Women in Toxicology (WIT) - Special Interest Group (SIG) of the Society of Toxicology
Executive Committee Meeting Friday, January 21, 2022
Teleconference Call
12:30 pm (EDT), 11:30 am (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)
Carmen Rubio Armendáriz (CRA, Junior Councilor Elect)
Judith Zelikoff (JZ, Senior Councilor)
Lauren Walker (LW, Postdoctoral Representative)

Regrets:
Susan Emeigh Hart (SEH, Councilor/Past President)
Samantha Goodman (SG, Graduate Student Representative)

Agenda:
1. Welcome/call to order (CS)
2. Approval of December Minutes (CS)
   a. Approved
3. WIT Committee Reports:
   a. WIT Website and LinkedIn group (SG/LW)
      • Updated design is approved by the EC
   b. WIT Election Committee (SEH)
      • Ballot is being finalized at SOT. There were issues with membership for a couple of candidates, which ultimately was a mistake and resolved. Once ballot is finalized it will be sent to SEH and CS for review.
   c. WIT Awards Committee (JZ/CR)
      • JZ reviewed awards review committee selection process and assignments to each award, awardee selection scoring and tracking process
      • CWiT award was not broken out into sub-categories this year (i.e., Grad student, Postdoc, etc). Two awardees chosen; both are post-docs.
      • Two applicants/nominees across all awards were not active SOT members; thus, they were not eligible for the awards.
      • Discussion regarding amounts awarded followed, including checking interest earned on endowment funds (with the exception of S&H, for which financial history has not been obtained; in progress [GC])
         • Monetary awards agreed upon for the 2022 award cycle:
            a. Mentoring award: $1500
            b. Young Investigator award: $1000, but none awarded this year
            c. Post-doctoral achievement: $1100
            d. Smith and Hook: $1000
            e. Hudson and Weisburger: $1500
            f. CWIT: $750 each
         • Action items:
            a. Complete orders for checks, certificates, and plaques
i. CRA completed the order Jan 22
b. Report back from the councilors on their assessment of current procedure, descriptions, etc. Recommendations for improvements to the process and the descriptions online.
i. Idea from CRA during the call: add previous awardees to the award descriptions online.
ii. This may be achieved with the website update (GC)
c. Better advertising in the newsletter – can be highlighted in every newsletter
i. GC to add a spotlight in the current newsletter on awards and the endowments
d. SIG-Collaboration Group (JZ/CR)
   • Two events suggested as ancillary events at the Annual SOT meeting:
     ▪ Poster discussion with all SIGs with a focus on mentoring and professional development; sharing best practices.
     a. Linking The SOT-SIGs Through Mentorship and Career Development
        March 28, 2022, from 11:15AM-12:45 PM
     ▪ Icebreaker among SIGs and members (whoever wants to attend) with a discussion on DEI. Questions and sharing how the SIGs are addressing this topic.
     a. Diversity, Equity and Inclusive Excellence Through the Lens of Global Community
        Date and Time to be determined
     • Request from the SIG CG for all SIGs: We request each SIG to confirm participation, provide the name of the SIG Representative that will participate in the session, and a list of questions or possible topics for discussion by Friday, February 4th, 2022.
   e. Newsletter committee (GC)
     • Did not address (ran out of meeting time) – GC to send the draft newsletter to the EC the week following the meeting

4. WIT By-laws review (All EC)
   • Sent to membership via ToXchange for voting twice in January, closed January 19. Should hear back about the results soon

5. WIT SOT Reception planning (GC/CS)
   a. WIT EC Meeting scheduled for Monday, March 28th, 6:45-7:45am
      • Have ability to be virtual; circle back to Mary on this
   b. WIT Reception scheduled for Wednesday, March 30, 4:45-7:00pm
      • SOT not supporting virtual SS/SIG receptions/business meetings. We could possibly have a virtual component, if we ran it ourselves (one suggestion was LinkedIn live).
      TBD.
   c. Action item: WIT Poster (SG/LW)
      • In progress

6. AOB?
   a. AJ made a proposal to change the time of the WIT EC monthly meeting: Thursdays or Fridays 3:30pm ET or after. Action item: GC to survey the current EC, and made the suggestion to revisit this with new EC in April/May.
Meeting adjourned at 1 hour and 15 minutes duration; The agenda items below were not addressed and will be pushed to the February meeting.

1. Activities for webinars/annual meeting and member engagement (CS)
   a. Career Agility Panel Discussion at the SOT Annual meeting – planning and further discussion
      • Request submitted for Monday, March 28th from 6:00-7:00 pm
         ▪ Confirmed, Marriott Marquis San Diego (headquarters hotel), Grand Ballroom 8
      • Action item: Select and invite panelists; have virtual ability
         ▪ Lots of good email discussion
            a. Marie, Myrtle, Irene, and Ofelia were ranked the highest and averaged out in the order listed. We are not limited to these individuals but they percolated to the surface in our discussion along with others (see below) who did collectively rank as high.
            ▪ 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 suggested so far (not ranked in order of preference but when they were suggested)
               a. Kjersti Agaard (Leigh Ann’s suggestion; non-member but will be at the meeting for Leigh Ann’s session)
               b. Nicole Sparks (early career academia w/kids)
               c. Lauren Alekskunes (academia w/kids)
               d. Marie Fortin
               e. Allison Harrill (career agility w/o kids)
               f. Ofelia Olivero (career agility, minority perspective but already very visible at SOT)
               g. Aline DeConti (career agility, global, minority perspective w/ kids)
               h. Irene Abraham (career agility, minority, Black woman perspective)
               i. Myrtle Davis (minority, w/ kids)
               j. Alexandra Noel (minority, w/o kids)
   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?
    c. Would you like WIT to organize a virtual meeting with breakout rooms focused on this topic?
    d. Would you like WIT to organize a webinar focused on strategies to deal with workplace harassment?
  ▪ https://www.workplacesrespond.org/harassment-climatesurveys/#Inclusive