**The WHOI Women’s Committee Meeting**

**June 6, 2018 Redfield 2014**

**12:00 – 1:00 pm**

Present: Veronique LaCapra

Taylor Heyl

Leslie-Ann McGee

Dina Pandya

Colleen Tuson

Julie Huber

Apologies: Annie Bourbonnais

Mallory Ringham

Kaitlyn Tradd

1. **Recap of recent Tiny Teas** – “Implicit Bias”

All reported that there were many positive experiences and this event was well received.

Next steps: How do we validate or expel these perspectives? How do we share our experiences with HR at WHOI?

* Ideas written up during the tiny teas and summarized.
* Need for formalized mentorship for minority students – SSF students have JP student mentors, etc.
* NSF has an implicit bias training before sitting on a panel – WHOI could do the same?

A new idea: “Tiny Teas” could be changed to “Communitea” to be more inclusive to all.

2. **WHOI Wikipage** – Veronique met with Kathi Benjamin. HR is not in a position to take on this project at this time.

3. **Gender Neutral bathrooms** – May 22nd meeting with Kathi Benjamin. WHOI will put gender neutral bathroom signs up on all bathrooms with a phrase like this: “It is WHOI policy that all employees have access to restrooms that correspond with their gender identity”.

* Bigelow has a bathroom in the basement floor that is gender neutral. 3rd floor Bigelow bathroom could become gender neutral with lock.
* Redfield has a few that could be single-use bathrooms with locks.
* Clark – on the 3rd floor there is one potential bathroom.

4. **Linda Morse Porteous Award** – Leslie gave an update on the process of nominating women in technical areas for this award.

We are not getting a lot of nominations. This award is intended for a member of the technical staff. The WC can consider nominations from 2 previous years. Recently, one person nominated was not in a technical position anymore (has since moved on to administrative position) so was not eligible.

The WHOI site does not have a master list of internal opportunities.

Discussed recommending that this award become a more broadly applicable award – open to any WHOI woman, regardless of what track they are on. If not, maybe just have the WC make one vote and then technical staff takes the lead.

The criteria for this award are characteristics that could apply to any WHOI position. Women’s committee should support all women at WHOI – rather than only women in the technical staff?

Nomination process needs to be upgraded (only one nomination was submitted this year).

A new idea: An award for men who promote women, give opportunities to be co-PI’s, those who step back to allow women to take the lead on something, etc.

5. **Eight Cousins Book Signing Event**: Heather Benway is requesting that the Women’s Committee co-sponsor a book signing at Eight Cousins on **Saturday June 23rd**. The book is an adult “graphic novel” about the Imposter Syndrome.

6. **WHOI** **Women’s Committee networking social (all welcome)** – Wednesday July 18th, 4-6 pm. WC will be collecting donations on that day. Bring snacks.

7. **WHOI website –** Veronique updated links on the website.

A new idea: recognizing women at WHOI on the website – a different person every month? Potentially we could begin with Heidi Sosik - her TED talk will be released this Friday.

Upcoming Events:

Next Thursday June 14th – WHOI Employee Appreciation Day

Saturday June 23rd – Eight Cousins Book Signing Event

July 5th - Next WC Meeting in Watson 201 at noon.

Wednesday July 18th - WC Networking Social