Women’s Committee Meeting

16 December 2020

* In attendance Dina Pandya, Sam Clevenger, Mai Maheigan, Theresa Gordan, Ann Dunlea, Kaitlyn Tradd, Hilde Oliver, Colleen Tuson.

1. **Extraordinary Women at WHOI – Susan Humphris**

* Brett Freiburger from the WHOI Archives put together the original draft. Mai and other members of the Women’s Committee edited the piece. Dina will ask Susan to review, post of the website and add images. The piece will go out in tomorrow’s Headlines. The Committee wants to keep recognizing extraordinary women at WHOI in 2021. **Please bring other names to the next meeting.** (https://web.whoi.edu/womens-comm/susan-humphris/)

1. **RNWG/Maury Lane update**

* There were two calls for nominations for Maury Lane. There were 34 nominations submitted. The members of the RNWG submitted their top four to Chris Land to bring to the Staff Council. The names are as follows:
* Marie Tharp
* Aganoris “Aggie” Collins
* Joanne Malkus Simpson
* Rachel Carson

* Next step for the RNWG: Work with G&G to solicit nominations and then vote on a name for an un-named conference room in G&G. The next conference room will be a common conference room. The Group plans to alternate science department conference room and then a common conference room.
* The Group still has to work on the Mary Sears display in Fenno.

1. **DEI Officer/Ombudsman update**

* Workplace Climate Committee is ready to bring their research on the position to Staff Council.
* Sam commented that the visiting students/postdocs/scientists are more readily in need of a Ombudsman. Sam will contact Mak directly about this.
* Mai said to reinforce that it is important how “high up” the DEI Officer is in the administrative hierarchy, so it is representing the people rather than the Institution.

1. **Dependent Care update**

* Liability issues complicate making a communal on-site daycare at WHOI.
* HR got the approval to increase the dependent care subsidy.
* HR is also looking into programs to add more resources for parents with child and elder care issues to source providers including care.com and sittercity.com.

1. **Virtual Event with Loral O’Hara**

* Kaitlyn is coordinating – Loral returned email in November and is interested in an event, but finding a good time is tricky. Her time zone in Russia is 8 hours ahead of us. Will be traveling for the holidays. May be back in the U.S. in the Spring, which could be easier to coordinate.
* A morning or mid-day event would be better with the time difference, but may not be ideal for kids in school.
* Plan: wait until O’Hara receives her new schedule in January and then figure a good time/day.
* Have to do a formal invite for her to speak through NASA

1. **WHOI’s Your Buddy Program**

The premise: WHOI is a difficult place to navigate and can often feel overwhelming and confusing…wouldn’t it be great if you had a Buddy to guide you periodically? How about we create a WHOI’s Your Buddy Volunteer Program? It would be less intense than a mentorship role, more broadly scoped to include social questions as well as ins and outs of WHOI’s workings.

* The STF and WCC are interested in helping with the program. Kathi Benjamin suggested talking to Todd Kohn about how this could fit into WHOI’s onboarding program.
* Provide a resource for new people that has a list of ‘locals’ or ‘experts’ with topics that they’d be happy to discuss. People new to WHOI can consult the list and contact a specific person about learning more about a specific topic.
* Discussion of what the best way to solve the “you just have to talk to the right people to know how to do things” problem for new people.
* Can the WC use some of the money ‘saved’ on social events during COVID, to fund a position that consolidates a list of social and networking events?
* Perhaps make a google spreadsheet that can be communally updated?
* This could also be an opportunity to connect people who are arriving in WHOI at roughly the same time. Connect new people who arrive at the same time across cohorts and departments.
* How does an introvert get connected into a network of introverts most of who have been at WHOI a long time?
* **A meeting is planned on Jan. 13th, 2021 at 2pm to discuss how to get this program up and running.**

1. **Other ideas**

When the pandemic is over organize monthly coffees or walks so people can meet each other. The WC was going to organize open houses at various labs so folks could network and learn about different parts of the organization – we can revisit this after we are back to work.

The group talked about professional development opportunities. All agreed that there is a need for training in public speaking/giving presentations. Mai said she was putting together a tutorial on how to create a great presentation by changing the visuals, messaging and structure - showing the product before and after. Colleen brought up the idea of having WHOI give more training on the tools (for examples being more professional on zoom).

1. **Succession**

The group will discuss this more at the next meeting. This year Dina Pandya and Kaitlyn Tradd are supposed to roll off but could continue. It would be great to recruit some new members as well.