a folk dance event in clark 507 the week after humans of whoi

Working Group Updates:

Academic Recruitment (Kama and Tom)

- Did your group meet this month (dates)?
Kama and Tom attended two meetings together (listed below)
- What have you been working on since last report?
URWG meeting (Apr 25), DEI/Education Strategic Planning (May 1)
At the URWG meeting we discussed Lauren M's WHOI Equity Academy and creating a mentorship program for PEP students for help with coding. The K-12 retreat was discussed as well as Black Girls Dive. One of the major discussion topics were guest student and summer programs. One member discussed the education value that some guest students receive in some technical and engineering labs and that we should make sure these students are learning and not just hired hands. We discussed making a technical career panel for undergraduate students this summer.
- Do you plan to meet next month (dates)?
Yes, Kama and Tom will meet to discuss plan forward following URWG and DEI Strategic Planning meeting

Messaging (Elise and Kate)

- Did your group meet this month (dates)? - *Unfortunately no*
- What have you been working on since last report? - *Room Naming video (in progress), Humans of WHOI social media, Celebrating Humans of WHOI planning, AAPI Month social media post with Yaqin Liu, social media about visually impaired students connection with the ocean*
- Any problems we need to know about? How can we or Natalie help? *People from the community have asked about WHOI divesting from Israel - perhaps we can discuss!*
- Do you plan to meet next month (dates)? *We will try!*

Events (Sara and Laura)

- Did your group meet this month (dates)?
 - Yes (May 7)
- What have you been working on since last report?
 - Organized remaining items to do for Humans of WHOI
 - Prizes for dessert contest (Laura)
 - Make signs for items to go in compost vs recycle vs trash (Sara)
 - Blackearth compost - see website for pictures of items - Or ask Buttery for their posters
 - Sara will send message to Denise that we will handle the composting
 - Lawn games (Sara)
 - Need Ingredients list for foods
- Any problems we need to know about? How can we or Natalie help?
 - Need list of items to be compost vs recycle vs trash
 - Need whereabouts of lawn games (shed?)
- Do you plan to meet next month (dates)?