

CDEI Notes from October 9, 2024

Messaging Brainstorm

- Particularly interested in local things (events) for headlines
- Grace offered to submit volunteer opportunities to the messaging team
- How far in advance do submissions need to be made?
 - Generally we try to be a month ahead
- interested in local events/volunteer opportunities/awareness of day or month focused on DEI topic
- November Headlines
 - For Veterans day headline
 - WHOI will be hosting its first Veterans Breakfast this year (in december)
 - Also, we want to have relevant ERGs look at headlines and we have a Veterans ERG, so please reach out to
- There is a protest happening in San Francisco on 10/15 to protest the discrimination of people with guide dogs by rideshare companies
 - Could do this as a "Did you know?" series
- Oceanography Magazine did a special issue on DEI (December 2023)
 - We could link to this in headlines
- Select board just agreed to change the name of the town committee from "Affirmative Action" committee to "the committee on DEI ... "
- Ben and Julie: Always add a link to the headlines doc to our agendas
- Grace mentioned that it could be useful to have an archive of our headlines in the form of an excel spreadsheet with taggable entries
 - This way we can make sure we have a good spread on the things we are tracking
 - Lets circle back to this tracking in January!
 - We have added them onto the web

Quarterly Meeting with Peter - major topics discussed

- WHOI policy on messaging
- Role of the Co-Chairs of the CDEI
 - Amy brought up that when Peter started, he asked each department to form their own mini-dei committee
 - This mostly had a focus around hiring
 - Biology has an entire binder they have compiled on the topic!
 - This effort has mostly fizzled sense then

Change in Leadership

- From a student's perspective there is a lot of frustration
 - In the email Peter said he values transparency, but then his email didn't really say much
 - From an equity perspective, folks are wondering how it is that another white man was seemingly shoved into this position without any real search process?
 - This has happened before when Rob Evans became interim dean
- Ben/Julie: communicate to Peter about the need for greater transparency when these replacement processes unfold
- It would have been better for communication to be clearer that Ben Van Mooy is not taking on the "Deputy" portion of the role
 - Senior admin is currently discussing how to better define the deputy role
 - There is talk of maybe these responsibilities needing to be split up between more than one person
- Dean of Academic Affairs
 - Note that these candidates were not asked to provide DEI statements
 - This is inline with our pere institutions policies

- In Kate's discussions with her department chair, they discussed the possibility of soliciting a statement that is broader than DEI, but instead asks candidates "how are you making the world a better place" with their extra-research activities

Town Events

- Cape Verdean Community Museum
 - Events team is working on doing a happy hour at the museum
 - Ben: ask Barbara if they would be interested in replicating the kiosk at the discovery center
- Having a follow up meeting with the Service Center
 - Anyone who would like to come, should!
 - Amy mentioned that the town DEI committee has been considering trying to create a resource for families that are new/moving to the area
 - For example, if you want to register your kids for schools, you actually have to go to each of them, which is daunting
 - BEN: send Amy Vanessa's contact

Natalie's Update

- Made a hire!
- AISES - American Indian Science and Engineering Society
 - Natalie noted that there were a lot of folks interested in us
 - Having Laura there was really great for answering science questions
 - Only 2 people were interested in the post doc
 - Most of the folks that were immersed were interested in undergrad opportunities
- We are submitting an update to the Livingston report
 - Kama is asking if there are quantitative markers that we can be tracking in addition to providing updates on initiatives that are getting started
 - Natalie: Are we already tracking these things?
- ERGS: Parents and Caretakers AND Veterans ERG both got started up
- DEI Speaker Series
 - Natalie: schedule something with Laura to discuss this
- Veronique noted that she is writing up a fundraising doc. If you want education or housing or whatever on there, get it on there!
 - Ben: email veronique a blurb on Housing
 - Julie: email veronique a blurb on CC programs

Academic Recruitment

- Supporting Ambassadors program planning, prepping for AISES, SACNAS and AGU booths/recruiting, [TTP Issue #12](#) was published (and TTP [article archive](#) looks great!)
- Need to talk with Natalie about status of Beker funds for MS-HS outreach

DAC Updates

- The WHDI has published a [new update to the Livingston Report](#). The DAC discussed what metrics we can use to track progress toward Livingston report and other DI goals and objectives. (DAC reps, please come prepared to talk briefly about what metrics from your home institution may be useful to that end.)
- The Racial Equity Research team of the Advancing Collaborations for Equity in Marine and Climate Sciences (ACE-MCS) project has interviewed ~30 BIPOC science community members/program alums. Still looking for additional participants, [info here](#).