



Women's Committee Minutes – September 17, 2008

MRF 204

Members present: Amy Kukulya, Ali Shaw, Alison Macdonald and Britt Raubenheimer (via phone)

Treasury Report:

We now have a balance of \$156.21 in the 41590 account. Some of the money will go towards a coffee hour to be hosted in November (possibly by the Remus lab). We are no longer going to be accessing funds from the 57700 account for anything. We will use the 41590 account until the end of the year and then in the New Year, we will be assigned a new number from Molly Lumping which will be used for all of our expenses, including alcohol.

Education Scholarship update from Kelly:

The education scholarship committee, comprised of Julia Westwater (Academic Programs), Jamie Haley (GMPC), Judy Fenwick (the donor) and myself, selected three very deserving recipients of this year's education scholarship. The recipients have not yet been notified but should receive letters in the next couple of weeks. One recipient will receive an award of \$1000 and the other two recipients will each receive \$711. These funds can be used towards travel, books or other education-related expenses.

GEPAC update from Sue (excerpts from Larry Pratt's minutes):

Joyce Yen completed a 2-day visit from the University of Washington, where she is program/research manager of their ADVANCE program. During her visit, Joyce had conducted a workshop that included the Implicit Association Test (IAT) to a group of 15 people. The GEPAC committee is considering using the IAT as a tool in future 'Chilly Climate' workshops. It involves a license fee (\$500 for the group of 15). Joyce also visited with a number of groups, including Joint Program students and a group of women organized by the Women's Committee; she also had lunch with a small group of men and had attended a AOPE staff meeting. GEPAC wanted to get input from Joyce regarding her impression of the gender issues at WHOI and of our work.

Among Joyce's observations of WHOI included some special challenges raised by our soft money system, particularly for scientists early in their career. She also noted that our departments are small and warned against the overconfidence that some small groups have in their dealings with gender equity issues. She also noted some confusion regarding maternity leave and related policies.

Among the future possibilities for education and gender equity awareness, Joyce mentioned a cycle of four differing workshops, perhaps aimed at different audiences, to be held over a 2- or 4-year period. She suggested surveying colleagues in advance to identify areas that our employees might be interested in hearing about.

Among other activities that GEPAC might think about or encourage is a formalized program of entry and exit surveys for entering and leaving students or scientific staff meetings. Christine thought that Jim Yoder did this for the Joint Program students: we should find out the particulars.

Joyce also questioned whether people were taking full advantage of policies like tenure clock extension and suggested that as part of our annual review department chairs ask staff members whether they would have benefited from a tenure clock extension.

Larry asked whether it was artificial to separate gender and race equity (WHOI has a separate diversity committee). Heidi and Joyce thought that the magnitude of some of the problems, such as the extremely low number of African Americans in geosciences as opposed to the moderately low number of women in certain areas of geosciences) was grounds for treating the two separately.

We also discussed possible speakers, including the following:

Chris Loving (UW) does a variety of popular workshops, including leadership skills, communication, Meyers Briggs. He could probably do something with communication skills with gender issues in mind. Hands-on training sessions are claimed to be very popular and effective.

Shelly Correll (Stanford, previously with Cornell ADVANCE program). Specializes in subtle gender bias.

JoAnn Moody- has written about cognitive errors; a very scholarly approach.

Valerie Taylor- specialized in the 'imposter syndrome'. Quite expensive.

Joyce asked whether we had a wish list. Among the items mentioned:

-Day Care

-A quantitative way of determining whether we are making progress (Joyce suggested periodic questionnaires).

-Program that can maintain momentum in gradually reducing inequities that may be occurring in certain pockets at WHOI.

Joyce will write down her thoughts and recommendations for us in a brief report.

Women's Committee elections:

Congratulations to our new members: Diane Rieger, Stephanie Murphy, Becky Gast and Alicia Rose.

Continuing members: Emily Beaton, Amy Kukulya, Kelly Rakow, and Alison Shaw. Kelly will be leaving us in December so we agreed that it would be a good idea for her to

serve on the committee until she departs in December, but that in the meantime she should try to recruit a new student member.

Outgoing members: Julie Fawkes, Alison Macdonald, Britt Raubenheimer, Sue Stasiowski

Harvest Ball:

The plan for a dinner/dance party, partially sponsored by the Women's Committee, is going ahead. Susan Avery has approved the event, which will tentatively take place on October 18th. Several members of the Women's Committee have agreed to help with ticket sales.

Future meetings:

We will hold our "get acquainted" meeting on October 22nd in Carriage house at 3pm. Alison will buy cheese and snacks. Our first meeting with the new members will be held shortly after that, at which point we will decide when and where to have our meetings, as well as who will take on which tasks.