

**Women's Committee Meeting**  
**April 2, 2PM**  
**MRF 204**

**Agenda**

- Wiki Update
- Women's Lounge
- Day Care
- CSS Scholarship
- TurkeyLand Cove Speaker Masha Hamilton
- Travel Policy

**Old Business:**

**Wiki**

Focus on wrapping up WIKI. Discussions on how to make WIKI more accessible to update. Give Helen Gordon more time to update? We have money to pay Helen. Form goes to women's committee in general. Wondering if these emails can just go to one or two more people. As of Cara's 4/13/15 email (below) the update form goes to Cara and Muiread. They will forward to assigned categories:

Hi everyone,

The Wiki will be launching in the Headlines this Thursday 4/16/15. Yahoo! Muiread and myself will be receiving all the form submissions and will forward along anything that applies to [your category](#). We are still looking for a category maintainer for "Home/Apartment" and also a second person to help with the Children category (someone who knows more about toddlers and older kids).

The announcement in Headlines will be something like this:

**WHOI Community Wiki**

The WHOI Women's Committee is pleased to announce the [WHOI Community Wiki \(WHOIKI\)](#), an online hub for sharing non-scientific, everyday life information that is useful to both new employees and current employees. We welcome your suggestions for new content, which can be submitted through the contact/submit page. Please share this resource with new folks who will be joining your lab this summer!

Thanks for all your help!

Cara

Launching through headlines maybe a few times in a row to get as many people. Discussion of what are appropriate details for health care section. Concern with self-sustainability and open entering.

## Women's lounge

How should we sign the women's lounges? Roxanne states that rooms should be advertised and used exclusively for nursing and expecting mothers. Roxanne has researched language. Poll to women's emailing list? Muiread has researched how announcement was stated in the past. Muiread is thinking of pinging on what institution requires. Wording on rooms? Exclusively or priority? Requirement by law? Roxanne –signage. Agreed that language should be that rooms are for nursing mothers and that they would be prioritized. Call them lactation rooms? Lactation room and women's room? Leave a feedback Scheduler on door for regular users? Sign in mobile app to use room? Microwave pump supplies? Roxanne will send out announcement and have womcom review it. As of Danie's 4/17/15 email conversing with Amy, Ann Sweck and Chris Land:

Hi All,

Below is an update forwarded to me by Amy. We can discuss at the May meeting, but essentially calling the renovated rooms 'Women's lounge' is sufficient. There is no law stating they need to be designated lactation only, but rather available to lactating mothers for use.

-Danie

Hi All –The law stipulates that the room needs to be available for lactating mothers, however it does not need to be designated as a lactation room only. Please see [this link](#) for a list of Frequently asked questions.

Thanks!

Ann

## **Do employers need to create a permanent, dedicated space for use by nursing mother employees?**

ANSWER: No. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mothers' use, it must be available when needed in order to meet the statutory requirement. Of course, employers may choose to create permanent, dedicated space if they determine that is the best way to meet their obligations under the law

## **CSS Scholarship**

Danie researched fees for the agenda below. CSS would like to create a relationship with WHOI and have a link on the WHOI website.

CSS:

Tuition: A \$30 fee is due with your application (payable by clicking [THIS LINK](#)). In addition to the application fee, tuition for one six-week course is \$420. Tuition for one three-week course is \$250.

MBL Children's Program:

The Periwinkle Club

Weekly MBL Priority rates: \$160.00 for mornings \$225.00 for full day

Weekly Non-MBL rates: \$175.00 for mornings \$240.00 for full day

The Satellite Club.

Weekly MBL Priority rates: \$145.00 for mornings \$185.00 for full-day

Weekly Non-MBL rates: \$160.00 for mornings \$200.00 for full day

Also discussed after Danie had to leave the meeting on 4/2/15 was the possibility of going ahead with the fundraiser tag sale to create a fund for the scholarship. Then the details of the logistics for the scholarship and CSS relationship can be arranged concurrently with the fund raising. Dawn will look into tag sale possibilities to coincide with one of the Butteries cookouts. There is also a day camp at Waquoit Bay for girls that may be a good program for a scholarship as well – Anna for info?

## **New Business:**

### **Speaker**

Cara recommended speaker Hope Jahran - article in NY Times. Op-ed. Accomplished scientist with two kids who started at a liberal arts college and is now a senior scientist. Hope is a good speaker for women at sea. If she can't do Steinbach scholar maybe add on another talk. Cara will talk with Sophie to see how logistics are shaking out. Steinbach scholar can be influenced.

Two speakers have been mentioned that the Women's committee would like to sponsor. One is Hope Jahran. As of recent emails in relation to the sexual harassment survey the consensus is that it would not be a good idea to have Hope come and speak before the survey is completed. The second suggested speaker is Masha Hamilton (former Turkeyland Cove recipient) and her collaborating artist Hanane Kai – info below. Cara had researched the costs for sponsoring Hope. We need to look into the costs for sponsoring Masha.

Stephanie Murphy came from communications to talk about Turkeyland Cove Foundation located on MV which offers retreat opportunities to motivated women. The program is created by Kitty Burke and is based on a Room of One's Own. Up to four weeks of time are given in a house on the Vineyard to a motivated woman to accomplish anything she might want to accomplish. Anything from art to science to writing. The house is in the woods on the water with a cook and cleaner. The candidate gets complete support on their chosen endeavor. There are also stipends to cover childcare. Official 501C3. Maybe for student trying to finish thesis? How would Women's committee get word out? Link to our webpage or promote with an

announcement? Former recipient writer Masha Hamilton with collaborating artist Hanane Kai who did work with Syrian women refugees to come and speak at WHOI? How to present Masha's and Hanane's work? Maybe an exhibit at WHOI during the day and/or an evening at Redfield for the larger community with Mindy Todd? TGIF casual unstructured for Masha? Maybe a panel discussion? Deadline May 1? Stephanie will check with Masha about her schedule to see if she and Hanane are available sometime later than May. Work closely with Stephanie and Mindy about evening event. Probably no cost. Spread the word about application for Turkeyland Cove. Suggestions for [women@whoi.edu](mailto:women@whoi.edu), or postdoc or grad student email list and Headlines.

### **Budget**

The women's committee budget does not roll over. Women's Committee should allocate money for speakers and other uses before the money runs out. Muiread has budget that we have to spend by December.

### **Change meeting time?**

**Travel Policy** – Did not discuss

### **Daycare**

Start asking questions around to any available resources. Stats on employees with small children. Approach development office in future. Start the fire. Koch brothers funded MIT daycare. People ask women's committee about childcare. Survey about child care needs? Look at other institutions and what they have. UCSD comparison. Attraction for people.

### **Action Items:**

- Run Wiki announcement a couple of more times in headlines? Cara?
- Volunteers to maintain Wiki Home/Apartment and Children categories
- Women's Lounge signage now that language has been clarified – Roxanne?
- Info on Waquoit Bay program for girls – Anna?
- Logistics for summer fundraising tag sale –Dawn
- Costs and arrangements for Masha Hamilton to speak – volunteer
- Women's Committee representative for sexual harassment survey committee – volunteer
- Start researching child care on campus possibilities/ implied obstacles – volunteers
- Spread the word about Turkeyland Cove Foundation - volunteers