

**Monthly BWIS Meeting**

April 13, 2020



Attendees: 26

- I. Call to order by: Amber Aponte at 12:01 pm
- II. Comments or questions regarding minutes from last meeting:
- III. Report on BWIS activities:

**a) Director of Membership**

i. Membership Numbers:

- 1. 1 new lifetime member and 1 new student (a high school student)

ii. Treasurer's Report: No Updates

**b) Director of Programs**

i. Past Events:

- 1. The Productive Perfectionist Workshop was held at BNL on 3/9/2020.

a. This event was well attended; over 50 people registered.

i. Most of the people that registered showed up and the event had a wait list.

ii. More people wanted to join but did not have permission from their supervisors.

- 1. This issue should be raised to higher level management.
- 2. Bob Tribble suggested that if an employee is having this issue and doesn't have anyone to speak to in their directorate, they should speak to someone who is in a higher management position, on the I&D Committee, or the I&D Office.
- 3. Employees can also approach Peer Counselors for help.
- 4. These options should be more widely communicated across the Site and brought to the attention of HR and I&D Office.
- 5. Lab Leadership can bring this up at Management Council so it flows down.

6. The Lab Director supports this principle but needs help communicating this in a targeted way.
7. Kayla: We need to focus on middle managers and supervisors.
8. Idea: Use the Main Gate as a way to remind staff.
9. Provide I&D Resources online for alternatives to events (e.g., listen to podcasts, read books, etc.). Send Kayla ideas for podcasts.
10. Amber and Kayla will bring this up with I&D Office and HR and at the next Quarterly meeting, as well as Will Safer (Internal Communications).

- b. About 25 people filled out the feedback forms for this workshop.
- c. The speaker said she would like to provide a training course through BNL HR and would speak to HR about this proposal.

ii. Upcoming Events:

1. Lily Kushner SBU professor in industrial psychology
  - a. This Speaker series workshop will be virtual—April 30.
  - b. Vivian suggested that we continue the speaker series on a virtual platform and the group supports this idea.
2. Alaina Levine: Networking for Early Career STEM Professionals Workshop
  - a. Her workshop could include some of the following topics: international career/jobs, professional development, and the value of networking, with a focus on early-career, post docs.
  - b. Amber will follow up on hosting this speaker virtually with HR.
3. Cornell Cooperative Extension Workshop
  - a. This event was originally planned for May 12 but will be postponed until the fall.
  - b. Firoza will contact CCE to reschedule; we can also look into virtual options.
  - c. Amber will notify Megan Botchler about the postponement (FY20 Check was already issued)—cancel check? TBD
4. 4/27 High School Career Day:

- a. High School Career Day has been cancelled.
  - b. Karen: Maybe we can do video chats online. Amber and/or Karen will follow up with Aleida.
5. Summer Networking Event
- a. This event may be held in June when summer interns are here.
  - b. Since we had a large turn-out last year, we should have people RSVP.
  - c. This event will most likely have to be virtual.
  - d. The Lab may host an EIC Summer Student event.
  - e. The OEP is generating home school content for summer students and interns. DOE is allowing summer interns to proceed.
  - f. Guimei said she will look into a virtual networking event.
6. Goldhaber Award
- a. This award is now up to \$2,000.
  - b. The deadline has been extended to May 1<sup>st</sup> as we have not received many applicants.
  - c. We will send out announcements for this again and may reach out to old applicants to see if they want to participate again.
7. Chasman Award
- a. There were ten applicants which have been narrowed down to two winners.
  - b. The timing or the format for the ceremony hasn't been decided yet. We will not couple with the Users Meeting as we did last year.
  - c. The next step will be to notify winners and non-winners.
  - d. Amber will set up a meeting with David and Wai-lin to discuss.
8. Society of Women Engineers
- a. This visit was planned for the Spring but has been postponed to the fall until further notice.

#### IV. Presidents' Updates

- a) I&D goals have now been integrated into Performance Appraisals.

- i. The Culture Survey focus group that Amber and Kayla were participating in is no longer meeting but Management is using the information gained from this focus group to implement changes Lab-wide. BWIS provided important feedback for Training Office slides. Contact Joe Lee, Maureen Canter, and/or Maggie Sullivan for questions.
- b) The last quarterly meeting with management was on 2/12.
  - i. BNL participates in a Complex-wide Laboratory Operations Board that has been a part of the recent change to the DOE Order/Contract regarding options for national Labs to do business with and host onsite daycares. The recent change makes it easier to use funding towards this end. A smaller committee is working on contracting models. Amber will set up a follow up meeting with Bob Tribble to keep BWIS updated.
  - ii. Marc-Andre: Can we work directly on I&D Goals with individuals and provide ideas?
  - iii. Kayla: Volunteers are needed to provide signs at events.
  - iv. Jean: Make sign-in sheets formally available. How do we document attendance versus provide training credit? How to formalize attendance institutionally? Amber and/or Kayla can raise this topic with HR (A. Loevy, M. Canter, J. Lee).
  - v. Cassie: How do we give credit for attendance? Top management's role.

#### V. Ongoing Issues:

- a) BWIS - Girls Scouts Collaboration
  - i. This event was supposed to be during Summer Sunday but since this most likely won't happen, we will probably have to cancel the Girl Scout event or postpone until the fall.
- b) BWIS Website Video
  - i. Amber submitted a Graphic Arts request for this project, but this is on hold due to the current Min-Safe status of the Lab.
- c) BWIS Food Event
  - i. Firoza had suggested hosting a fundraiser food tasting event (similar to AAAG) possibly in the fall or winter.
  - ii. Lori: The Policy Council is already planning this type of event at the Lab-wide level and open to all employees. Planning is at the approvals, funding stage. Music and games will be included. BWIS should not do the same event, but rather support the Lab-wide event.
  - iii. David mentioned that BNL is also planning a series of events for Earth Day, Recovery (Welcome Back), and EIC.
- d) Local Events—Volunteers Needed

- i. Vivien requested volunteers for the Steam Event at Shoreham Wading River High School (this may be an older request).
- ii. The event is May 19, 2020, 5-8 pm: Contact Vivian Stojanoff for more information and to check status of this event.

**VI. New Issues**

- a) Making Masks for COVID-19
  - i. BNL cannot donate items to outside organizations.
  - ii. Firoza is going to follow up on 3-D printing masks with K. Amm.
  - iii. Karen said there is a group onsite looking into this. Coordinate with John Hill.
  - iv. There is an employee-led group (Paul Orfin) making its own shields/masks outside of the Lab. Kayla will send Amber contact info to share with the group.

**VII. Comments:**

- i. Chris mentioned the BERA Summer Camp may still be available (TBD).

**VIII. Action Items:**

- a) Deadline for Goldhaber is 5/1.
  - i. Amber will send out updated announcements for this award.

**IX. Adjournment at 1:15 pm**