

WOODS HOLE DIVERSITY ADVISORY COMMITTEE

The Roadmap: Report and Recommendations

July 20, 2005

The **Woods Hole Scientific Community Diversity Initiative** believes that we must create “pathways of opportunity” that will attract people from underrepresented groups to Woods Hole. At the same time, the Diversity Initiative recognizes the need to identify and overcome the significant barriers to diversity that exist in Woods Hole.

The **Goals** of the Woods Hole Scientific Community Diversity Initiative, based on the Memorandum of Understanding signed July 27, 2004 by the six Woods Hole institutions, are to:

1. **Provide advice on additional activities to support all members of the scientific community** in achieving their full potential regardless of their race, religion, color, creed, gender, age, national origin, citizenship status, sexual orientation, physical or mental ability, socio-economic status, or veteran status;
2. **Be a resource through sponsored activities and referrals** that support the diversity initiative;
3. **Cooperatively undertake recruitment, retention, and mentoring programs** that will result in diversity in Woods Hole.

The Woods Hole Scientific Community Diversity Initiative is composed of its six **Member Institutions**:

**Marine Biological Laboratory
NOAA National Marine Fisheries Service
Sea Education Association
U.S. Geological Survey
Woods Hole Oceanographic Institution
Woods Hole Research Center**

each with representation on the **Woods Hole Diversity Advisory Committee**.

WOODS HOLE DIVERSITY ADVISORY COMMITTEE

This document serves as a report from the Woods Hole Diversity Advisory Committee (DAC). This Committee, formed at the request of the Woods Hole Scientific Community Diversity Initiative, has met monthly since November 5, 2004, with the above-mentioned goals in mind. The current members of this Committee, from all six Member Institutions, are listed at the conclusion of this report.

Although the Diversity Advisory Committee is limited in scope and responsibility, it has already implemented one suggestion as a collaborative effort (see A below) and makes the following recommendations (see B below) to achieve the goals of recruiting, supporting, and retaining a diverse community. Most of the recommendations require long-term commitment, agreement, and in some cases, financial support of the Diversity Initiative, the six Member Institutions, and others dedicated to supporting diversity within each organization and throughout the community. Details for implementing these recommendations, including potential costs, would be developed and presented for discussion and guidance by the Diversity Initiative.

THE ROADMAP: REPORT AND RECOMMENDATIONS

A. The Diversity Advisory Committee reports that:

It has built a website, <http://www.woodsholediversity.org>, which features the six Member Institutions of the Diversity Initiative. The site helps raise awareness of the diversity that already exists in our community, and lists diversity resources and activities for people living in the Woods Hole/Upper Cape area as well as some appropriate national sites. It also lists diversity-related events of interest to our

community, provides links to educational and job opportunities at the six institutions, and will help spread the word about what a good place Woods Hole is to live and work. The site was constructed by the DAC, implemented by Jian Lin (WHOI) and Lori Dolby (SEA), and is being maintained by Lori Dolby, with financial assistance for implementation from WHOI, USGS, NOAA/Fisheries, and SEA.

B. The Diversity Advisory Committee recommends that:

- 1. Each Member Institution organize its own working diversity committee** that may collaborate where appropriate with the larger Diversity Advisory Committee; these institutional committees may work with the DAC to implement diversity initiatives within the Member Institutions.
- 2. Each Member Institution support diversity through leadership and commitment:**
 - a) by developing policies that identify diversity as an item for discussion at all levels, particularly at the highest levels of leadership and governance;
 - b) by incorporating diversity in institutional mission statements and strategic plans;
 - c) by reflecting diversity as an element in staff and supervisor hiring, training, and in staff performance plans and evaluations;
 - d) by institutional leaders attending meetings and events organized by the Diversity Initiative and/or the Advisory Committee.
- 3. Each Member Institution ensure organizational and individual accountability** by putting in place mechanisms for safely, effectively, and confidentially reporting discriminatory practices or intolerant behavior.
- 4. The Member Institutions develop outreach/mentoring/intern programs** at and among the institutions by:
 - a) developing a common application or method of sharing applicant pools to various programs;
 - b) making a concerted effort to attract individuals from under-represented groups, from high school, undergraduate, graduate, and postgraduate levels, and to offer them support (both housing and funding) to be in Woods Hole;
 - c) broadening the pipeline into science for younger students, e.g., by collaborative sponsorship of a traveling science lab (see [BU's CityLab/MobileLab](#)) or periodically hosting village-wide Science Open Houses.
- 5. The Member Institutions develop effective mechanisms to attract, recruit, and retain diverse students, post-docs, and employees.** One option might be the establishment of a joint office (or coordinator) responsible for ongoing coordination of the Woods Hole scientific community's diversity efforts and opportunities.
- 6. The Diversity Initiative through the Diversity Advisory Committee identify and promote initiatives through formal collaborative communications and outreach** such as:
 - a) the [WoodsHoleDiversity.org](#) website that each institution noticeably links from its own website;
 - b) a multi-institutional brochure for use in recruitment and educational efforts, like the "Welcome to Woods Hole" brochure (being formulated by John Farrington, WHOI, and Judy Fenwick, WHRC);
 - c) joint planning and implementation for diversity-related events for the community and/or the institutions using Woods Hole Black History Month as a model;
 - d) publicizing events organized by the wider community on its website and through Member Institution publications;
 - e) periodically sponsoring scholars of diversity to address the whole community and meet with various subgroups.
- 7. The Diversity Initiative through the Diversity Advisory Committee bring experts to advise and counsel the Member Institutions on diversity program development *within the next year*** to build momentum and help implement some of these recommendations (e.g., on grants or program development, diversity training).
- 8. The Diversity Advisory Committee be considered an ongoing committee** that monitors the progress of diversity and advises the Diversity Initiative on issues that arise.