**Women’s Committee Meeting**

Wednesday, September 15, 2021

Attendance: Nina Whitney, Hilde Oliver, Colleen Tuson, Mai Maheigan, Ann Dunlea, Dina Pandya

Most of the discussion focused on the resignation of Erin Fischell and ideas for our discussion with Natalie Nevarez.

Surprising to hear that women are bullying other women

Collect examples to show that this is more common than we think

Could we do this by using an Independent Reporting form, open discussion

Questions

* What are the consequence of tenured scientist?
* What protections do bystanders who report bad behavior have?
* What is HR’s role? – most do not think HR stands up for the employees (there has been a lot of turnover in HR and lack of trust) – HR’s role is to prevent the Institution from being sued
* HR is part of the problem, what is the alternative
* What about the Ombuds position?
* Where are the reports on people who have been reported for bad behavior? At the joint committee meeting, they asked where do the reports to when the Department Chairs change.
* Where did Erin’s folder of documents go?

Restorative justice

Public humiliation

We have great policies but no consequences

Provide an environment for new people without bullying

There are forces in place that prevent people from organizing and having a voice and advocating collectively. The postdocs and tech staff can’t unionize

JP students – their letter shows that HR is not looking out for all employees

Letter from the committees – explicitly says that we are going to keep tabs on the progress of the items in Peter’s letter

We support these actions but want to be informed, how can we be accountable and be in the stream of information

Can we come up with a list of folks who have lost students, bullied people, made people feel uncomfortable. Better that a committee come up with a list.

Documentationathon – where at one time we all write letters with an experience we went through or know of. Who would accept these emails – Peter, Rick, Natalie? Rick – the bullying and harassment affects people’s research careers and time.

What about positive incentives for departments that do not get any complaints?

**New people**

Heather Kim to replace Ann Dunlea

**Meetings**

We will hold meetings on the second Wednesday of the month at noon.

Next meeting is Wednesday, October 13 at noon

Upcoming Meetings

 Wednesday, November 10 at noon

 Wednesday, December 8 at noon

Hi Dina -

Yes! Sorry I signed off a little early on Friday - my cell is 415-307-0322. I’m free after 12.30 today if you want to discuss.

Happy to wordsmith. I may even send EF a short direct email myself, just an extra bit of support.

RE Weds - I’ve got a derm dr apt at 11.15a and they always run super late/long - I can call about changing it and let you know?

Love our town hall/venting/community idea - I agree - bring forth real examples and showing the multitude is important to make the case of the depth/spread of bad behaviors. I also was thinking about letting people be heard - we have an incident reporting form for OCB - can be anonymous or not (no reports yet) but I started poking around the WCC site to see if they have anything but didn’t find anything explicit. A way to report so the committees can take up action, on behalf of the harassed person, as (Andrew?) said non-tenured are much more vulnerable, so collective voice is stronger.

Mai