

**Women's Committee Meeting
Combined Minutes for
May 7, 2PM and June 4, 2PM
MRF 204**

Agenda

- Wiki
- Women's Lounge
- Speakers
- Daycare
- Speakers
- GEPAC Looking for WoCo representative for harassment survey
- Leave Donation Program
- Tag Sale fundraiser
- Budget

Old Business

Wiki – Wiki launched by Cara! Advertised in headlines a couple of times in a row. Ask Katherine Spencer Joyce about poster for WIKI publication? Other people because she is so busy? But she is so good. Link on internal and external WHOI website. Cara will connect with Katherine about poster and links to Wiki on WHOI website. Cara will look into putting link on joint program page. Ping Helen and Katherine who can allow a link on the webpage. Danie says Katherine knows. Roxanne will email postdocs about WIKI. What can we do to increase/ensure sustainability? What are appropriate details for health care section? Volunteers to maintain Wiki Home/Apartment and Children categories. Cara will post link to WIKI on WoCo site.

Women's Lounge - Roxanne sent out notification for lactation/women's lounge (see below) and donated a microwave for the Redfield lounge. Roxanne suggests WHOI might match funds for more expensive items because of law. Roxanne has wrapped up women's room signs and sign up methods but she noticed that Clark may need wifi connection. Cara sent announcement to students. Roxanne announced to other email lists. There hasn't been any feedback.

Announcement:

On behalf of the WHOI Women's Committee:

The Women's Committee is happy to announce the renovation of two Women's Lounges. The lounges provide private, secure spaces to pump, nurse, or rest, and, to that end, are equipped with a couch, microwave, sink and small fridge. They can be reserved with an online scheduler (<http://teamup.com/ks5a7955f3982c1aa7/>), or are otherwise available on a first-come, first-serve basis. Priority should always be given to breastfeeding, pumping, or expectant mothers. The lounges are located on the Quissett Campus in Clark 325 and on the Village Campus through the 2nd floor Ladies washroom in the Redfield building. Please contact the Women's Committee (womens-committee@whoi.edu) with any questions or feedback.

Speakers - Danie will touch base with Stephanie about schedule/logistics/costs for Masha Hamilton and Hanane. Cara to ask Katherine Joyce? Masha and Hanane TGIF? Stephanie will look into dates that Masha can come. Discussion panel? Maybe they would already be here in the WH community and we could do a cheese plate type thing. TGIF/art exhibit? Advertise TLCF-suggestion for women@whoi.edu, or postdoc or grad student email list and Headlines. Volunteer? Hope Jahren can't come to speak until harassment survey is completed. Talking about Hope having a shorter visit. Hope can't come till the fall anyway. So, Hope may not even be able to come this year. Next year Steinbach scholar? Cara could email Hope about next year. Danie says maybe when new students are arriving. Maybe have Hope when harassment training is going on? If Steinbach scholar than APO pays for it. Selection process is usually in the winter. Cara can look into it to see if time could change. Hope was selected for this year but couldn't make it schedule wise. Reminder to think about speakers – send out. Danie's idea Clarice Yench Bigelow. Her book. Broad career. How old is she? She lives in Florida now. Challenges and pitfalls. Alternate support paths. She has a broad area of topics.

Daycare - Child care subsidy to have choice of day care. Onsite daycare for proximity not necessarily subsidized. Especially for infants. Cost might be prohibitive – liability? Ask about child care. Start researching child care on campus possibilities/ implied obstacles – volunteers. Danie suggested we table onsite child care because it is such a big project.

Amy talked with visiting committee about child care subsidy – her email here:

I raised a fuss to the Visiting Committee today that we need the policy for dependent care costs allowable in our federal grants, so hopefully this will make it into their final report to our directorate. I'll keep pursuing this issue.

Cheers,

Amy.

GEPAC Looking for WoCo representative for harassment survey - Muiread volunteered for GEPAC sexual harassment survey. How is the harassment survey moving along – ask Muiread – she is WoCo survey representative. Danie will check with Muiread on progress. In terms of knowing when we can invite Hope to speak. We will wait to see how survey goes this summer. Hope is on sabbatical until fall.

Leave Donation Program - HR was not receptive. Katherine Joyce suggested an on line petition for weight. Katherine Spencer Joyce is researching what other institutions do. Danie is working on this with Katherine. Fundraiser – most of people who donated 10,000 were from WHOI. Danie got negative response from HR. Danie wrote: Jane Hopewood emailed the WoCo about supporting a leave donation program intended to help any staff who needs to go on short/long term disability but who hasn't been with the Institution long and therefore goes to 60% of pay very quickly once vacation is exhausted. Jane also approached the Staff Comm., and together Katherine Joyce and I have already met with HR, with no success. We were basically put on hold and asked to go back to our committees and write up a formal request for what we'd like seen done.

Federal government and several academic institutions support a voluntary leave donation program. Word from senior staff is that WHOI once supported this too, but this can not be confirmed.

I'd like to poll the group for ideas on how to proceed. Staff Committee suggested a petition?

Leave donation program – on line petition? Statement or position letter to make clear purpose of leave donation staff committee and WoCo to present to HR. Danie will work on this.

Tag Sale fundraiser – The Buttery will notify Dawn when the next cook out is approaching to coordinate that day with our tag sale fundraiser for a girl to go to CSS or other educational opportunity. Dawn is making a poster for tag sale/fundraiser to say the date is approaching advertising for people to drop off items in good condition or volunteer to help sell items. We will send an announcement in headlines when the date is finalized. Dawn is also looking into a WHOI account to put the scholarship money in.

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. Cost for Helen's services was 114.00. Our balance is 6,386. Plus additional funds for a speaker. Late reimbursement request from... Bethany? Action items – talk about budget. Where do we want to spend our money. We have to reserve just a little money for CIS. Supplement scholarship? Reserve for ad hoc requests for support.

New Business

SWMS – Society for women in Marine Science wants to bring in speakers. Brainstorm speakers. Danie needs to contact Bethanie about speakers reimbursement from last year. SWMS is organizing a research symposium on October 10th at MIT in Boston. Poster discussions and invited talks. Panel with program managers and department heads. Anna suggested WoCo funding transportation to the meeting. She also mentioned the benefit of promoting more joining of MIT and WHOI along with women in marine science and that maybe Jim Yoder would be interested in helping to promote SWMS. For whole oceanographic community. Cara mentioned that renting a Peter Pan bus might be good. There is no registration fee. They look for donations. SWMS would like WoCo to be involved. Anna and Amy might have ideas for good speakers to invite to SWMS. Bethanie says talks might be focused more on networking than women's issues main focus is science. If WoCo gives resources to SWMS then we would have a say in the speaker. Bus would cost 1,000.00. About 40 people from WHOI attended event last year. Bethanie will ask question of interest in transportation on registration form. Registration is only a month before the event but Bethanie will look into a longer registration time. Roxanne will call peter pan. Danie will post doodle poll. Also doodle poll to see interest in bus maybe black tie limo service or maybe a smaller shuttle. Roxanne will look into smaller shuttles. Bethanie is projecting about 40 people. Email from Bethanie to JP describing SWMS as follows:

Dear JP,

Last September the Society for Women in Marine Science (SWMS) held their first workshop at WHOI. The workshop featured a keynote by Penny Chisholm on her involvement in the 1991 Committee on Women Faculty at MIT which represented a major win for gender equality in academia and a panel discussion on the Challenges and Solutions Facing Women in Marine Science lead by invited female scientists from various stages in their scientific careers. This workshop was made possible by funds from NSF, WHOI Women's Committee, and WHOI Student Organization ODGE fund. Of the 91 workshop attendees, 19 were JP students and 22 were WHOI postdocs/techs/faculty.

This year SWMS is organizing a research symposium at MIT which will feature invited talks from senior female scientists, poster presentations from grad students and post-docs, a networking lunch, and a panel on funding opportunities from various program directors. The goal of the SWMS Research Symposium is to provide a platform for networking and exchange of ideas between early career scientists and senior scientists, department heads, and funding agencies. The SWMS Steering committee, Alexis Yelton (MIT), Sophie Chu (WHOI), and myself, would like to make this event free. We are asking for \$1000 from the WHOI Student Group ODGE fund to help with the cost of lunch, coffee, and printed materials for the anticipated 100 attendees. We need at least 10 JP students who would be interested in attending to support this proposal. More information about SWMS can be found at <http://swmsmarinescience.com/> Please let me know if you'd like to support our proposal.

Best,

Bethanie

Action Items

Ask Katherine Spencer Joyce about poster for Wiki publication and links to the wiki page from the WHOI website. Put link to Wiki on JP page and WoCo page – Cara.

Email postdocs about Wiki – Roxanne

Advertise TLCF - suggestion for women@whoi.edu, or postdoc or grad student email list and Headlines. Volunteer?

Ask Stephanie about schedule/logistics/costs for Masha Hamilton – Danie.

Think about speakers to bring in to use up budget – everybody.

Ask Muiread about progress of harassment survey to help determine when we can ask Hope to speak – Danie.

Online petition and clear letter of statement/purpose for Leave Donation Program – Danie.

Scholarship tag sale/fundraiser logistics – Dawn.

Question of interest in transportation on registration form for SWMS and timing of registration - Bethanie.

SWMS transportation options and costs – Roxanne.