Members: Colleen, Taylor, Heather, Hilde, Mary, Sophie, Yagin, Tzu-Ting, Maggi, Sam, Veronique, Dina (Ex Officio), Jessica, Mai

Notetakers: Mai, Jessica, Sophie

Date of meeting - May 11, 2022 at 1200

Attended: Jessica, Mai, Maggi, Sophie, Mary, Natalie, Tzu-Ting, Dina (Ex Officio), Heather, Taylor,

Did not attend: Sam, Colleen, Hilde, Yagin, Veronique (ex Officio)

Natalie Topics

1. Workplace survey follow up - what will be shared with all? Unfiltered (preference) or bites of responses?
   1. Read out group (incl Peter) will see the unfiltered info
   2. WCC has made a suggested list of who should be on it.
   3. To a representative group of WHOI membership (so not all) > then Peter will look at how to move forward on the recommendations
   4. Will the WHOI Comm get filtered or unfiltered versions?
      1. The Administration/Peter will see it first - there will not be an unfiltered version sent to the Institution, only what the Admin/Peter chooses
2. Vision plan - survey coming, final plan in august - broad plan on diversity at the institution getting presented to the Board
3. Supervisor training
   1. CommuniTea
   2. Pilot running for supervisor training - through HR
   3. Expensive, so the pilot has some rules of who could take the course
4. Mental Health
   1. How is the search going for the CPO? How long will the search take? Will we have an option to meet with the new CPO?
      1. Large searched comm shared by K. Link
      2. Still writing the job description, will solicit to comm, then out for feedback
5. Budget?
   1. Still in need of support with help with a budget for her office
   2. Around second week of June will have better idea of needs, she is presenting to Staff Council then and will have feedback or other stuff then
6. Pay and Promotion Equity and Transparency?
   1. Diversity Dashboard -with a little data on WHOI demographics
   2. Employee loss/early retirements? Can we be told annual numbers - can this be wrapped in to above?
   3. Will be looking, not sure how broadly it will be told to the Inst.
   4. Experiencing “the big quit” at the moment
   5. No similar themes, but there are exit interviews, but not sure what the format is right now for that - something to look in to
7. Partnership - working with DI on how WHOI supports the PEP program
8. URGE
   1. in between stage, WHOI is to helping with long term funding
9. There will be a new small DEI library in the Buttery
10. WHOI BEACH
    1. shortening lease from 5 yrs to 1 yr (prev issues with lifeguards telling wrong people to leave) - planning lifeguard training and messaging to community near there - so it’s clear to everyone who can go there (WHOI people etc)
11. WHOI wide job search
12. New CDEI Housing group
    1. 1st meeting is today. Looking for people to join and help
13. WHOI now is going through SFA2 - strategic facilities plan - so that will be their priorities
    1. Co-chairs - Julie Huber, Ben Weiss (open for new members to join now).
    2. What does WHOI have in this capacity?
       1. WHOI is limited. Need to look at options we have aka WHOI Housing - can’t put full force behind a low income housing, but could partner
       2. Property Management Co could help? - WHOI isn’t structured to be a landlord like most Universities - Peter / Trustees are interested in this topic
       3. This WG is taking a look at other Univ that do this now
14. Life at WHOI
    1. Natalie working with communications to show your work - also get a photo shoot with - need more sign ups! There’s a google form to fill out -share this. Will be on WHOI Social pages - Maybe a webpage
15. EVENTS
    1. Do we want to plan a speaker/event for later this year? what sort of topic or partner would we want?
       1. Speaker who wrote new book on Mary Sears ?
    2. Social events - Need more In PERSON events
       1. Sip and Stroll - Tea, Coffee, Mulled Wine, walk along fitness trail
       2. Coffee hour?
       3. Movie Night?
       4. After work picnic?
       5. WHOI Softball starting up soon
       6. Battle of the Bands or a TGIF where bands play
    3. Write letters to HR - on the survey results and outcomes/plans - support and criticize
       1. Could work with Sustainability Task Force to coordinate something
    4. Harvest bowl - bring it back - Under a large tent on softball field - After the big Trustees meeting?
    5. Planning underway:
       1. Activity Fair – Sept 2022
16. Summer CommuniTea - Indigenous People - TBD
17. Running and upcoming topics from last month
    1. Bathrooms/Lactation Rooms at WHOI - ACTION: Add info to Resources on WC website
       1. Map is on website
       2. Bathroom gender neutral by building now on our resources page

What Do We Want to Move on?

1. Follow up: What’s in a name?
2. Mental Health (Headlines below)
3. Housing?
4. Pay equity and Transparency?
5. Do we want to try and meet in person?