

BWIS Meeting Agenda and Minutes – Dec 20, 2022

1. DEI office – Maggie Sullivan
 - a. Addressing recruitment challenges
 - i. Expanding recruitment team, talent acquisition manager
 - ii. Compensation
 - iii. Sourcing tools, outreach efforts, diversity-focused career fairs
 - iv. Career fair, OEP students, Early career hiring
 - v. Workday implementation
 - b. Goals to improve diversity hiring
 - i. Broader career fair in the Spring
 - ii. Promoting job openings to lab staff
 - iii. Revisiting job classifications
 - iv. Workforce development efforts
 - v. Provide landing place of new graduates, veterans, etc.
 - c. Recruitment ambassador – share job openings via your social networks
 - i. ERAP process – get paid for referring people to BNL
 1. Note: not all positions are eligible for the ERAP process
2. Need a group to update BWIS charter
3. Survey results – Jessica Gasparik
 - a. Challenges/issues women are facing that BWIS can address
 - i. Recognition
 - ii. Networking
 - iii. Inequitable pay scale
 - iv. Ensuring/encouraging respectful work environment
 - b. Ways to increase member involvement
 - c. Events for upcoming year
 - d. Speakers series – overall positive feedback
 - e. Interest in recurring in person social gatherings after work hours
 - f. Meeting time
 - g. Improving BWIS
4. Merch closet inventory
5. Membership updates
 - a. Membership
 - i. Customize emails for new versus returning members
 - b. Treasurer
 - i. Requested funds are in accounts. No monies have been spent
 - c. Event participation
 - i. 26 people attended last meeting
6. Awards/prizes/scholarships
 - a. Scharff-Goldhaber prize
 - i. In the process of securing funds. Possibly able to offer similar amount as last year.
 - b. Renate Chasman award - Edward Sierra
 - i. Collecting funds
 1. Two winners, \$3000 each. Gathering candidates by end of January
7. Communications – Amber
 - a. Suggestion to bring back the logistics officer for event coordination
 - b. Proposal to co-sponsor a professor from Germany (expert on Lisa Mitner) to give a talk on site
 - c. Save the date: January 19th
 - i. Edward Sierra's talk