

# Brookhaven Women in Science: Celebrating 40 Years

Anna Goldberg

FY2019 BWIS President

CAC Meeting

May 9, 2019



BROOKHAVEN SCIENCE ASSOCIATES

# BWIS Mission

Brookhaven Women in Science (BWIS) is a diverse and inclusive community that promotes equal opportunity and advancement for all women in support of world-class science.

# Annual Goals

- Increase BWIS membership.
- Hold a minimum of three career advancement events that invest in BWIS community members (i.e., training seminars, career panels, networking mixers).
- Hold outreach event(s) to encourage girls to pursue careers in STEM (science, technology, engineering, mathematics) fields.
- Hold nine Speaker Series talks.
- Develop and cultivate a network of resources to assist BWIS members with grant writing, presentation skills, and other support.
- Meet quarterly with Laboratory Director to provide update on BWIS issues
- Participate in Brookhaven Lab's Work Life Balance Committee.

# BWIS History



- Formed in **1979** as a networking tool for women scientists at BNL
- Became a 501(c)(3) non-profit in 1984
  - Financially supported by BSA and membership fees
  - Exempt from Federal income tax
  - Donors can deduct their contribution
- Run by volunteers

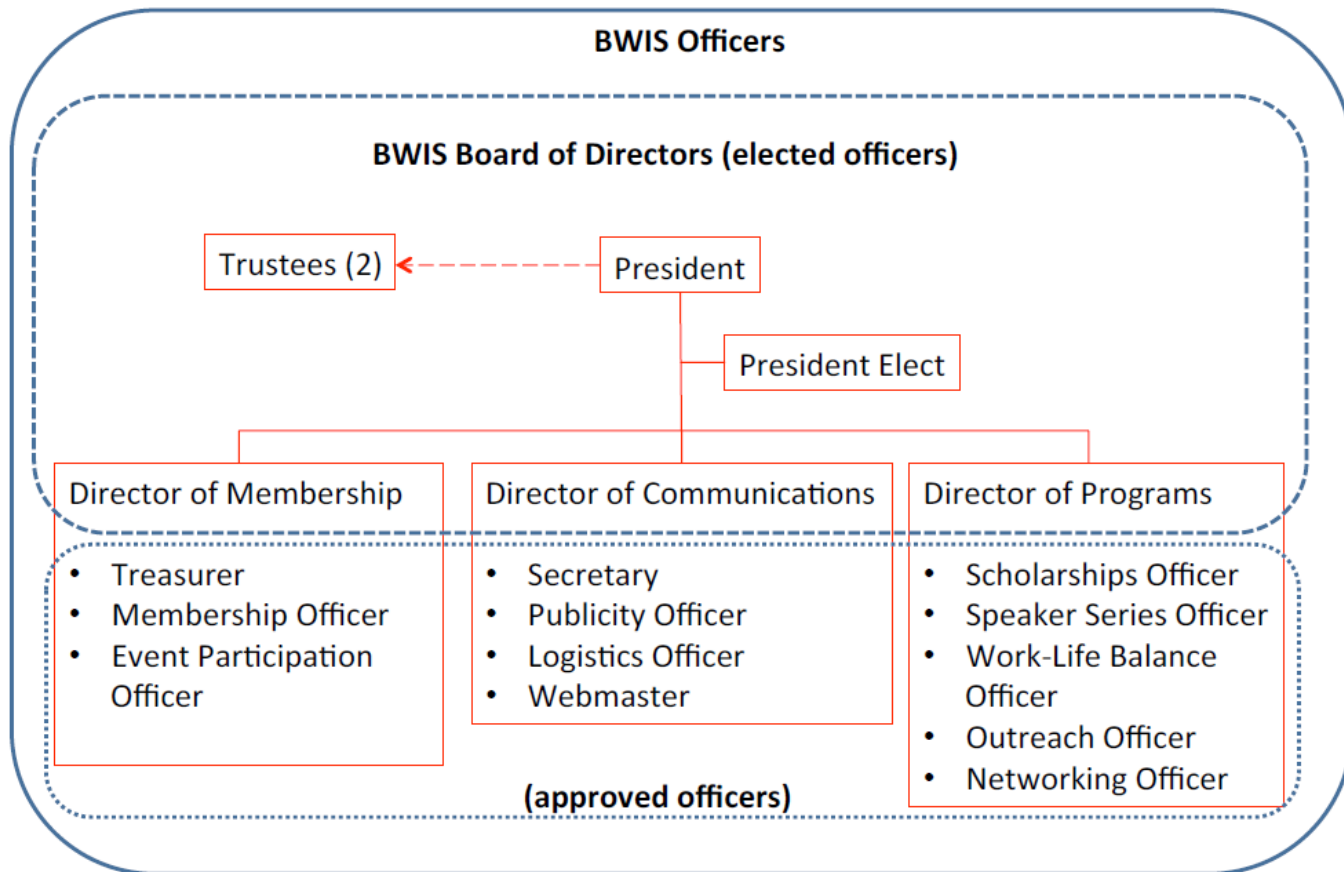


# Milestones

- 1980 - lobbied for the establishment of a **credit union branch on site** - enabled BNL employees, who otherwise might be denied credit, to obtain loans and credit cards, as well as to open accounts
- 1983 - coordination of **medical insurance benefits** for spouses who are both employed at BNL
- 1988 - BNL's personnel policy on **parental leave**, which permits new parents up to three months' time off
- 1990 - The first **child-care center** in the nation built by the U.S. Department of Energy was constructed at Brookhaven
- 2010 - Initiated **APS site visit** to assess BNL's climate for women that resulted in Lab-wide action plan, notably the mentorship program

# Current status

- 200+ Members at different membership levels
- 20+ Officers
- 35+ events in FY18 including monthly general meetings



# Membership

- 3 levels available:
  - Regular (\$20 annually)
  - Student (\$5 annually)
  - Lifetime (one time \$100)
  - Officer membership is complimentary
- Benefits
  - Voting rights
  - Priority registration for BWIS events
  - Access to BWIS network of resources to assist with grant writing, presentation skills and other support

# Current initiatives

- Support the academic and professional advancement of girls, young women, and professionals by:
  - offering scholarships
  - outreach events
  - various networking opportunities
- Advocate policies and practices that enhance quality of life and work-life balance by:
  - supporting equal pay for women
  - tracking statistics for recruitment and retention of women,
  - organizing family events
  - meeting regularly with Director's Office
- Contribute to the greater community by:
  - providing a platform for women to present their work and increasing community access to diverse viewpoints
  - reaching out to schools, community groups, and professional organizations to support science education and professional development.



# Newest initiatives

- Establishing a permanent display emphasizing diversity of Lab employees
- Working with HR on bringing women-centric workshops on site
- Improving Lab's parental leave policy
- Expanding internship access to High School Seniors and College Freshmen

## Rescheduled for 3/29: Embrace Your Power: Lead Like a Woman Workshop

March 12, 2018

Join consultant Ivy Algazy at her workshop "Embrace Your Power: Lead Like a Woman," on Thursday, March 29, from 8:30 a.m. to 12:30 p.m., in Bldg. 703, Human Resources Training Room. (This workshop was originally scheduled for March 8 but was postponed as a result of inclement weather.)

Algazy is a highly-sought Long Island-based leadership and business consultant, and is being hosted for this workshop at the Lab by the Human Resources Talent Management Office, Brookhaven Women in Science, and the African American Affinity Group.

### About the Workshop

Confidence is a key to leadership success. Recent studies have shown the importance of closing the confidence gap for women to make gains in leadership. Women are sometimes less likely to take risks, speak out, and show their power, for fear of making a negative impression. This workshop will cover growing your confidence and leadership presence, influence and relationship building, and communication: the language of leadership. Participants will learn effective methods to instill confidence and make themselves a more empowered leader.



Ivy Algazy

# Outreach

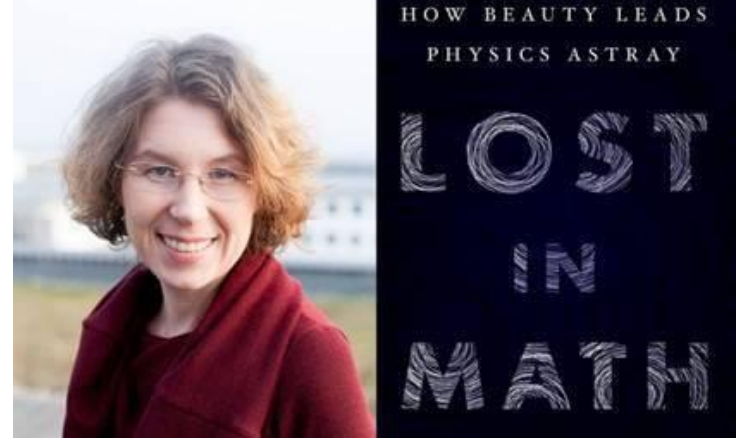
- High School Career Day since 1981
  - Open to local high school girls
  - Includes talks, tours, networking
  
- BERA Summer Camp Science Fair since 2016
  - BNL employees' kids participating in BERA summer camp exhibit their scientific experiments





# Speaker Series

- Speakers speak on topics of interest to women or are women prominent in their field
- Open to the public event hosted ~9 times a year
- Recent talks include:
  - Laurie Santos, Yale University, "What Makes Humans Special"
  - Bruce Kagan, Local Historian, "Fly Girls: The Women Airforce Service Pilots of World War II"
  - Jazmine Boatman and Nick Razzette, DDI Leadership Consultants, "The Science of Success: Accelerating Women in STEM Leadership for Better Results"



# International Women's Day

- BWIS symposium since 2014
- Aligned with UN theme with focus on Science
- Structure:
  - Talks – career paths, science, quality of life
  - Panel discussions – panelists from academia, industry, government
  - Workshops
  - Networking
  - Scientific demonstrations
- **Success lead to extension from half day to 2 days this year!**



# Scholarships

- Annual **Renate W. Chasman Scholarship** to female graduate student since 1986 (currently \$1,000)
- Annual **Gertrude Scharff Goldhaber Award** to female physics graduate student since 1995 (currently \$1,000)
- Annual **\$1,000 scholarships** to five female high school students from 1999 until 2009 (joint with Battelle)
- **BWIS needs-based award** presented to young women who excel in math or science





# Networking

- Annual Wine & Cheese Event
  - Longest running BWIS tradition
  - Celebrates BWIS' accomplishments over the past year
- Spring Luncheon
  - Typically features a guest speaker
  - Great opportunity for summer interns
- Informal networking at all events



# Partnerships

- WISE and GWISE at Stony Brook University - International Women's Day
- Long Island Section of the American Nuclear Society – Renate Chasman Scholarship
- Girls, Inc.
- Zonta International
- Society of Women Engineers
- International Network of Women Engineers and Scientists
- And many more...





# BWIS Website

<https://www.bnl.gov/bwis/>

**BROOKHAVEN** NATIONAL LABORATORY *Brookhaven Women In Science* U.S. DEPARTMENT OF ENERGY

Home News Events Media Membership Scholarships & Awards Minutes Milestones Presentations



## BWIS Mission

Brookhaven Women in Science (BWIS) is a diverse and inclusive community that promotes equal opportunity and advancement for all women in support of world-class science.

- [BWIS Charter](#)
- [Special Interest Paper](#)
- [BWIS Brochure](#)

[Download BWIS Membership Form](#)



## News [See all](#)

'How Beauty Leads Physics Astray' Lecture at Brookhaven Lab

BWIS Lecture 3/21: Natural Products in Pharmaceuticals

BWIS Lecture 3/8: She Is on Her Way: The Changing World for Women in Science in the Developing World

## Videos [See all](#)

How Beauty Leads Physics Astray

2018 Scharff-Goldhaber Prize Talk: 'Surprising Forward Neutron Asymmetries Discovered in Polarized Proton and Nucleus Collision at RHIC' by Minjung Kim

2018 Chasman Lecture: 'Bacterial Riboswitches Control Gene Expression by Sensing Cellular Metabolites' by Alla

## Announcements

- [Did You Know BWIS Events Are Allowable Time?](#)
- [Have an Idea for a BWIS Event? Submit a Request!](#)
- [BNL-SBU Women In Science Grant](#)

## Upcoming Events [See all](#)

**MAY 13** Monday  
Brookhaven Women in Science General Meeting  
12 pm, Berkner Hall, Room A

# Thank you for your time!

## Questions?



Anna Goldberg  
FY2019 BWIS President  
[agoldberg@bnl.gov](mailto:agoldberg@bnl.gov)