

Women's Committee Meeting Notes -- June 6, 2016

Members Present: Erin Black, Ellen Bailey, Veronique Le Roux, Muiread Pabalís, Shannon Rauch, Erika Fitzpatrick, Randi Bundy, Michaela Fendrock (taking notes in place of absent Laura)

Members Absent: Laura Stevens

1. Pre-Meeting Discussion

- Have minutes been posted to the website? Should they be sent out to the group first? (Laura?)
- Reminders about responsibilities prior to meetings (in agenda)

2. Post Doc Rep

- Randi, our post-doc rep is here
- Will ask around about post-doc specific issues
- (new member to post-doc committee who can speak to family issues)

3. Parental Leave

- WHOI gives woman who gives birth 6-8 weeks of paid disability leave, other partner only gets 5 days
- Only 5 paid days for parents who adopt
- Link between motherhood and struggling to maintain career
- Partner of birth mother may not have the option to balance the load of the new mother
- Spoke to WHOI population at large (mostly young fathers) -- unanimous agreement that parental leave for both parents would be very beneficial for all involved
- Good benefits lead to higher employee attraction/retention
- Goal is to get 6-8 weeks for both parents, for all WHOI employees
- Sent this report to Kathy Benjamin at HR, set up meeting with her and Dan Lizarralde from the Gender Equity Committee
- Kathy Benjamin is very on board, waiting for updates from her
- Would help to know how much this will cost the institution, and to know what policy similar institutions have
- Motion to make this an ongoing Women's Committee Issue -- passed

4. Panel Speakers

- Shirley Ann Jackson would likely be a fall talk (late September - early October)
- Muiread has letter draft
 - Add more Shirley-specific details to make the letter more personal
 - Email out to group (please look at it today before Muiread leaves)
- Wait until we get a specific date from her to ask the other panelists
 - Meg Tivey, Fiamma Straneo, Amy Apprill, Julie Huber (MBL), people from USGS/MBL?
 - Erin will ask about USGS
 - Randi will ask about MBL
 - Will think about other potential panelists before next meeting
- Moderator? (could be one of us)
 - Prepare questions for panelists (alleviate silences and direct discussion)
 - Also ask them to give a bio
- Theme: Leadership/mentoring

5. New Business?

- Any interest in co-sponsoring Jonathan Eisen with Gender Equity Committee?
 - What kind of talk? Science talk? Larger issues talk?
 - What specific commitment do they want from the Women's Committee?
 - He has a good history of mentoring female students and being generally aware of women's issues
 - Muiread will clarify with them
- Hours covered for women's committee? Up the budget?
 - Gender Equity Committee's chairs are paid
- Next meeting -- bring your child to work day at WHOI?
 - Joint Program students organize activities?
 - Contact HR about liability issues

6. New Director of HR

- Kathy Benjamin wants her staff to support committees, rather than be gatekeepers
- May be interested in attending a meeting

7. Wiki

- Muiread found tool for searching for dead links, will send it around

(ongoing)

8. Women's Lounges Will discuss at next meeting.