BWIS Board Meeting  
August 12, 2015

Attendees: Christina, Kristine, Vinita, Triveni, Anna, Kathy, Kahille, Loralie, Carrie-Ann, Olivia, Elizabeth, Shirley

- Budget –
  - 7609 – Vivian submits report
  - FORWARD acct to 7617
  - Kahille to spend
    - 100 posters ~$90-100
    - Banner ~$175
  - $1000 left
    - Anna is reprinting Chasman posters
    - Ask Lisa Jensen to print membership pamphlets (200-250 of them)
    - Order more pens
    - Order something else – folders, flash drives, lanyard with clip?

- CARE – not in budget
  - Submit a short proposal to the director’s or training office
    - Or present to the director and he can go to the training office
  - Board chooses topics and members vote
  - Get membership to form a subcommittee to write proposal
    - If not enough volunteers, it will not happen

- Daycare - Simer
  - A parent has volunteered to write a list of the situation
  - No more hot food
  - Quality down, cost up
  - RHIC/AGS and CFN User Executive committees interested in this too
  - BWIS to write a letter
    - We support daycare
    - Needs to be affordable
    - This helps attract new employees
  - If daycare moves to Discovery Park, it will be public
    - BNL employees should get priority
  - How do other labs run their daycares?

- 4H – they have money for field trips/special programs and are looking for mentors in Longwood
  - WISE has a program – can college students get paid to go?
  - Kahille will send info to Carrie-Ann and Bernadette

- Implicit Bias – Shirley
Carolyn Simard from Stanford to give an evidence based talk on 9/18 on unconscious bias & how it impacts slow career progress for women (hiring, promotion)

- She will present to the policy council
- Then level 1 and 2 managers
- Then meet with BWIS with management present
- Then she will give a labwide talk at Berkner

IAT – Implicit Association Test – identifies the biases we have

- Hoping leaders will self-acknowledge their biases
- Don’t be afraid to ask hard questions

Do action items come out of this? Need metrics to measure changes

- The speaker was asked to leave us with a list of action items
  - New BWIS Elections at the end of September
  - Phone conference meetings?
  - Next meeting – September 9 at 12pm