[Women in Toxicology]

ANNUAL REPORT: 2021–2022
May 1, 2021, to April 30, 2022

I. Officers/Committees

<table>
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<tr>
<th>Officer</th>
<th>2021–2022</th>
<th>2022–2023</th>
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<tr>
<td>President</td>
<td>Courtney Sulentic</td>
<td>Brittany Baisch</td>
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<tr>
<td>President-Elect/Vice President</td>
<td>Brittany Baisch</td>
<td>Annie M. Jarabek</td>
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<td>Vice President/Vice President Elect</td>
<td>Annie Jarabek</td>
<td>Toufan Parman</td>
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<tr>
<td>Secretary-Treasurer</td>
<td>Grace Chappell</td>
<td>Krisa Camargo</td>
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<td>Past President, Councilor</td>
<td>Susan Emeigh Hart</td>
<td>Courtney Sulentic</td>
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<td>Councilors</td>
<td>Judith Zelikoff</td>
<td>María-Carmen Rubio-Armendáriz</td>
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<td>María-Carmen Rubio-Armendáriz</td>
<td>Aleksandra Buha Djordjevic</td>
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<td>Postdoctoral Representative</td>
<td>Lauren Walker</td>
<td>Lauren Walker</td>
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<tr>
<td>Graduate Student Representative</td>
<td>Samantha Goodman</td>
<td>Danielle Kozlosky</td>
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Committees, if applicable:

Program Committee: Brittany Baisch (Chair), Annie Jarabek (Co-Chair), Aleksandra Dordevic, Brita Kilburg-Basnyat, Emanuela Corsini, Juliet Igbo, Kate Annunziato, Kim Zaccaria, Laura Patrone, Laurie Svoboda, Logeswari Ponnusamy, Samantha Goodman, Susan Hart, Toufan Parman

Election Committee: Susan Hart (Chair), Annie Jarabek, Judith Zelikoff

WIT Awards Committee: Judith Zelikoff (Chair), Carmen Rubio-Armendáriz (Co-Chair), Janine Cubello, Jodi Flaws, Kari Gaither, Melissa Heintz, Marquea King, Jennifer Larson-Casey

National SOT Awards Nomination committee: Brittany Baisch (Chair), Annie Jarabek (Co-Chair), Sarah Belperain, Catheryne Chiang, Janine Cubello, Katie Duke, Marion Ehrich, Jodi Flaws, Lindsay Frankart, Allison Franzen, Natalie Grassman, Kati Hill, Marquea King, Lauren Lewis, Alexandria Lau, Sharon Meyer, Kimberly White

Outreach Committee: Courtney Sulentic (Chair), Grace Chappell (Co-Chair), WIT EC


II. 2021 Membership total: 844

III. Key Outcomes in 2021–2022:

A. Distributed the WIT Annual Survey shortly after the 2022 SOT Annual Meeting to solicit volunteers for committee assignments and ideas on how WIT can better serve its members and the greater community of women scientists.

B. Actively facilitated 9 nominations of outstanding women candidates for SOT-wide awards

1. Five of the award winners were WIT-facilitated nominees (Leigh Ann Burns Naas for the Founders Award, Urmila Kodavanti for the Leading Edge in basic Science Award, Linda Birnbaum for the Merit Award, Kristine Willett for the Undergraduate educator Award, Amy Clippinger for the Enhancement of Animal Welfare Award
C. Generated two session proposals and a panel discussion for the annual meeting that were accepted. One session was selected for submission to the 2023 AAAS meeting

D. Submitted and displayed a WIT poster for the 2022 SOT Meeting (Lead by Samantha Goodman)

E. Redesigned and launched the new WIT website with the help of SOT staff (Lead by Samantha Goodman and Grace Chappell)

F. Revitalized the WIT LinkedIn group (Lead by Lauren Walker)

G. Created a new WIT logo with the help of SOT staff

H. Revised the WIT by-laws to be more in line with current practices, which included:
   1. Renaming President-Elect and Vice President officer positions to Vice President and Vice President-Elect, respectively.
   2. Reassigned the Chair of the Program Committee and National SOT Awards Nomination Committee from the Vice President-Elect to the Vice President to allow for a year of experience for the incoming Vice President-Elect prior to leading these demanding committees.

I. Appointed the Senior and Junior Councilor to sit on the SIG-CG committee as opposed to the Past President and Vice President-elect to allow for better continuity.

IV. Activities

A. SOT Annual Meeting Activities (e.g., courses, scientific sessions, receptions):
   1. **2022 SOT Sessions generated by the WIT EC**
      
      For the past two years the WIT EC has been actively discussing ideas for annual meeting sessions and webinars. For the 2022 Annual meeting, WIT EC members submitted two session proposals that were accepted and also organized an ancillary panel discussion. The sessions and panel discussion were well attended. For the panel discussion, the active discussion that occurred between the panelists and the audience confirmed the great interest in diverse career-related topics among our members.

      **Women in Toxicology Special Interest Group Career Agility Panel**
      Monday, March 28\textsuperscript{th} from 6:00 pm- 7:00 pm

      **Translating Lead Toxicology: Engaging Stakeholders and Communities**
      Tuesday, March 29\textsuperscript{th} from 3:00-4:30 PM

      **Communicating Science in an Age of Misinformation and Mistrust**
      Wednesday, March 30\textsuperscript{th} from 8:00-10:45 AM

   2. **2022 SOT Session endorsed by WIT**
      
      WIT reviewed and ranked a record number of 11 total proposals: 2 Continuing Education courses, 1 Round Table, 4 Symposia, 2 90-minute symposia, and 2 workshops. Eight of which were accepted by SOT.

      **Next Level Neurotoxicology: New Technologies to Advance Visualization of Spatial Molecular Alterations and Behavioral Phenotyping**
      Sunday, March 27\textsuperscript{th} from 1:15-5:00 PM

      **PM12: Principals and Applications of Read-Across in Human Health Risk Assessment**
      Sunday, March 27\textsuperscript{th} from 1:15-5:00 PM

      **A Holistic View on the Impacts of Climate Change**
      Monday, March 28\textsuperscript{th} from 9:15-12:00 PM

      **Let’s Talk About Sex—Through Lenses of a Toxicologist!**
      Tuesday, March 29\textsuperscript{th} from 8:00-10:45 AM
Cross-Species Extrapolation: Opportunities of 21st Century Regulatory Nonanimal Testing World  
Tuesday, March 29th from 11:00-12:20 PM

Disparities in Environmental Chemical Exposure and Health Risks  
Tuesday, March 29th from 3:00-4:30 PM

Hypertensive Disorders of Pregnancy: Environmental Influences, Biomarkers, and Models  
Thursday, March 31st from 8:30-11:15 AM

State-of-Science on Thyroid Hormone Regulation and Disruption During Neurodevelopment  
Thursday, March 31st from 8:30-11:15 AM

3. SIG-Collaborative group events
WIT has been active in the SIG-collaboration group and participated in several joint activities at the SOT annual meeting and in a recent HOT-WIT joint webinar.

Linking The SOT-SIGs Through Mentorship and Career Development  
Monday, March 28th from 11:15AM-12:45 PM

Diversity, Equity and Inclusive Excellence Through the Lens of Global Community  
Tuesday, March 29th from 4:30 PM-6:00 PM

HOT-WIT Joint Webinar: Panel Discussion on Immigration and Visa Challenges  
Thursday, April 28th, 1:00 PM

4. WIT Annual Reception  
Wednesday, March 30th, 4:45 PM-7:00 PM  
We had a much larger turnout. We estimated 100 attendees but greatly exceeded this based on staff needing to bring in more chairs and the numbers of attendees standing. We were grateful for the sponsorship of Gradient who provided beverages.

B. 2022 Awards Information:
1. Smith and Hook Distinguished Service Award – Barbara Beck  
2. Mentoring Award – Pam Lein  
3. Postdoctoral Achievement Award – Emma Karey  
4. Vera W. Hudson and Elizabeth K. Weisburger Scholarship Fund Student Award – Emily Stevenson  
5. Celebrating Women in Toxicology Award – Shannah Witchi and Jamie Young

C. Other Educational Activities Conducted (e.g., webinars, in-person meetings):
WIT jointly sponsored a webinar with HOT on immigration and visa challenges. WIT also organized a panel discussion on career agility that generated much discussion between the audience and panelists. The audience was diverse in age and career stage and many important questions and challenges were tackled that could be used for future sessions or Webinars.

D. Communication Activities:
1. Newsletter publication frequency: A Winter 2022 newsletter was published. We also distribute a yearly WIT Member Accomplishment survey, which we incorporate into the newsletter to celebrate our member’s accomplishments.
2. New or significant announcements/blogs: We routinely advertise any news of relevance or interest to our membership. We are discussing ideas to make our LinkedIn group more active and plan to implement these ideas 2022-2023. This effort is being lead and maintained by our post-doctoral representative, Lauren Walker.

3. Highlights of website enhancements: Our new website design was launched in March 2022. Our graduate student representative is the lead on maintaining and updating the site.

E. Mentoring Activities:
   WIT is working with the SIG-CG to share best practices in mentoring and supporting diversity and inclusion. WIT is also currently working with OTA on a session called “How to be an Active Ally and Upstander for Promoting an Inclusive Environment in Toxicology”, which is being led by our Senior Councilor, Carmen Rubio-Armendáriz.

V. Feedback and Ideas:

A. In what ways is your group fostering and maintaining an inclusive environment? Please give examples of any current practices used to support inclusion in processes such as 1) leadership selection and promotion, 2) award descriptions and selection, and 3) endorsement of proposals for the annual meetings.

The WIT EC considers inclusivity in all of its activities though we realize that actively fostering inclusivity and equity is something that will continue to be an area of improvement. We are using our online annual survey to help in these efforts and aim to organize more webinars and sessions that are focused on inclusivity and equity for all women but also with an emphasis on those from underrepresented groups. To do this we have partnered with other SIGs as is evident when we consulted OTA regarding our WIT logo ideas and the other joint activities that we have participated in as outlined above. Results from our annual survey also help us identify member-generated topics and ideas for WIT to consider including at our Annual Reception or for webinar events.

B. How might SOT better support your group’s activities (perhaps something the Society should be doing that we currently do not do, or do not do effectively, that would be of importance/benefit to the members of your component group?):
   Note: If funding is listed, please provide detail on the membership need that the funding would support.

With the pandemic making virtual interactions more common place, we would like to incorporate a way for those who cannot travel, for whatever reason, to be able to attend our WIT reception virtually. We attempted to do that for the 2022 SOT meeting, but the AV support was not adequate. Utilizing platforms such as Zoom, should mitigate this challenge, but having alternative platforms on hand during the reception would be helpful.

Continue to improve the functionality of ToXchange. It would be helpful to easily organize content and to be able to edit shared documents. A short video tutorial on using ToXchange would also be a helpful resource, particularly since we actively engage our WIT membership on our committees. The tutorial could then be stored either on a YouTube channel and on the SOT website.
For WIT surveys, consider using alternative platforms to survey monkey (e.g., Google forms) as links are often broken and editing the survey is not user friendly. Perhaps Google forms could be an option that is linked to SIG general Gmail; both the SIG Coordinator and a SIG EC member (of the SIG’s choosing) would have access to this Gmail account. Google forms can be readily updated and files saved as Excel files for documentation purposes.

C. What is one thing that the Society is currently doing that impacts your component group that should be changed (e.g., stopped, modified, etc.)?

Nothing

D. What changes do your component group anticipate making in the way in which it operates in the coming year?

Continue to improve our usage of LinkedIn with regular features highlighting our members and other items that we think will be of interest to our members as well as incorporating polling to help in our programming ideas for webinars and the annual meeting. Our WIT newsletter will also complement LinkedIn efforts and will continue to highlight our members’ successes. We also aim to increase visibility for SOT session proposal development by increasing our members’ awareness of this opportunity.