

BWIS Meeting Agenda and Minutes – November 20, 2023

1. Brookhaven Advisory Council – Matthew Rumore

- a. <https://www.bnl.gov/bac/index.php>
- b. *What is it?*
 - i. Group comprised of peers and employees selected by the Lab Director to handle/listen to employee, guest, and user concerns.
 - ii. Intercede if necessary or suggest course of action for addressing concerns to the Deputy Laboratory Director.
 - iii. Group is separate from HR and line management.
- c. BAC is a venue of the Employee Support System (need VPN to access <https://intranet.bnl.gov/employeesupport/>)
- d. Help spread the word about BAC — tell your peers, invite a BAC member to present at department's community, become a member, etc.
- e. Employee Support System Process Map (see page 3).

2. General updates

- a. BERA's Trunk-or-Treat Craft Table – Great job!
 - i. Lots of fun, kids seem to enjoy it. Three tables. See photos on page 4.
 - ii. Awesome decorations by Jenn!
- b. BWIS Fall Membership Drive
 - i. 3 regular and 3 student sign ups
- c. Healthfest speaker for Breast Cancer Awareness – Great job!
 - i. Thanks to Amber for organizing!
- d. BWIS logo
 - i. Members voted to keep current logo
- e. Meeting with Dr. JoAnne Hewett – Jenn, Amber (meeting highlights on page 2)

3. Awards

- a. Fowler Award Ceremony – Jenn and Amber
 - o Overall went well. Good turn out in person and online.
- b. Goldhaber Award – Marc-André and Jessica
 - o Fundraising stage
- c. Chasman Award – Ed and David
 - o Fundraising stage
- d. Mentorship Award – David
 - o Please send approval/comments to Jessica.
- e. We need more award officers. Please send message to Jessica if interested.

4. Upcoming events

- a. Speaker Series:
 - Postponed - November 16, 2023 at 4:00 PM – Tracy Johnson (UCLA)**
 - December 7, 2023 at 3:00 PM – Andrea Dessen (IBS, France)**
- b. Women's History Month speakers:
 - o March 8th – Dr. JoAnne Hewett
 - o March 14th – Panel Discussion: Invite Women in Science with different backgrounds
 - o March 21st – Tracy Johnson (UCLA - dean of life sciences)
 - o March 28th – ?

5. Other updates

- a. Treasury updates – Kelly Anne, Loralie

Summary from meeting with Lab Director (Dr. JoAnne Hewett)

- She warmly welcomed/thanked us for the meeting, asking us what is going well and what needs improvement.
- From our end, we shared that:
 - BWIS has enjoyed a close, productive, and mutually beneficial relationship with the Lab Director for many years.
 - BWIS has been responsible for many quality-of-life improvements at the lab (e.g., first daycare) and sponsored many events, worked with local schools, etc.
- The importance of having/obtaining BSA funds and funding for the awards.
- Recent DOE security requirements affecting accessibility to events by the public (future SUSC may help with this).
- Recent DEI efforts have made improvements in the Lab's culture, but there is room for improvement, specifically retaining and promoting women in science and respectful workplace.
- Suggested Lab-wide email to support DEI and encourage more volunteers.
 - Possible solutions – Marc Andre
 - Charge DEI work to time cards
 - Approved DEI work by supervisors
 - Each employee would be in charge of their own DEI goals
 - Message has to be sent on Lab level. Requires a unified effort.
- She would like BWIS to champion/support the SAGE girls in STEM camp <https://sage.slac.stanford.edu/> with OEP.
 - More details from Bernadette Uzzi:
 - SAGE is a one week summer program geared toward local girls, aiming to inspire them to stay in STEM and demonstrate work days/lives of STEM professionals.
 - We would want a strong BWIS presence and a 3-4 person committee to support this program.
- Importance of community outreach for the reputation of the Lab.
- Importance of community/team building opportunities as part of the benefits that allow BNL to stay competitive for attracting talent.
- BNL employee support system.

Employee Support System Process Map



