Jessica Kozik, Sophie Hines, Heather Kim, Hilde Oliver, Mary Lardie Gaylord, Andrea Harvey, Hannah Piecuch, Natalie Renier, Loicka Myriam R Baille (JP Rep), Johanna Weston (Post Doc rep), Mai Maheigan (ex-officio), Dina Pandya (ex-officio), Veronique LaCapra (ex-officio)

Notetakers: Jessica, Sophie

Date of meeting - Third Thursday of the month, Feb 16, 2023 @ 1100

Attended: Jessica, Sophie, Andrea, Kali, Natalie, Heather, Hannah, Mary, Johanna

Did not Attend: Hilde, Loicka, Mai (*ex-officio*), Dina (*ex-officio*), Veronique (*ex-officio*)

1. Introductions - New and Current
2. Posts on WHOI Socials for this month
   1. How many should we have? At least 3 (dates below)?
      1. March 1 - *Dr Cate Flyer / Social Post*
      2. March 8 - International Women’s Day - *Ideas below*
         1. Cold water dip for International Women’s Day
      3. March 27 - *Ideas below*
   2. WHOI Communications already working on some ideas
      1. For highlighting WHOI “Amazing Women”
      2. Sheila Payne interview
   3. Ideas
      1. Flyer for Dr Catherine Musemeche Talk
      2. Sheila Payne (Info on GD)
      3. Mental Health highlight?
         1. October is “Mental Health Month”
         2. Could do this in sync with an event that the 300 Committee is hosting (which they do regularly)
      4. Highlight “Amazing Women” like we did last year with new women
         * If we're going to do a round up on women doing awesome things at WHOI, draw from already-written stories from the last year
3. Quick updates to the Group
   1. Topics we are focusing on this year - Updates
      1. Mental Health Resource/Support
         1. Met with HR to review website
            1. MHWG created - Think about recs to give to HR to better promote HR resources that exist
            2. Make list of things to recommend to HR (e.g. mental health first aid training)
         2. Through KGA students/postdocs/staff can get 5 sessions with a therapist covered. This could be put in headlines as a “Did you know…?”
         3. Promote getting free books from KGA - 2 a year
            1. Does to WC want to start a library?
      2. WHOiWIKI
         1. It is currently the WC’s responsibility, but would like HR to take over eventually.
      3. WC members get togethers - not a meeting
         1. March 8 dip for mental health - open to all
         2. Here is an official International Women’s Day swim event (in the UK) <https://www.internationalwomensday.com/Activity/18796/Eye-Storm-International-Women-s-Day-Sea-Swim>
      4. Improve WHOI for all women / Letter writing to Admin
         1. Would probably take the form of a formal letter to Peter, Rick. Maybe copied to other members of the WHOI community
         2. If people hear about anything
            1. Ombudsperson is needed
            2. Ask Peter to mention mental health in a Directorgram, for example (normalize this kind of discussion)
4. We will have our first Women’s Committee Event - March 30 @ 2pm
   1. Catherine Musemeche will be back to speak again
      1. Topic
         1. **Speak about Mary, Roberta Eike (the grad student who was expelled for stowing away on a research expedition), and Betty Bunce - to show three different approaches to dealing with the restrictive "no women on boats" policy.**
5. Gender equity and space at WHOI
   1. [Article](https://www.science.org/content/article/women-scientists-famed-oceanography-institute-have-half-lab-space-men)
   2. There was an [assessment in 2000](https://web.whoi.edu/gepac/wp-content/uploads/sites/87/2017/01/2000Gender_Equity_Report.pdf) — needs to be updated.
      1. There has been a little bit of discussion among the chairs of WC, WCC, CDEI about forming a committee/subcommittee to update this, but no formal call for committee volunteers yet
      2. Let us know if you are interested!!
6. Natalie Nevarez will attend meetings this year - Meetings TBD