

CDEI Notes from November 13, 2024

- Welcomed new DEI Coordinator, Jennifer Almeda-Garrett, remote
- Shop conversations on-going with Ben, Julie, + Machinists

WHOI Disability Education and Advocacy Working Group updates

- Had a discussion on the name of the group
 - Wanted “disability” to still be centered
 - But education is also central
- [Our mission statement](#)
 - A lot of thought went into this, workshopped it a lot, want WHOI central in the statement
 - “Broader Community”= Want to make sure the idea of training people in how to be inclusive outside of WHOI is also part of their statement, not totally clear right now
 - Outward facing material should also be inclusive as well, eg when we give a talk elsewhere, visitors come to WHOI, and our website/ocean encounters
 - Collective learning journey
 - Basically word-smithed it!
- What should our next action items be? We welcome [suggestions here](#).
 - Thinking about their next action items
 - Elizabeth Siebert is part of the Clark renovation team and feels that she is being heard
- What is the plan for when the Clark elevator is down? Will there be an alternate location for this scale of event?
 - Sounds like a number of events have been canceled during that period
 - Natalie: reach out to Kathryn to ask what the policy is and when will the elevator actually be out of service? Also confirm with Denise
- They have also been working on getting ASL interpreters available at WHOI, there will be a resource on how to access them
 - Ocean encounters will soon be offered with ASL
 - People Ops can help cover costs

Mentoring WG Updates- [Read ahead](#) on where things are and advice on what next

- Catherine has largely been focused on gathering information
- Has collected info from each of the departments
- Groups that don't have mentoring programs
 - Facilities
 - administrative staff
 - Post docs (although planning to wait on this until the new Dean can be engaged)
- Already exposed a lot of differences between how the departments approach mentoring
- Next steps: still need more information
 - Interested in reaching out to other institutions to find out how they approach this
 - Has now heard from each of the department chairs, but Cathrine wants to know on the ground (from folks in the department) if this is actually happening/how implementation works
 - Interested in working on the non-scientific departments as well
 - Comms
 - Development, Point of contact: Peter LaBreck
 - Shops: Joe Harvey, Ben/Julie: reach out to Joe to intro Catherine
 - People Operations
 - Post Doc
 - Loay
 - But also new hire
 - DEI Department
 - Etc..
 - Consider trying to recruit from these departments

- Questions:
 - Who does the work to keep these programs afloat?
 - Differs across departments
 - What documentation (if any) is produced
 - Are there project codes available to support mentoring sessions? Especially for tech staff.
 - Training for mentors?
- How does mentoring integrate with onboarding?

CDEIO Updates

- There is now a website up for TEK
- Postdoc positions are up

DAC Request for Metrics

- This is motivated by a desire to show the effect that all of the work we've done has had
- Updates to the livingston report
- Kama is hoping to report back to Hauke on this
- Natalie's Response
 - There are some activities around what we can share publicly
 - We do track the basic facts of composition
 - One metric we could report is activities put on by ERGs
 - Natalie was also told that Work Day should be able to generate good data
 - Also interested in tracking folks through the scientific track to see if we are having an impact
- Kama is thinking about adding a question to the exit survey for student programs to ask "did you find WHOI welcoming?"
- Note that APO collects data very differently than other departments
 - E.g. if were to look at our machine shop, we should be comparing to other machine shops in new england
- Also consider opportunities for data collection Ambassadors program

Academic Recruitment

- We discussed ongoing involvement in the URWG and streamlining our involvement in other groups at WHOI
- We also discussed setting more specific goals for the coming year and possibly narrow our focus to a few tasks\
- Since Tom is already involved with JP admissions, we discussed making the JP rubric more detailed on rating the personal statements for the coming year. Tom emailed Ann Tarrant about it.

DAC Updates (Kama)

Request for metrics:

from Hauke Kite-Powell: The impetus comes from the DI, which would like to have a set of metrics by which to track and report progress (for example, in future Livingston report updates). It would be great if you can assemble a short list of metrics that WHOI currently tracks, or could easily assemble, for the WHOI workforce. The plan is to get this input from each of the DI institutions and then make a suggestion to the DI on what they should track/report.