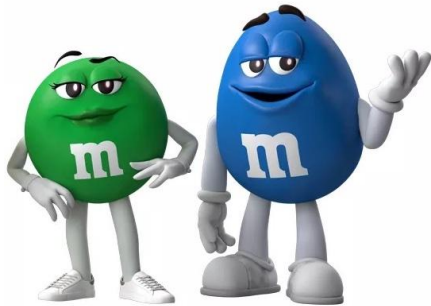




Communi-Tea

July 12, 2023



Managing & Mentoring



WHOI Land Acknowledgement

We collectively acknowledge that Woods Hole Oceanographic Institution is located on the unceded ancestral and contemporary land of the Wôpanâak (Wampanoag people). We acknowledge the Mashpee, Aquinnah, Herring Pond, and Assonet Wampanoag Tribes as the original stewards and protectors of this land and surrounding waters. We recognize the perpetuated detrimental effects that systemic governmental oppressions have had on indigenous communities as a result of colonization. By offering this land acknowledgement we accept our responsibility to understand this history, invest in reconciliation, and build accountable partnerships with these communities.

<https://www.whoi.edu/who-we-are/about-us/diversity-equity-and-inclusion/>



WHOI Communi-Tea

Inspired by Women in Course XII's "Tiny Teas" at MIT, providing a time and space for community discussions.

Timeline:

- 10:35** Introduction
- 10:45** Breakout Groups – on Zoom and in person
- 11:25** Re-join and report out (pick someone in your group to report)
- 11:45** End

Please share ideas for future CommuniTeas with [**wcc-chairs@whoi.edu**](mailto:wcc-chairs@whoi.edu)

Managing

Supervisor training has been requested at WHOI for a number of years through a variety of mechanisms (Workplace climate surveys, Pulse surveys, Technical Staff Committee, etc.).

Managers include:

- Supervisors with people who directly report to them (includes scientific staff, technical staff, administrators, marine crew, skilled trades);
- Advisors who manage postdocs and students (includes graduate and undergraduate students through WHOI programs or visiting/guest students);
- People to routinely delegate work to others.

Mentoring

There have been efforts to improve access to mentoring and mentoring quality at WHOI. There are currently programs for mentoring for scientific staff, technical staff, postdocs, and students.

Mentor can include different formats

- Mentor-mentee pair
- Mentoring committee
- Small peer group mentoring

Managing & Mentoring

- Shawna Hunt – Director of Learning & Development
 - Started in mid-June
 - Will be working on supervisor/management training, among other things

Communi-Tea Guidelines

- Be respectful of the others in the room.
 - Be aware of your speaking volume.
 - Use others' correct pronouns and names. If you make a mistake, correct yourself.
 - Refrain from using offensive language.
- Discuss ideas, not people. Please, no personal attacks.
- Do not use names or personal identifiers when talking about past experiences.
- Try to give everyone at your table the opportunity to speak.
- When you share what you learn here with coworkers and friends, please respect everyone's privacy and avoid using personal identifiers.

Circle Process for Discussions

The Circle is an ancient form of meeting that has gathered human beings into respectful conversations for thousands of years.

- Circle is a shape where everyone can see and hear each other.
- Circle is a group process that supports every voice into collaborative decision-making.
- Circle is an experience of sharing story, inviting diverse thinking, and encouraging creative problem solving.

Key elements:

- **Leadership rotates** – allow everyone an opportunity to speak.
- **Do not interrupt** – the person speaking has the floor.
- **Speak with intention** – noting what has relevance to the conversation.
- **Listen with attention** – respectful of the learning process for all members.
- **Tend the well-being of the group** – remaining aware of the impact of our contributions.



Break-out Discussions

- A number of topics are provided in the handout for you to discuss
- Discuss at least a couple of those topics in your group
- Please select a person to report back to the full group at the end

Report out...
