

Brookhaven Women In Science Meeting Minutes

November 9, 2010

1. We are in the process of updating the BWIS web page. October 2010 meeting minutes and BWIS Board Members are on the BWIS web page now. We are trying to set up the 2011 schedule on the "Meeting" tab and "Networking" events on the events page.
2. This year's United Way Basket Theme is Working Women's Survival Kit. The baskets are due by December 2 for the Holiday Auction to be held in Berkner Hall. Please see K. Walker in building 400 or V. Stojanoff in building 725 for donations. Thank you.
3. The annual Wine & Cheese party will be on November 30. Non-alcoholic drinks will also be available. We will need volunteers to set up, serve and clean up. Please see K. Walker/V. Ghosh. There will be prizes of wine and BWIS memberships given away. Please bring a friend to this event (male or female).
4. Written invitations to the Wine & Cheese event will also be sent out to Level I and Level II managers. L. Smart to create and send out invitations.
5. Career Day will be held here on November 18. Volunteers are needed as bus escorts from 11:00 to 1:15 pm. Please contact K. Dorsinvil, S. LaMontagne or G. Donahue.
6. The 2012 Project Program will be recruiting women who would like to run for political office in the U.S. They are targeting women in Science and Technology between the ages of 40 to 45. The Program will be here on March 8 for Women's History Month.
7. Update was given by Rosa Palmore from the BNL Diversity Office on the American Physical Society (APS) Committee on the Status of Women in Physics. A Climate Assessment APS Close-out briefing was given out. Problematic areas include funding for women, inappropriate behaviors, etc. Please see enclosed.
8. There is interest in having a BNL Blueprint Initiative Networking Lecture at the lab.
9. Finances (L. Smart): \$4,076 in Chasman Fund and \$138.64 in Goldhaber Fund.
10. Passing of Gail Williams (an original BWIS member). The family will be planning a memorial in February.
11. Town of Brookhaven Seminar on November 18. Seminar title is Flirting Bible. For more info contact L. Smart.
12. The New York Academy of Sciences Blavatnik Award is available for young scientists. Up to \$25,000 is available. Information will be available soon (K. Walker).
13. Networking Meetings to be set up during the January and February months. Will be held in the Science Education Center. Bring your own lunch. Contact V. Stojanoff.

**American Physical Society
Committee on the Status of Woman in Physics
Climate Assessment Site Visit
June 22-23, 2010**

APS Close-out briefing:

Informal findings based on survey and face-to-face meetings with BNL participants suggest that 80% were good/positive:

- Child Development Center (FF)
- Flexible Work Place (FF)
- Tuition Assistance (FF)
- Woman in Science (BWIS)

Some areas are problematic:

- Zero women in top science positions
 - Need more visibility - trending downward
 - Negatively motivating (no women in high scientific positions - trending downward)
 - Impacts recruitment
- Blueprint is not fully understood - more anxiety
- Inappropriate behaviors are tolerated but not widespread
- A lot of anxiety around performance appraisals - energy is wasted
- Budgeting for headcount
 - Post-doc - scientist (diversity subsidy)
- Tenure system is a concern
- Not everyone has the same view/knowledge
- Cause anxiety - source of concern

BNL cannot afford to keep women. Problem w/ retention.

Opportunities for Improvement:

1. Mentoring (NSF)
2. Professional Development for post-docs
3. Post-doc experience phase - not going anywhere
4. Leadership management development
5. Supervisor accountability for post-doc incentives
6. Free or reduced tuition for family members
7. Reasons females leave
8. International recruiting (housing/immigration)