

Workplace Climate Committee 2021 Year-End Summary
Compiled by Sheri White and Mak Saito

Sheri N. White (AOP&E) replaced Annette Govindarajan (Biology) as co-chair in March.

Institution-wide Communi-Teas

- March 26 – Sharing Challenges and Solutions for Women and Families During COVID and Beyond (virtual). Produced summary document shared with administration.
- July 16 – Allyship (hybrid in person/virtual). Follow-on to panel by GLOW/CDEI on Allyship.
- October 22 – Workplace Climate At Sea / In The Field (hybrid in person/virtual). Producing summary document to share with administration, ship ops, and website distribution; forming a sub-committee to work on recommendations and actions.
- Strong attendance for all events, ~60+ voluntary participants at each event

Co-sponsored movie showing of *Secrets of the Surface: The Mathematical Vision of Maryam Mirzakhani* with Women's Committee in March for Women's History Month.

Set-up coordination meetings with chairs/co-chairs of other committees/groups involved in DEI efforts at WHOI (WCC, CDEI, WC, GLOW, STF, WHDAC). Met in April, May.

Completed, shared and posted to website results of [WCC Ombud Information Gathering](#) effort.

Met with Kathi Benjamin and Adrienne Troia to communicate about updates/synergies with HR and HR training efforts.

Met w/ and established working relationship (regular meetings) with WHOI CDEIO, Natalie Nevárez (WCC co-chairs met at least monthly with Natalie starring in August).

WCC co-chairs met with Peter de Menocal & Nataile in October about workplace climate issues and to discuss how Olgetree effort affects WCC Survey efforts. Establishing quarterly meetings for 2022.

WCC Website hosting the WHOI's Your Buddy program.

Contributed members to Room/Road Naming subcommittee.

WHOI Workplace Climate Survey

- Meet with co-chairs and others involved in 2016 survey during spring/summer
- Contacted Rankin Associates to discuss availability
- Full committee met with Olgetree in December to discuss Olgetree effort

Future goals:

- WHOI-wide climate survey(s)
- Establishment of Affinity/Employee Resource Groups (advertise/formalize existing Slack affinity groups)
- Establishment of a WHOI Ombuds resource
- Updating membership and finding a new WCC co-chair
- Establishment of a Subcommittee on Workplace Climate at sea and in the field
 - Potential goals: Best practices document, develop anonymous feedback mechanisms for field programs, establish annual panel on leadership in the field (connect with Marine Operations and invite former Chief Scientists), develop guidelines for ceremonies at sea to make them positive inclusive experiences