

CDEI Notes from September 11, 2024

Messaging Brainstorm

- Veronique has re-started getting a CDEI headlines in for each week
- The idea is to get these done in batches: all of the ones for October should be completed and okay-ed by end of September
- Veronique is looking for help generating ideas and also with writing
- Grace mentioned that in addition to having a headlines go out in October for national disability employment awareness month, perhaps we can send out an announcement too
- Julie will reach out to Dina to start having her add recent headlines to the “recent news” section of the CDEI website
- *Social Media*
 - Elise mostly handles social media
 - This month we will focus on Hispanic heritage month
 - Planning to highlight folks of Latinx heritage
 - Please let Elise know if you have any events in advance (or after the fact with photos)!
 - If you have ideas, please let Elise know!
- Elise: connecting to Empower reps to help us understand how we can personalize our investments
- Humans of WHOI video was released
- Natalie chatted about getting an article in oceanus about Sgt. Martin
- Ben: update the calendar with column for local events

Mentorship Working Group

- There is a wide variety of mentorship programs going on at WHOI
- Some departments have robust programs, others...not so much
- Every employee should have a mentor (shop folks, ship crew, tech staff etc...) not just scientific staff
- Also thinking about having a website with resources for folks that have recently come to the institution (e.g. acronym soup directory)
- Consider additional networking events
- Goals is to write a report that outlines what would be useful
- People to reach out to
 - Heather Benway
 - Kama Theiler is running multiple mentorship programs
 - [WHOI's your buddy](#) from Workplace Climate Committee
 - Department Heads
 - People Operations
 - Veronique is interested in helping
- This should definitely be integrated into HR's onboarding process as well
- There is policy and then there is the reality of what happens
- Who would this ultimately fall under? People Ops...?
 - Natalie: check in with People Ops to let them know that Kate is planning to take this on, also potentially bring to the department heads at upcoming meetings
 - Natalie: talk to staff council about it; don't give impression that it's just about faculty

Town Relations (Ben)

- Town of Falmouth folks have been reaching out to Ben and others to try to coordinate efforts across institutions, businesses, organizations, including schools, places of workshop, WHOI, etc.
- Cape Verdean efforts with Matt Charette
- Equity teams in the Falmouth Public Schools post-audit (there was a lot of pushback!), partnering with businesses

Disabilities Working Group

- First meeting this week
- May be changing the name
- Likely meeting twice a month (1/month book club, 1/month working group meeting)

Events Meeting

- Planning to meet this month to look at a calendar and list out some future events
- Will work with Natalie on DEI speaker series
- Please add potential speakers here! [2023 Potential Speakers/Events - Google Sheets](#)

CDEIO Updates

- IKP
 - Program to recruit post-docs to work on indigenous knowledge related research
 - Donor funded program
 - Natalie: will these be part of the Post doc scholar program or separate job applications
 - Kama said that Oct 15th is the deadline for the post-doc scholar program
 - So this is likely a separate thing
- Dean Search
 - We have finalists
 - Expecting to invite them for in person interview soon
- CPO Search
 - No update
 - Shana is still in the interim position
 - Trustees will be discussing next month at their meeting
- Clark Renovation
 - Plan is to renovate the 5th floor and the lobby area
 - Putting together a committee to work on this
 - Looking to recruit from the CDEI (and especially the disability working group)
 - Natalie: send 1 or 2 lines to Grace Simpkins about the role
 - Grace: send this to your working group

Loay

- Something that has come up in the Post-Docs community is that there is a need for help with visa's when wanting to go to cruises or conferences
 - Sadly, folks are missing cruises because of this
 - And HR said this is not within their purview, only the onboarding piece
 - How can we get HR to take this on
 - Maybe start by partnering up with International Committee, which is trying to become an ERG
 - Outside services, such as law clinics etc, groups at MIT, etc.
 - We have had an outside consultant for visa issues
 - Ryan Smeed, Rick, CPO
- Loay also brought up that some WHOI forms do not have the "other" race/ethnicity option. Natalie made some recommendations on points of contact, and Grace had some thoughts on updates that SeaGrant has done— Jennie Rheuban, in asking demographic questions.

DAC Updates

- ACES - new PEP/WHDI post-bacc program funded by NSF GeoPATHS. 3 students for 1 year terms, times 2
- Hispanic Heritage Month Events
- 2024 update of Livingston Report response - in future, how can we quantify? What metrics?
- Racial Equity Research team update - understand practices and policies that promote equity in marine and climate science. Site visit and 33 interviews so far