

Brookhaven Women in Science (BWIS) Meeting Minutes

December 8, 2011

Attendees: Linda Bowerman, Simerjeet Gill, Bernadette Uzzi, Firoza Zanoni, Diane Greenberg, Kahiile Dorsinvil, Sheryl Gerstman, Yuko Shiroyanagi, Vivian Stojanoff, Carol Kessler, Gretchen Cisco

1. BWIS meeting minutes will be approved at each monthly BWIS Board Meeting. Once approved, they will be posted to the BWIS web page as suggested.
2. November BWIS Board Meeting Minutes have been approved and posted to the BWIS web page.
3. Simerjeet Gill continues to work on the CARE Workshop (Career Advancement in Research Environment) for support in promoting post-doctorate females in the workplace. She attended a WISE meeting at Stony Brook University on behalf of BWIS and gave a presentation on the CARE Workshop and the BWIS organization at BNL. A former BWIS member noted that it is his opinion that the BWIS Scholarship Awards Ceremony is not formal enough and that he would like to be deleted from the BWIS member email list distribution.
4. The APS site visit was discussed with Carol Kessler. Linda Bowerman sent a letter to the APS committee on behalf of BWIS. The APS Committee had trouble identifying what behaviors are not acceptable in the workplace. We discussed behaviors such as intimidation, yelling and lying. BNL employees (not just scientific staff) feel Human Resources and the Diversity Office cover up reported incidents, is ineffective and is not confidential. Furthermore, it was reported that the Human Resources/ Diversity Office have told employees that they do not have the authority to change a problem that was reported by the employee. It was noted that there are very few women scientists in the Biology and Medical Departments. Also discussed were the reluctance of Scientific staff to join BWIS as they feel that this could be detrimental to their careers at the lab.
5. The APS report only appeared to be buried in the BNL Monday Memo. A presentation on the APS Site Visit in Berkner Hall by the Laboratory Director was suggested. It was also suggested that an anonymous complaint box should be placed in Berkner Hall or an internet site outside of the BNL network tracking complaints (like survey monkey) so complaints would not be tracked via the BNL network.
6. It was suggested that a "Workshop Outreach" office should be included into the BWIS Board. It was voted unanimously that Simerjeet Gill occupy this interim office for the remainder of the year. Further discussions on the relevance of this office will be discussed in conjunction with planned discussions to the BWIS charter.
7. High School Career Day will be coming up in March 2012. Volunteers are needed to help set up and man a booth for approximately one hour in the morning. To be discussed at future BWIS meetings in early 2012.