

### 3.3.2016 Women's Committee (WoCo) Meeting Notes

In attendance: Laura, Erin, Michaela, Ellen, Erika, Shannon, and Muiread.

#### 1. Election of Officers:

Chair: Erin Black

Co-chair: Muiread Pabalís

Secretary: Laura Stevens

Treasurer: Ellen Bailey

Webmaster: Shannon Rauch

#### 2. Review of Past Projects

**WHOIKI:** <http://wiki.who.edu>

Editable by all WoCo members once trained by CIS.

Erin: IS WHOIKI similar to YaWHOI Joint Program handbook? Check with Cara about WHOIKI origin.

Need to have WHOIKI be more prevalent on the WHOI website. Possible put the WHOIKI in the portion of the website where new hires would see.

Action Items:

- Familiarize ourselves with what WHOIKI is.
- Make WHOIKI more accessible to WHOI staff and new hires.
- Incorporate WHOIKI into the JP.
- All get training to edit WHOIKI.

**Lactation rooms:**

"Women's lounge" on the door, but meant to be accessible for lactating women, women with cramps, and women with other needs.

Who is using the room? How much are the rooms being used?

Action Items:

- Poll for anonymous feedback on who is using the room, what they use it for, how often they use the room, and if they have any comments/concerns. Send to the [women@who.edu](mailto:women@who.edu) list.
- Add a question to find out if people know about the rooms before the email/poll.
- Should the email subject line and title of the doodle poll be "Women's Lounge" or "Lactation Room"?
- Add lactation rooms to the WHOIKI, but a problem is the WHOIKI is a public website.
- If people are using the rooms, should we put a refrigerator or other items in the rooms?

**Children's School of Science Scholarship:**

Table the scholarship money until 2017, so that the application to apply for the WoCo scholarship is well organized by time of School of Science application.

Should the scholarship be available for children of WHOI employees, just WHOI female employees, or for children outside of WHOI? The original intent of the scholarship funds were never firm.

Put the tag sale on the same day as the WHOI picnic.

Table it for now, mull it over, and we will bring this back up at a future meeting.

### **Policy Changes:**

1. Childcare: Onsite facility desired. Review of WHOI area concluded that the subsidy given (\$2/hour) is currently the best option for the Woods Hole area. This issue has been around the boards a few times now. This is a persistent issue. Some want the daycare to be close to their homes, others want to have the daycare near WHOI.
2. Leave donation program: Donate extra vacation days to those in need. We were told setting up a leave donation program would be too difficult to implement due to accounting. Worked with the Staff Committee to approach HR together. WHOI still needs to tax you on the leave you give to others. There is a new HR director. Look back into this issue to build information. Determine how other institutions handle the tax issue. Send an email to the Staff Committee to see what work they are doing (Michaela).

### **Tag Sale fundraiser:**

Table that for now.

### **Climate Survey:**

Muiread is working on this with the Gender Equity committee. Climate survey will be going out over the summer.

### **3. New Business**

Around the room to hear why people were interested in being on WoCo. Some highlights/common threads:

- Women Retention: leaky pipeline in female and underrepresented groups in science
- How do women juggle the kids and work, when women still bear burden of childcare?
- Intersectionality, support women but also do more to incorporate underrepresented groups
- Be a part of and more integrated in the WHOI community and get out of the office
- What resources are there for technical staff to grow in their careers?
- Retirement Issues

Speaker ideas and end meeting ideas:

- Someone who has made it work, not necessarily a female scientist, but could be a female in a male-dominated field.
- Women from other Woods Hole science institutions are interested in being involved with WoCo events.
- Heidi Sosik past talk about doing work in the field. Possible to record the talk to archive it?
- Women scientists don't have the resources to help mentor all the young women coming into the field. How do we build the knowledge base, but also keeping in mind that women at higher levels are often disproportionately burdened to be on committees, mentor young female scientists, sit examinations, or other commitments that take time?
- How can young scientists who juggle two jobs (work, home) be supported? How do these issues change when both parents also work?
- What do you charge your time for for the hours working on WoCo?
- Can you get childcare written into grant proposals? This is a large problem for people going on cruises. Make childcare an issue for everyone, not just the female scientists.