

## **Workplace Climate Committee 2023 Year-End Summary**

### **Compiled by Sheri N. White and Konrad Huguen**

In 2023 the WCC updated its charge to more accurately reflect our activities and reporting structure. The size of the committee was also expanded by 3 members to provide greater representation across the Institution. Six new members joined the committee in 2023: Liz Maloney (Facilities), Courtney Papcun (HR), Allison Markova (OTT), Taylor Heyl (Biology), Ella Cedarholm (Marine Ops/SSSG), Kurt Polzin (PO).

#### Institution-wide Communi-Teas and workshops

- February 17 – Best Practices in Leading Fieldwork Workshop. ([Summary document](#) posted on the WCC Fieldwork Climate webpage)
- July 12 – Managing & Mentoring, w/ Shawna Hunt. ([Summary document](#))
- November 8 – Conflict Styles and Managing Expectations of Professionalism, Courtesy and Respect at WHOI, w/ Alicia Booker (WHOI Ombudsperson)

Attended 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 January, April, and July.

WCC co-chairs met bi-monthly with WHOI CPO Yessica Cancel (Shawna Hunt after October) and CDEIO Natalie Nevárez, and quarterly with Peter de Menocal, with the CPO and CDEIO.

WCC members participated in sub-committees and working groups:

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

#### WHOI Workplace Climate Surveys

- Created and implemented a frequent (1-2 months) Institution-wide Pulse Survey
- Pulse Survey results were posted to [Pulse Survey Dashboard](#) on the WCC website
- Anonymized survey responses provided to Staff Council for review and actions

#### WHOI Ombuds

- WHOI implemented an Ombuds – Alicia Booker
- WCC co-chairs serve on the Ombuds Advisory Council with the co-chairs of the CDEI; met with Alicia in October

Status of last years goals:

#### ● **Implement monthly Pulse Survey –**

- Created and implemented a frequent (1-2 months) Institution-wide Pulse Survey;
- Pulse Survey results were posted to [Pulse Survey Dashboard](#) on the WCC website;
- Anonymized survey responses provided to Staff Council for review and actions

- **Fieldwork Climate** – Established a Fieldwork Climate Working group to address Workplace Climate at sea/in the field:
  - **Training** – Plans for training include both formal training programs, and community workshops.
    - Held a Best Practices for Fieldwork Leadership workshop in February
    - Efforts at formal training programs were discussed and potential funding sources have been identified.
  - **Feedback mechanisms** – Created a cruise feedback form which was piloted on 2 WHOI cruises in Summer/Fall
- **Mental Health** –
  - WCC co-chairs participated in the WHOI Mental Health Working
  - The MHWG put together a [webpage](#) and newsletter on mental health
  - The MHWG met with and collaborated with HR on efforts related to mental health support at WHOI
- **Management training** –
  - Met with Director of Learning and Development Shawna Hunt, and supported her efforts to implement new training programs related to leadership and management

Future goals for 2024:

- WHOI-wide Climate Surveys
  - Continue to implement bi-monthly Pulse Surveys
  - Look into implementation of yearly surveys to better assess workplace climate across the Institution
- CommuniTeas
  - Continue to conduct 2-3 CommuniTeas on various topics
  - Collaborate with Alicia Booker and/or Shawna Hunt on 2 additional CommuniTeas on topics such as leadership styles and maintaining respect in the workplace.
- Fieldwork Climate
  - Conduct a Best Practices workshop for fieldwork/cruise participants
  - Implement Fieldwork Feedback forms more broadly (potentially collaborating with UNOLS for cruise feedback)
  - Proposal to NSF GOLD-EN call to support fieldwork leadership training.
  - Development of webpage for Fieldwork Climate Working Group