



Women in Plant Biology Committee

American Society of Plant Biologists

Committee meeting [January 16th, 2024]

9:00 am Central Time US,

Join Zoom Meeting

Meeting URL:

<https://unl.zoom.us/j/95547924339?pwd=M2VEMDVhdGNVU0RNU1hNd2ExcU9nZz09&from=addon>

Meeting ID: 955 4792 4339

Passcode: 162556

COMMITTEE MEMBERS:

Present: Burcu Alptekin, Lesley Murphy, Crispin Taylor, Azam Noori, Chin-Mee Lee, Andrew Foundree, Rosana Melo, Rebecca Roston

Absent: Balpreet Dhatt

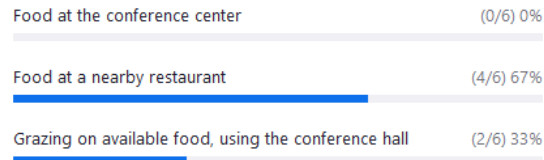
Minutes

1. Welcome: 9 am CST
2. Approval of minutes of the previous meeting: (by email) unanimous
3. Brief introductions! (10 min) Let's briefly introduce ourselves to our new member, Chin-Mei Lee.
4. WiPB WIYTA travel awards: Any suggestions to the process? If we want to change anything about the selection process, we should do it as soon as possible.
 - i) We will have a place to put rubrics and ideas through the next several months.
5. PB2024
 - i) Committee meeting Sylvia needs this info right away.
 - i. Day of the conference (Between June 22 – 26th)
 1. Decided the June 24th, alternative 23/25th
 - ii. Length of meeting 30 min, 1 hour, 1 h 30 min, 2 h, more than 2 h
 1. 1 hour
 - iii. Preferred meeting time (morning 7 – 9 am, afternoon 12:00 – 5:30 pm)
 1. We prefer morning or lunchtime to not conflict. Prefer the day over the time of day.

- iv. Food? (Typically breakfast or lunch, depends on preference)
 1. There is a really small budget (\$3k) that is discretionary. Usually, this has been used to have a meal. ASPB is looking to find funds but it isn't clear if this is possible.
 2. We vote to use that budget for the workshop and eat separately or graze at the conference.

1. Eat out or in? (Single Choice)

6/6 (100%) answered



v. Requests?

- ii) Childcare. Results from childcare and childcare-related surveys are available [here](#).
- iii) Workshops (Submitted! Thanks!) Feedback to Sylvia regarding "speaker" notes.
 - i. Lesley is co-leading a workshop with Imara Perea on barriers to inclusion for underrepresented folks.
 1. Hoping to get a social scientist, someone who actually studies this for a career. Is it mentoring? Leaky pipeline? Etc.
 - a. **Lesley is making a list of speakers that could talk, and will send them to us to get our opinions.**
 - b. There could be a workshop component to it. There is a Wisconsin mentoring module thing that folks use in academia.
 - c. Probably not funding for 2 people.
 - d. So probably going for a single person.
 - e. If there is a 1.5 hour meeting, there could be about 30 minutes for a workshop approach to improve networking and support.
 2. Sponsorship. It has been difficult, but probably there will be \$5k from Bayer.
 - a. We had discussed having a nominal fee for attendance, but this is a problem for Bayer.
 - b. Can we switch this from a morning breakfast event to an afternoon/evening one?
 - c. We'd been pushing this as a "happy hour" type to leave from there and go to dinner.
 - d. Crispin thinks this could be cheaper and prevent charging admission. Imara will be with the program committee at

the end of next week. She can be in touch with Jennifer directly. **And there will be a meeting before the program committee.**

- e. **Lesley will also explore getting funding from Bayer with the current format.**

ii) Imposter Syndrome Workshop. (WiPB)

There is a lovely book by researcher Valerie Young “Secret Thoughts of Successful Women” that goes through her entire work (20+ years of research) and is written in a manner from which it is easy to create a workshop.

Rebecca Roston will begin generating the materials for the workshop and Azam Noori will work with her. Rebecca will see if she can get Azam credited. Azam notes Survivorship bias too! :D Reinforcement from being a woman. :D

Decision:

- i) Panel –
 - a. We decided to continue to call it a panel and ask folks to discuss topics briefly at tables anyway.
- ii) Discussion table - Potential for different conversations, some could be detrimental/non-productive.
- iv) Networking event & award recognition

6. Centennial Challenge update (Rebecca):

- i) History -

The Centennial Challenge is a mechanism for ASPB to generate additional donations while honoring important plant biologists. Plant biologists are nominated as “pioneers”, and receive notes from everyone who donated, even if the donation is tiny. ASPB receives the funds from the donations. This has disadvantaged women for a variety of reasons. Donations have been the mechanism by which we have combatted the disadvantage, and it allows us to “guarantee” women plant biologist nominations will receive the awards. Last year, we voted to use these funds to solely benefit women still active enough to benefit from receiving the award. This unfortunately skewed the nominees heavily toward people that we knew. We did not know another donation would be received at that time, and it was the most meaningful way to use the funds to get the maximum number of awards.

- ii) *Discussion:* This year there are sizeable new donations > \$30,000 another generous donation from Jerry Cohen. New donations have been promised for a total of \$40,000.

- i. Not everyone is willing to act as a “bundler”, though we have 4 that are. We decide to split the available funds from this years’ donations between bundled active nominees and more historical women that would likely receive few or no dollars in donations.
- iii) **Everyone is requested to nominate additional women pioneers** based on your scientific groups. Women from industry and other countries should be considered please, as they were not in the group last year. A sheet is available in our teams folder. Please add suggestions to this for us to consider in January. PotentialCandidates.xlsx

- One mechanism to help us de-skew the nomination process:

Suggestion: Women’s History Month Activity (March) to broaden our pool of potential candidates.

- Request folks to nominate their favorite “Historical Women in Plant Biology” by submitting their name, area of research, and a descriptive sentence of rationale. Results to be posted on the Plantae Website **(Rebecca will work with Sarah Black to do this and provide a draft in advance of our next meeting for revision)**.
 - We will need to vet this list before posting on Plantae.
- We then access this list and review our own to decide if our past nominees are skewed in an unacceptable way and fix.
- **We will need to work on the final list before posting on Plantae to ensure grammatical correctness, appropriate content, and Burcu suggests providing a link to find out more about each woman as well.**
- How to nominate?
 - Have had a “bundler” who is in charge of each nominee, whether or not on the committee. They report back to the committee. Some will go here.
 - There are already emails in the shared drive, and Rebecca can guide through the process, which is rather straightforward.
 - Note: The involvement of WiPB is confidential, so all communication is by email, not advertised on social media.
 - **Rebecca will clean up the file a bit.**

7. Other updates: Newsletter-interviews (Burcu)

- i) We did two newsletters to highlight female plant scientists in the US. Burcu did another that will be also highlighted in Plantae. The goal is earlier career women which will benefit from it. **Burcu is currently writing another highlight.**
 - i. Two women scientists who made a nice database of maternity leave, who might be a nice candidate to interview. She is a researcher at the University of Minnesota. Rebecca suggests potentially pairing this person

with Christina Lewis from Arizona State University, also a post-doc who advocated for parenting rights throughout graduate school.

- ii. Last year we had a Women's History Month set of interviews. Maybe we can have another blog series that goes over struggles that we face as women in plant science and how to overcome them. It would be nice to do something special for that month.
- iii. We agree that the Women in Plant History is a good effort for this year.
- iv. Azam offers that self-advocacy is difficult for most women, especially those who are isolated. There are many ways to be isolated, but international origins, sole plant scientist, and starting a family were offered as examples. This might be another newsletter item.
 - 1. Burcu notes that if you have someone that would be good as a self-advocate that would be good to interview, we can interview them. Azam will work on this list. Katie Dehesh comes to mind. (Though she is already well known and may not need exposure).
 - 2. Would it be okay to interview people in our group?
 - a. Yes as long as it was mentioned that it was intentional.

8. Any other Business?

- i) Crispin - childcare is important! ASPB is subsidizing childcare.
- ii) There is a link. <https://plantbiology.aspb.org/family-resources/>
- iii) The society is collecting payments from everybody, but everything is dependent on the deadline of **May 8th**.
- iv) **All: Please advertise the deadline to as many places in as many formats as is feasible, thank you.**

9. Adjournment [10:31 am]