Women in Toxicology (WIT) - Special Interest Group (SIG) of the Society of Toxicology
Executive Committee Meeting Teleconference Call
Friday, February 18, 2022
12:30 pm (EDT), 11:30 pm (CDT), 10:30 am (MDT), 9:30 am (PDT)

Attendees: Courtney Sulentic (CS, President)
Brittany Baisch (BB, President-Elect)
Annie Jarabek (AJ, Vice President)
Grace Chappell (GC, Secretary/Treasurer)
Susan Emeigh Hart (SEH, Councilor/Past President)
Carmen Rubio Armendáriz (CRA, Junior Councilor Elect)
Judith Zelikoff (JZ, Senior Councilor)
Lauren Walker (LW, Postdoctoral Representative)
Samantha Goodman (SG, Graduate Student Representative)

Regrets: None

Agenda:
1. Welcome/call to order (CS)
2. Approval of January Minutes (CS)
   a. Approved
3. WIT Committee Reports:
   a. WIT Website and LinkedIn group (SG/LW)
      • No update; last update is that the website updates were approved by EC and SOT would proceed with updating the WIT SIG website. Have not heard further from SOT/third party team at the time of the Monthly EC meeting
      • LinkedIn – action item to hand off rights from Sam to new Student rep. This can be address during the April EC meeting, the meeting during which both new and old officers will be in attendance
   b. WIT Election Committee (SEH)
      • Election results are in, 2022/2023 officers have been elected
         ▪ All races were very close – candidates are encouraged to engage in WIT and run in a future election!
      • All candidates will be contacted by SEH by email. New officers will be asked to provide a photo (headshot) for the annual meeting presentation (as well as to be used in newsletters and meeting poster for 2023)
   c. WIT Awards Committee (JZ/CR)
      • Award winners were contacted.
      • Action item for JZ: contact the award nominees who did not win.
   d. SIG-Collaboration Group (JZ/CR)
• Two proposals were presented by the SIG CG, to be ancillary sessions at the SOT meeting. WIT representation/participation in the form of an EC member, to demonstrate what WIT has done, specifically (not just an individual)

• Ancillary poster session March 29 4:30pm
  ▪ Seeking a WIT member volunteer to participate in this session, for DEI topics
  ▪ Looking back, present, and looking forward – recommendations and path
  ▪ Should focus on equity coming from the WIT perspective, other SIGs will be bringing diversity element
  ▪ **Action item:** JZ to lead the effort on this and will send out email about an *ad hoc* call about poster contributions

• Ancillary poster session related to mentoring
  ▪ WIT EC volunteer to participate/present on mentoring and career development activities, focus to the last year
  ▪ **Action item:** CS to lead, GC to help

  e. Newsletter committee (GC)
  ▪ Newsletter draft sent to CS earlier this week, will update with edits and President’s message and circulate to the EC for feedback

4. **WIT By-laws review (All EC)**
   a. Passed by membership vote, done

5. **WIT SOT Reception planning (GC/CS)**
   a. WIT EC Meeting scheduled for Monday, March 28th, 6:45-7:45am
      ▪ **Action item for EC:** CS will send the annual meeting/reception presentation around for feedback
      ▪ **Content discussion:** Highlight the new logo and features/design of updated website, as well as historical content from previous slide deck
   b. WIT Reception scheduled for Wednesday, March 30, 4:45-7:00pm
   c. **Action item:** WIT Poster (SG/LW)
      ▪ Content discussion:
        ▪ include benefits of being a member of WIT and mission, why WIT matters, impact. Programming and how much of the SOT meeting is a direct result of WIT initiatives/contributions.
        ▪ Add content recently drafted and edited by WIT EC for WIT highlight piece
        ▪ Highlight new logo and website features

6. **Activities for webinars/annual meeting and member engagement (CS)**
   a. **Career Agility Panel Discussion at the SOT Annual meeting – planning and further discussion**
      ▪ Scheduled for Monday, March 28th from 6:00-7:00 pm
      ▪ **Action item:** Select and invite panelists; have virtual ability
Lots of good email discussion

LW: Career agility may be defined as "self-reflective, incremental career path, guided by response to change, evolving job roles, and designed to optimize creativity, growth, and happiness."

Panelists have been suggested and agreed upon by the EC.

a. **Action item for CS**: contact potential panelists and invite them to participate

b. **Mentoring activity ideas – planning stage**
   - one focused on DEI (JZ/CS)
   - virtual mentoring activity pairing mentors and mentees (CR)

c. **Sexual Harassment**
   - Develop a survey for WIT membership – share experiences with discrimination and/or microaggression
     - Collaborate with other SIGs on survey?
     - Potential questions:
       a. Have you ever experienced sexual harassment?
       b. Would you like to share your experiences?
       a. What would aid networking or empowerment of women in your workplace? What are specific challenges to advancement for women?
       b. Would you like WIT to organize a virtual meeting with breakout rooms focused on this topic?
       c. Would you like WIT to organize a webinar focused on strategies to deal with workplace harassment and ways to empower women?
   - https://www.workplacesrespond.org/harassment-climatesurveys/#Inclusive

7. AOB?