ATTACHMENT 4. Board on Women and Minorities January meeting minutes

AMS Board on Women and Minorities (BWM)
Minutes of the 14 Jan 2009 Meeting

Time and Location: 2:00 p.m., Phoenix Ballroom, Hyatt Regency, Phoenix, AZ

Attendees:
Members: Leslie Hartten (outgoing Chair), Sepi Yalda (incoming Chair), Ian Carlos Colón-Pagán, Jeff Gaffney, Monique Leclerc, Ada Monzón, Ernesto Muñoz, Sreela Nandi, Mayra Oyola-Merced, Raj Pandya
Alumnae and Liaisons: Lourdes B. Avilés (Board on Higher Education, BHE), Peggy LeMone, (BWM Alumna), John Nielsen-Gammon (BHE Chair), Gene Takle (incoming Commissioner of Education & Human Resources, E&HR), Julie Winkler (outgoing E&HR Commissioner)

Guests: Priti Brahma (NOAA/Office of Education), Jim Brey (AMS Education Program), Ashton Robinson Cook (U Oklahoma), Beth Farley (AMS), Néstor S. Flecha-Diaz (U Puerto Rico - Mayaguez), Laura Furgione (NOAA/PPJ), Adrian Gardner (NOAA/NWS), Tatiana González (Howard U), Gregory S. Jenkins (Howard U), Tom Karl (NOAA/NCDC), Corinne Kazaroian (AMS), Yaliza Luna-Cruz (Howard U & U PR-Mayaguez), Emmanuel Martinez (?), Carlos U. Pabón-Ortiz (U Puerto Rico - Mayaguez), Toni Parham (NOAA), Isha M. Renta (Howard U), Patricia Sánchez Rodríguez (U Puerto Rico - Mayaguez), Myrna J. Santiago (U Puerto Rico), Jonathan W. Smith (Howard U), Suzanne Van Cooten (NOAA/NSSL), Loren White (Jackson State U), Quinton Williams (Jackson State U)

Items and Names in bold are Action Items and Responsible Parties

Welcome and Orientation: Leslie started off the meeting by asking for one or two people to take minutes; Ernesto Muñoz and Ada Monzón volunteered. Next, attendees around the room briefly introduced themselves while attendance sheets were passed. Leslie then announced changes to the BWM membership. The terms of Imani Morris, the undergrad representative, and Vicki Nadolski are ending with this meeting. Leslie’s second term also ends with this meeting, but she will spend one final year on the BWM as the Past-Chair. Ernesto Muñoz, the graduate representative, finished his Ph.D. during the past year. The position of graduate representative on the BWM is fairly new and this is the first time an E&HR Board has run into this issue. Julie and Leslie decided that he should finish out his 2-year term by serving as a regular “bonus” member of the BWM. Jeff Gaffney has agreed to serve a second term on the BWM, and the following new members are joining the BWM: Ian Carlos Colón-Pagán (graduate rep), Monique Leclerc, Mayra Oyola-Merced (undergrad rep), and Ahsha Tribble.

Comments from Special Guests (actual place in schedule varied):
Tom Karl, AMS President-Elect: Tom commented on how active a group the BWM is and recognized both the value of what the BWM does as well as the enthusiasm with which we do it. He encouraged us to ask him for assistance as we go about our work.

Peggy LeMone, Incoming AMS President-Elect: Peggy noted that the 2011 Annual Meeting will have for its theme “Learning and Communication”. Peggy noted that one critical aspect of communicating is learning to interact with diverse communities.

Keith Seitter, AMS Executive Director: Keith told the BWM that he’s available for anything we need help with; Leslie thanked him for his support during the two years she’s been Chair.

Suzanne Van Cooten, Town Hall Panelist: Suzanne commended Raj for organizing Tuesday’s Town Hall Meeting on “Climate Change, Indigenous Communities in the United States, and AMS: Needs
and Opportunities”. She pointed out that Native American tribes are sovereign nations, with the rights to set the rules on their reservations or sovereign lands. Because each tribe is a different nation with a different set of history and rules and situations, the AMS should concentrate on a series of individual relationships with tribes or with self-organized groups of tribes, rather than try to apply a “one-size fits all” approach. In building these individual relationships, the AMS can provide support and advocacy to tribes and tribal colleges in a number of ways:

- Begin discussions and actions which leverage the traditional knowledge and practices indigenous people employ in their lives everyday,
- Invite Native Americans to bring their knowledge to the existing meteorological and hydrological community,
- Bring Native American students and their knowledge into university academic programs, and
- Invite Native Americans leaders to actively engage in policy/leadership forums, since many tribes hold rights and titles to minerals, water, land, and in some cases, airspace.

Greg Jenkins urged the Board to start developing relationships now, rather than waiting. **Raj and Suzanne agreed to develop, in consultation with tribal representatives, a set of strategies to better engage with certain Native American Tribes, including developing a formal tribal liaison position within AMS, and to report back to the BWM.** Suzanne and Raj will also consider whether there are opportunities for other Boards in AMS to effectively engage with Tribes and Tribal Colleges.

**Education & Human Resources (E&HR) Matters:**

Board on Outreach and Pre-K Education (B.O.P.E.) Susan Foster reported that Weather Fest was very successful, with over 600 people attending. There was a professional development workshop for teachers in the morning; 60 teachers applied, 30 attended. The current model seems to be working well from city to city. More interested young people are getting involved, and several SOARS protégés volunteered. Weather Fest is now an E&HR Commission activity, falling under BOPE’s umbrella. Susan invited the BWM to participate, either as individuals or as a Board. **BWM will provide a member to the WeatherFest planning committee each year; Ada Monzón volunteered to do this in 2009.**

A prototype educational website for the AMS is in the works; we can expect to receive an opportunity to comment on it. Board on Higher Education John Nielsen-Gammon reported that the Student Conference had over 400 attendees and the Education Symposium was also successful. Next year’s Education Symposium will include a special session on diversity and another on the AMS Curriculum Statement, which will be in the final stages of revision by then. During the coming year, the BHE will be dealing with the AMS Curriculum Statement and is also assisting BOPE in preparations for an AMS Statement on teaching science (evolution, etc.). A large portion of the BHE meeting was devoted to a discussion of diversity. Among the suggestions that arose in the discussion were to provide better visibility for the Colour of Weather mixer at the AMS annual meeting; to take advantage of the incentive built into the NSF proposal evaluation process for PI’s to have an impact on diversity; and to build off of the existing AMS one-week program in which instructors from minority institutions and community colleges learn about teaching meteorology and receive instructional materials, perhaps by fostering partnerships between minority institutions and research universities. **BHE will be establishing a subcommittee to develop a specific plan of action and would welcome BWM participation.**

**Commissioners**

Julie Winkler reported that the Planning Committee Report was combined with the Strategic Plan; the document was approved by the AMS Council on Sunday. She reminded us that planning documents are ephemeral and should be re-evaluated every so often. She pointed out that the AMS Council takes AMS Statements very seriously, so anyone proposing one must really work to make them solid.
Regarding awards, Julie noted that the Council reviews them every 8 years. Also, we should all remember that there is an AMS Nominating Committee and we should make use of it; John Snow is the Chair. There was a question about upcoming member surveys; Tom Karl says the survey on the immediate horizon is one about the services AMS provides, not a demographics member survey. Gene Takle told us that he's just learning the scope of what the BWM does, and he is very impressed with the level of engagement in BWM activities by both members and non-members.

Annual BWM Activities:
AMS/Industry Minority Scholarships Leslie presented the report of John Jones, Jr., who was the BWM representative on the selection committee. She noted that at last year's Annual Meeting, she asked Julie if someone other than the BWM Chair could serve on this committee; that change was approved during 2008.

The 4 committee members were impressed with the applicants and found a few immediately stood out; more discussion was required to select the last few of the 7 recipients. John felt that many applicants could have used help with their applications in order to improve the writing (both grammar and content) and the choices for letters of recommendation. He suggests that Local Chapters encourage applicants to have someone from the Chapter review their applications and give the students some guidance on polishing them before they are submitted. James Peranto (James.Peronto@noaa.gov) is the Chair of the Local Chapter Affairs Committee. Leslie suggested guidance could also be placed on the web site. John will serve on the AMS/Industry Minority Scholarship Committee in 2009.

Women's Luncheon
Leslie reported that this was held Tuesday from noon to 1:30, with a cash-and-carry lunch station right outside the room. This year we featured a panel discussion on the “Two-Body Problem”. Attendance was down this year, to about 80 people, the majority of them students. This could be in part because there were 2 well-advertised Town Hall Meetings running concurrently. A discussion ensued regarding how to increase and broaden attendance; the discussion included some history.

Ideas included: advertise it better (flyers; posters at Annual Meeting venue); send “hold the date” emails; try to get a commitment to attend from 1 person from each university; dispense with the program to allow more time to network; allow “older” scientists to sign up to serve as the “head” of a table in order to facilitate discussion at each table; change the name to “Work-Life Balance”; get a sponsor for the luncheon so that participants don’t have to pay for lunch; make it a breakfast instead of lunch; link a Sunday workshop and/or a weekday session (e.g. writing proposals, negotiating salaries) with the meal. There was some sense that the purpose of the luncheon might need clarifying. Jeff and Ada agreed to organize the Women's Luncheon for the 2010 Annual Meeting. BWM will seriously consider the sponsorship idea.

Anderson Award
Leslie, as Chair, again served on the Anderson Award Committee. The winner this year is Sharon Nicholson of Florida State University. There were 3 nominees, 1 carried over from 2006, 2 new in 2008. BWM has been developing a list of potential Anderson Award nominees and trying to find “sponsors” to do the nominations. Leslie has started a spreadsheet of candidates, nominators, and notes; it’s populated with suggestions from the past couple Anderson Award Committees and responses Leslie received when she sent email to the BWM and Earth Science Women’s Network (ESWN) lists. The idea was that nominators would be encouraged to put together a packet early, and the BWM Chair would send a reminder when nominations opened. The plan has never been fully put into action, but Leslie will repeat the “Call for Nominations” this year and remind nominators to submit, in order to give the system one full try before turning it over to Sepi to continue. Sepi, as Chair, will serve on the Anderson Award Committee in 2009.
Battan Awards
Sepi reported on both the Battan Adult Award (for herself) and the Battan K-12 Award (for Barbara Walton-Faria, who could not attend). The Adult Award was the subject of very lively discussion; the winner was Chris Mooney for Storm World: Hurricanes, Politics, and the Battle Over Global Warming. The K-12 committee received no nominations from the AMS membership, but had identified four books and one two-part video based on published reviews. The committee unanimously chose Close to the Wind: The Beaufort Scale by Peter Malone. It felt that the book was “beautifully illustrated ... reader-friendly ... appeal[ing] to multiple ages and that it could be used for interdisciplinary teaching units”. Barbara suggests that in the future trying to broaden the scope of the nominations by soliciting nominations from K-12 educators, sending reminders, or having flyers out at conferences. Susan Foster relayed a suggestion from the B.O.P.E. meeting, that AMS should publicize the winners of the K-12 Battan Award to libraries. Barbara and Sepi are both willing to serve on the Battan Committee again in 2009.

Teaching Excellence Award
Sepi reported that this year’s winner is Steve Ackerman of the University of Wisconsin-Madison. Nominations remain in the pool for three years; it would be good to remind nominators that the nominations can be updated in years after they’re submitted. Sepi would like to continue to serve on this committee in 2009.

Education Symposium
Raj reported that this year’s Education Symposium included a mini-session on students with disabilities. Next year will feature a special joint session with the Policy group on policy changes that can support broader diversity in the sciences. The idea for this session began as a session on pipeline issues & best practices, and has evolved over this week into more of a search for how to make things happen. The Symposium Committee is also looking to move past the standard format of 15-minute talks. David Smith is in charge of the Education Symposium Committee; Raj will be chairing the Diversity/Pipeline session.

Student Conference
Leslie reported that at last year’s BWM meeting, Ernesto had volunteered to help plan the Student Conference. However, he was never contacted by anyone about doing so. At the BHE meeting, Leslie learned that there’s still a desire to have a BWM participant on the planning committee; the name of the person should be given to the BHE Grad Student Rep, who in 2009 is Kim Klockow.

Other 2008 BWM Activities:
“Assessing Diversity Among Geoscientists”. Leslie reported on the Special Session BWM co-sponsored with the Committee on Probability and Statistics at the 2008 Annual Meeting. The Call for Papers was carefully crafted and very widely distributed, but the response was small. Attendance at the Monday night session was only 29, but there was a half-hour discussion at the end of the session that many participants continued afterwards.

Students from MS-PHD’s. Leslie reported that little has changed with regards to the BWM’s interactions with students from MS-PHD’S (Minorities Striving and Pursuing Higher Degrees of Success in Earth System Science). There was much heated discussion immediately following last year’s Annual Meeting but no resolution. Keith Seitter prompted MS-PHD’S in December and was told they were sending students; since it was the last minute, the AMS invited them to special events but did not provide mentors for them. Leslie will work to clarify/codify BWM’s relationship with MS-PHD’S, including responsibilities of both organizations, during 2009.
BWM Web Site
Leslie reported that the web site has been pretty static during 2008. In 2007, maintenance of the website was turned over to UCAR's new Community Building Program. Annaliese Calhoun of UCAR/SoARS worked with Leslie to do some updates, but at the end of the 2007 left to tackle other endeavors. In 2008, Lena Miller took over the webmistress duties (among other things!) and was learning how to work with the web pages. Raj and Leslie had some discussions about how BWM work could proceed in light of Lena's other responsibilities, and at end of 2008 Moira Kennedy took over from Lena. **Leslie will work to further update and improve the BWM web site during 2009 and to set things up so that BWM and UCAR staff can more easily interact on site modifications.**

AMS 2005 Membership Survey papers
Julie reported that several articles were published in the March, April, and May 2008 issues of *BAMS*, two more are in review or revision for 2009, and one more will be submitted soon. She says that during 2009 the **BWM should think about what they'd like to have on the next survey**, which will probably be put together somewhat quickly in another year or so.

GLBT Issues in Scientific Societies
Ian reported on a survey of other scientific societies that he and Sim Aherson conducted after last year's Annual Meeting. There are a wide variety of ways in which other societies do or do not address GLBT issues. These range from having a statement on discrimination or ethical behavior that includes sexual orientation (e.g. American Association for the Advancement of Science, Association of American Geographers, Geological Society of America, National Academy of Sciences), to having ties to National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) (e.g. American Association for the Advancement of Science, Society for the Advancement of Chicanos and Native Americans in Science), to having social groups or gatherings at meetings (American Geophysical Union, Geological Society of America), to nothing at all as far as they could tell (e.g. American Society of Limnology and Oceanography, Association for Women Geoscientists). Ian participated in the AAAS Annual Meeting, including the GLBT Reception supported by NOGLSTP where he spoke with Barbara Brenkworth, the head of NOGLSTP. NOGLSTP is interested in having a presence at AMS meetings. During that trip he also met with Keith Seitter to talk about the importance of having GLBT Mixer/Reception at the AMS meeting. There was some discussion between Ian, Leslie, Raj, and others during the year of having a GLBT gathering at one or more AMS meetings, but nothing was put in place for the 2009 Annual Meeting. **Raj and Ian will work to arrange for a GLBT mixer at the 2010 Annual Meeting.**

AMS Strategic Plan
Julie suggested the **BWM focus on an inventory of AMS efforts relevant to women and minorities.** The AMS should be hiring a focal person for this topic during 2009; she recommends that the **BWM keep track of how AMS headquarters is progressing with this.**

Activities for 2009:
Filling in the “Chore Chart”
Leslie had placed copies of the BWM “Chore Chart” at each place before the meeting, and had attempted to fill slots during relevant discussions. BWM members should expect to see the draft chart early in 2009, and should think about what they'd like to participate in.

Comments by Incoming Chair
Sepi would like to bring the 3 E&HR Boards closer together, perhaps by co-sponsoring events. She'd
also like to see minority scholarship recipients tracked. She and Julie also presented Leslie with a certificate and gift in appreciation of her 2 years of service as Chair of the BWM.

Meeting Ended: about 5:00 p.m.
Next Meeting: January 2010, Atlanta
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