

Workplace Climate Committee 2022 Year-End Summary Compiled by Sheri N. White and Konrad Huguen

Konrad Huguen (MC&G) replaced Mak Saito (MC&G) as co-chair in March.

Institution-wide Communi-Teas and meetings

- April 28 – Communi-Tea on Community Building. Produced [summary document](#) shared with WHOI administration.
- June 10 – Coordinated/contributed to WHOI-wide meeting on local housing issues
- November 9 – Communi-Tea on [Indigenous Science and Land Acknowledgements](#)

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

WCC co-chairs met bi-monthly with WHOI CDEIO Natalie Nevárez, and quarterly with Peter de Menocal & Natalie Nevárez. Met with the new CPO, Yessica Cancel, and set up regular monthly meetings with her and Natalie Nevárez in 2023.

WCC members participated in sub-committees and working groups:

- Room/road naming subcommittee
- Fieldwork Climate Working Group
- Mental Health Working Group

WHOI Workplace Climate Survey

- Met with Olgetree multiple times to assist with climate survey effort
 - WCC & CDEI Chairs met with Olgetree to review draft survey in January 2022
 - Prepared list of additional potential interviewees for Olgetree
- Participated in Ogletree results/recommendations read-out
- Collaborated with Administration on prioritizing and implementing select Ogletree recommendations
 - Setting up monthly “pulse” surveys to begin in 2023
 - Desire for ombuds-type position at WHOI

Status of last years goals:

- **WHOI-wide climate survey(s)** – Beginning implementation of a monthly Pulse Survey in 2023; will work with new CPO on large-scale survey in the near future.
- Establishment of **Affinity/Employee Resource Groups** (advertise/formalize existing Slack affinity groups) – Created a [webpage on the WCC website](#) for current affinity groups in Slack.
- Establishment of a **WHOI Ombuds resource** – Continued discussions with Sr. Admin (President/Director, CDEIO, CPO) about creating this resource and what type of new position would be appropriate at WHOI.

- **Updating membership and finding a new WCC co-chair** – Konrad Huguen joined as new WCC Chair; WCC Charter updated; Nominations collected for new members.
- Establishment of a **Subcommittee on Workplace Climate at sea/in the field** – Working Group created and focusing on three areas of implementation for 2023.

Future goals:

- Implement monthly Pulse Survey; interpret/disseminate results on dashboard
- Pilot programs associated with Workplace Climate at sea/in the field
 - Feedback mechanisms following cruises
 - Training for team leaders
- Collaborate on WHOI-wide workshops/panels on Mental Health
- Collaborate with HR to identify and implement new management training materials/programs