

Committee for Women stays busy in 2004-2005

Oak Ridge National Laboratory's (ORNL's) Committee for Women (CFW) July 2004 - July 2005 has chalked up another active year, under the leadership of the CFW Chair, April Lewis who should be commended for her outstanding leadership. The committee's primary purpose is to foster and promote ORNL as a desirable work place for women, which involves enhancing the workplace environment, including policies and procedures and attitudes; development opportunities for women in all career paths; and recognition of ORNL as a preferred employer by women.

The 2004-2005 CFW had representatives from the Computing and Computational Sciences, Biological and Environmental Sciences, Energy and Engineering Sciences, Environment, Safety, Health and Quality, Communications and Community Outreach, Business and Information Services, Physical Sciences, and Human Resources directorates and the Office of the Laboratory Director and Spallation Neutron Source Project.

The members on the CFW for the 2004-2005 year were Cathy Cheverton, Roxanne Raschke, Jaigne Christman, Sarah Cousineau, Rongying Jin, Cecelia Jones, Phil King, Lynn Kszos, Madhavi Martin, Thom Mason (leadership team liaison), April Lewis (Chair), and Sylvia Milanez (Vice-Chair). Mylissa Buttram and Carolyn Ward were the liaisons with the ORNL Diversity Office, which sponsors the CFW.

A jury organized by the CFW forwarded five nominations in the 2004 Tribute to Women competition, sponsored by the Knoxville YWCA. Four were nominated in the "Science and Technology" category, and one in the "Business and Government" category. UT-Battelle's nominees were:

- Lorelei Larkin Jacobs, Science and Technology category, SNS Experimental Facilities Division, nominated by Tony A. Gabriel;
- Karen Yvonne Kaldenbach, Science & Technology category, Nuclear Science and Technology Division, nominated by James E. Rushton;
- Madhavi Z. Martin, Science and Technology category, Environmental Sciences Division, nominated by Joan E. Carrington;
- Teressa L. McKinney, Business and Government category, Nuclear Science and Technology Division, nominated by James E. Rushton; and
- Rekha S. Pillai, Science and Technology category, Engineering Science and Technology Division, nominated by David L. Greene.

These five candidates were recognized at the YWCA annual awards ceremony, held on August 26, 2004 at the Knoxville Convention Center. Prior to the banquet, the YWCA chose three finalists in each of the seven categories in this competition and announced the selections in the *Knoxville News Sentinel*. The three finalists in the science and technology category were: Lorelei Jacobs of the Spallation Neutron Source, Karen Kaldenbach of the Nuclear S&T Division and Rekha Pillai of the Engineering S&T Division. Rekha Pillai (Engineering S&T) was named the overall winner in the Science and Technology category.

The ORNL Committee for Women (CFW) co-sponsored Team UT-Battelle in the 8th Annual Komen Knoxville Race for the Cure, held on October 9, 2004, in Knoxville. To generate interest and involvement within the ORNL community, the CFW sponsored a lab-wide team t-shirt design contest. The winner, Dave Snider of NSTD, was awarded a \$50 gift card and the honor of having his design used on the official team t-shirts, which were distributed to each team member. To kick off the registration drive at the laboratory, the CFW and the ORNL Wellness Program sponsored a brown bag event entitled, Breast Health Education and Awareness. Guest speakers were Stephanie Hardesty, Executive Director of the Knoxville Affiliate of the Susan G. Komen Breast Foundation and Linda Cruze, Coordinator, UT Breast Care Services and MammaCare Specialist at the UT Cancer Center. For the 4th year in a row, Team UT-Battelle won the Race for the Cure largest corporate team award. The 2004 team was made up of a record number 294 members (100 members more than the 2003 team!) and contributed over \$7,000 to the Knoxville Affiliate of the Susan G. Komen Foundation.

The CFW established a “Women’s Professional Development Resource/Learning Area” in the ORNL central library. Books and guides focused around women’s professional development are being purchased for use by women in all scientific, technical and support positions.

The CFW joined forces with the Women’s History Month committee to sponsor the first-ever poster session designed to “CELEBRATE WOMEN IN SCIENCE” at ORNL. The poster session was dedicated to the memory of Dorothy Skinner, who died in February 2005. The former Biology Division researcher was remembered as a champion of the equal treatment of women in science. Thirty-three researchers and an elbow-to-elbow crowd showed up on March 29, 2005 to view the posters in the Research Support Center. The session featured research by women ranging from some of the Lab’s most seasoned scientists to post-docs just arriving on the scene. Topics spanned subjects as diverse as mammalian genetics research to emerging areas such as crystallography and the Spallation Neutron Source. The work represented a dozen ORNL divisions. Based upon the success of the poster session, the CFW plans to hold a similar, expanded, event in 2006.

On April 27, 2005, the CFW members participated in a Strategic Planning/Visioning workshop with facilitator Margaret Massey-Cox. The CFW has a rich history at ORNL and has been very active in helping create a unique environment fostering successful women. During the workshop, CFW members identified issues important to women at ORNL in the areas of recruitment and marketing, retaining and growth, and balancing work and family. These were prioritized as to which should be addressed over the next three to five years, to improve the working environment and job satisfaction for women at ORNL, and to position ORNL as the preferred research employer of women by 2010. The CFW recommendations will be sent to the ORNL leadership team.

Among the highest priority CFW recommendations were the need for a mentoring program for women at ORNL, an annual on-site scientific conference for women

including a poster session, participation of ORNL female staff in organizations outside ORNL as ORNL representatives/liaisons, awareness training of cultural gender biases and how they impact treatment of women in classrooms, academia, and the workplace; salary normalization, training and development programs available for all staff; and the need for a near-site privately funded day care and elder care facility, and an on-site service center. The committee expects to finalize the document by the end of September 2005.

The CFW invited Cindy Kendrick, the Employee Concerns coordinator at ORNL, to give the committee an overview of her job at the lab, and the types of concerns that arise from employees at ORNL. She described the different channels she has to work through to address different situations, and how she has to customize her approach to each concern or situation. The talk was very interesting and informative.

The CFW takes an active role in issues concerning women at ORNL, and is dedicated to promoting the visibility of ORNL women and increasing their leadership potential at ORNL and elsewhere in the community. To learn more about the CFW, visit <http://www.ornl.gov/cfw/home.htm>.