GEC MEMBERSHIP 2017-2018

Chair:
Wendy-Adele Humphrey, M.Ed., JD., Associate Dean and Professor of Law, School of Law

Faculty Members:
Dr. Jaclyn Cañas-Carrell, Associate Director and Associate Professor, STEM Core, College of Arts & Sciences
Dr. Charlotte Dunham, Director of Women’s & Gender Studies and Associate Professor, Sociology
Dr. Robin Germany, Professor, School of Art Photography
Dr. Sara Smock Jordan, Associate Professor, Marriage and Family Therapy
Dr. Dave Louis, Associate Professor, Educational Psychology and Leadership

Staff Members:
Katie Ericson, M.A., Manager for Academic Initiatives, University Student Housing
Dr. Kate Haenchen, Associate Managing Director, Operations Division Planning & Administration
Dr. Judi Henry, Senior Associate Athletics Director and Senior Women’s Administrator
Dr. Jason Rinaldo, Senior Director of Assessment and Instructor, Rawls College of Business
John Purcell, M.S., Staff Therapist, Student Counseling Center

Graduate Student:
Sara Peso White, Fine Arts Interdisciplinary and Instructor in Women’s & Gender Studies

Undergraduate Students:
Lorena Posadas, Family and Addiction Sciences, Women’s Leadership Initiative Chair, Spring 2017
Davina Nguyen, Women’s Leadership Initiative Chair, Fall 2018

GEC Graduate Assistant:
Shelby Broaddus, 3L student, School of Law

Ex Officio Members:
Jodie Billingsley, Assistant Vice President of Human Resources
Charlotte Bingham, Assistant Vice Chancellor for Administration, EEO Managing Director
Grace Hernandez, Chief of Staff and Associate Vice President for Administration
Jody C. Randall, Lead Administrator for LGBTQIA
Kimberly Simón, Title IX Administrator
Rob Stewart, Office of the Provost, Senior Vice Provost
Elizabeth Sharp, 2017-2018 Interim Vice President for Institutional Diversity, Equity & Inclusion; Professor, Human Development and Family Studies
CLIMATE COMMITTEE

Committee Charge:
The Climate Committee is charged with analyzing issues related to climate of the University and how they affect faculty, staff, and students, and to seek solutions to address climate needs.

Committee Members:
Dave A. Louis, Robin Germany, Sara Smock Jordan, John Purcell, and Sara Peso White

Summary of Main Activities:

- Created a large postcard to address microaggressions and debuted it at the GEC Outreach Reception in May 2018.

- Collaborated with Student Affairs, the Office of LBGTQIA, the Division of Diversity, Equity & Inclusion, and the Faculty Senate subcommittee on Climate to draft a resolution addressing the use of gender-neutral language at Texas Tech University. The resolution will be presented for discussion and a vote at the first Faculty Senate meeting in Fall 2018.

- Collaborated with the Faculty Senate and the GEC Employment Committee to develop a Time Use Survey to be distributed to Texas Tech faculty.

- Researched programs at universities that engage faculty in “research-grant experiences” with students, specifically universities with underrepresented populations.

- Gathered and analyzed diversity language in strategic plans from a number of peer institutions.

- Reviewed and revised the committee charge.

Recommendations:

1. Develop a Faculty Research-Grant Experience: Explore the development a “research-grant experience” through the Provost’s office. As part of the experience, academic departments (on a rotational basis) would be asked to select a faculty member to engage in a year-long research project on a diversity-related topic, and the faculty member would conduct the research with a diverse student. The experience would possibly include the following: (a) a small grant for research, (b) possible release time, (c) monthly developmental activities, (d) research for a presentation, article, or other scholarly expression, (e) sharing with the department (and others) what has been learned, and (f) designation as a “[insert name] Scholar.”

2. Strategic Plan: Consider the following actions to incorporate gender equity and inclusion—and the University’s overall commitment to diversity—into the University’s strategic plan.
a. The commission of a formalized review of institutional communication and programming at peer and aspirational peer institutions, which may provide useful models for effective approaches to strategic planning and institutional communication about efforts to promote a safe and inclusive climate.

b. Incorporation of diversity, equity, and inclusion for underrepresented or marginalized students, staff, and faculty as a “core value” of the institution is a popular approach for communicating institutional commitment to an equitable, inclusive, and safe climate.

c. Many peer and aspirational peer institutions incorporate specific action-based plans to improve the admission, matriculation, and hiring of diverse talent. The committee recommends that Texas Tech University highlight specific initiatives and commitments toward climate improvements in the strategic plan.

3. Gender-Neutral Language: Support the gender-neutral language resolution and take concrete action to ensure the University uses gender-neutral language in its communication and in all Operating Policies and Procedures.

4. Inclusive Facilities: Make gender-neutral bathrooms a priority on the TTU campus. This recommendation is based on the following:

The OP 40.01: Equal Employment Opportunity Policy and Affirmative Action states that “While sexual orientation and gender identity are not explicitly protected categories under state or federal law, it is the university’s policy not to discriminate in employment, admission, or use of programs, activities, facilities or services on these bases.”

While some restrooms are gender neutral, they continue to be located in a concentrated area and thus are not evenly distributed on campus. Furthermore, a large number of buildings on campus do not have gender neutral bathrooms.

5. Climate Surveys: On a regular basis, conduct “burst” surveys (which address a targeted climate issue rather than every climate issue) to evaluate the campus-wide climate, and based on the results, seek solutions to address the issues.
EMPLOYMENT COMMITTEE

Committee Charge:

The Employment Committee is charged with examining conditions of employment such as compensation and work environment and to provide opportunities for the upward mobility of women and underrepresented populations on campus.

Committee Members:

Jaclyn Canas-Carrell, Sofia Chapman, and Wendy-Adele Humphrey

Summary of Main Activities:

- Collaborated with the GEC Climate Committee and the Faculty Senate to develop a Time Use Survey for Texas Tech faculty.

- Co-hosted three receptions with Women’s & Gender Studies and the Division for Diversity, Equity & Inclusion for Women Full Professors (one in October, one in December, and one in May).

- Sponsored the Graduate/Post Doc Student Mentoring Program and encouraged women full professors to participate in the program.

- Presented *How to be an Effective Woman Negotiator* to an organization at the School of Law.

- Continued to promote the Women Faculty Writing Program in partnership with the Women’s & Gender Studies department and the University Writing Program.

- Collaborated with the GEC Engagement Committee and conducted a survey of Women Full Professors to determine their main concerns and ideas. Presented a summary of the survey results to the Provost’s Faculty Success Task Force.

- Continued to communicate with the leadership of the Women Staff Network (WSN) to plan for WSN events. The WSN hosted a luncheon in June and another one in July. It also has an action plan for 2018-2019.

- Reviewed and revised the committee charge.

Recommendations:

1. Information about Diversity, Equity, and Inclusion: Continue requesting diversity, equity, and inclusion information from colleges/units and formally recognize a college/unit that has gone above-and-beyond in its efforts.
2. **Gender Pay Equity**: Take steps to determine what colleges/units need to achieve gender pay equity for faculty and staff.

3. **Women Faculty Writing Program**: Provide adequate space and resources for the Women Faculty Writing Program.

4. **Women’s Center**: Provide adequate space and resources for a Women’s Center.

5. **Dinner for Women Full Professors**: Continue to host an annual dinner for new women full professors with the TTU President.
FAMILY SUPPORT COMMITTEE

Committee Charge:
The Family Support Committee is charged with identifying needs on campus related to the support of University employees, staff, and students with families and to seek solutions.

Committee Members:
Jaclyn Cañas-Carrell, Kate Haenchen, Sara Smock Jordan, Jason Rinaldo, and Sara Peso White

Summary of Main Activities:

- Evaluated Nursing Mother Rooms for adequacy in terms of number and location—including an evaluation of the Nursing Mother Rooms utilization data—and considered whether the data warrants advocating for additional rooms/locations or different locations. There were thirteen total users in the half-year of data. Consistent with expectations, the rooms were used the most during the middle of the day.

- Explored the creation of a database of Texas Tech students who would be interested in babysitting (or interested in doing other childcare-related activities) to support staff and faculty who cannot locate or obtain other resources. A survey to generate a database was developed using Survey Monkey. Further exploration needs to address maintenance of an accurate list, any potential liability issues, etc.

- Evaluated the number of summer camps available at the Rec Center and determined that the offered summer camps are too short for TTU staff or faculty to use effectively. The Rec Center plans to explore the possibility of adjusting some summer camps so that the camps are held during a more substantial portion of the workday.

- Explored whether the TexFlex Spending account money can be used effectively to negotiate childcare rates in the community and what payment options may be possible.

- Continued to explore adding a life balance page on the Human Resources website that would include local childcare options and elder care options.

- Reviewed and revised the committee charge.

Recommendations:

1. Nursing Mother Rooms: Assess the level of marketing efforts, and if necessary, increase marketing efforts for the Nursing Mother Rooms around campus. Also increase efforts to add Nursing Mother Rooms around campus, e.g., although not included on the initial list of locations, the School of Law is currently converting a space into a Nursing Mother Room.
2. **Childcare Facility**: Establish a childcare facility for TTU faculty, staff, and students. Include childcare options after 5:00 p.m. to allow faculty to teach evening classes and students to attend the classes.
OUTREACH COMMITTEE

Committee Charge:

The Outreach Committee is charged with increasing the visibility and accessibility of the Council on campus and to identify equity issues that might need to be addressed by the Council.

Committee Members:

Katie Ericson, Kate Haenchen, Wendy-Adele Humphrey, and John Purcell

Summary of Main Activities:

- Hosted the GEC Outreach Reception in May with approximately 75 attendees.
- Collaborated with the GEC Climate Committee to develop an informational postcard to address microaggressions.
- Updated portions of the Gender Equity Council website.
- Marketed the President’s Excellence in Gender Equity Awards and selected three award winners who were recognized at the President’s Diversity Luncheon in April and at the GEC Outreach Reception in May.
- Planned two informational videos to add to the Council’s website, one about the Council in general and one about equity vs. equality.
- Hosted a dinner in July for Dr. Carol Sumner and her husband to welcome them to Texas Tech University and the Lubbock community.
- Explored ways to more effectively inform the Texas Tech community about the General Equity Council and its activities.
- Sponsored the Tech Gender and Sexuality Association Prom 2018, “Night Under the Stars.”
- Regularly invited guests to attend GEC meetings, e.g., representatives from the Staff Senate and the Faculty Senate. Also attended a Faculty Senate meeting to briefly address the GEC and the President’s Excellence in Gender Equity Awards.
- GEC members Wendy-Adele Humphrey and Judi Henry presented at the 2018 Texas Women in Higher Education Regional Meeting in March.
• An ad hoc sub-committee reviewed and revised the Council’s Bylaws, which were also reviewed by the entire Council. The Council approved the revised Bylaws at the May 2018 meeting.

• Reviewed and revised the committee charge.

Recommendations:

1. Annual Report: Have the opportunity to present the GEC annual report to the President’s Executive Council and the Provost’s Executive Council.

2. Attend GEC Meeting: Plan to have the President attend one Gender Equity Council meeting each year.

3. Video: Complete a President’s Message for the Gender Equity Council website.
TITLE IX COMMITTEE

Committee Charge:
The Title IX Committee is charged with identifying resources to increase awareness of issues related to Title IX to promote a safer campus environment.

Committee Members:
Katie Ericson, Robin Germany, Judi Henry, Jason Rinaldo, and Kimberly Simón

Summary of Main Activities:
- Relocated the GEC Title IX Brown Bag Series to individual departments instead of the TLPDC to encourage more participation and access across campus.
- Partnered with Dr. Dana Weiser to host three Faculty/Staff Title IX Series brown bag lunches (held at the Rawls College of Business, the School of Art, and the Athletics Department).
- Created a new Title IX postcard, which should be included in the “Students of Concern” folder.
- Supported the Civil Counterpoints series by having three GEC members (Wendy-Adele Humphrey, Jody Randall, and Kimberly Simón) participate in the 46 Years of Title IX: Promoting Inclusion, Equity, and Safety in the Politics of Gender and Higher Education conversation in April.
- Sponsored the Texas Tech Feminist Majority Leadership Alliance (FMLA) “Take Back the Night” event in April to promote discussion, support, and awareness about sexual assault.
- Sponsoring the Ending Sexual Harassment in the Academy SUMMIT on August 2018.

Recommendations:
1. Additional Resources: Develop short videos accessible via eRaider that would depict more What to Do If …” videos to address Title IX situations on campus for faculty and staff to access.
2. Special Training: Offer Title IX training specifically designed for members of upper administration.
3. Mandatory Training: Continue working to tailor mandatory Title IX training provided by Human Resources to Texas Tech University.
WOMEN’S LEADERSHIP INITIATIVE
AD HOC COMMITTEE

Women’s Leadership Initiative (WLI) Vision:

The broad vision of the WLI is to enhance the leadership potential and skill sets of undergraduate women leaders on campus, to offer a forum for undergraduate women leaders to network, and to increase the visibility of women leaders on campus.

Committee Members:

Charlotte Dunham, Judi Henry, Wendy-Adele Humphrey, Davina Nguyen (Spring 2018), and Lorena Posadas (Fall 2017)

Summary of Main Activities:

• Officially changed the organization’s name from the Women’s Leadership Institute to the Women’s Leadership Initiative.

• Initiated the process to become a student organization recognized by the Center for Campus Life.

• Started a successful social media video interview series on Facebook titled "Minute Mentoring."

• Completed the first round of data collection for the WLI survey "Evaluating Leadership Development at Texas Tech" and presented the preliminary findings at the 34th Annual Conference on the Advancement of Women in April.

• Hosted a luncheon for new and current WLI members and GEC members in April, with guest speaker Dr. Aliza Wong.

• Met on a regular basis for the development of leadership skills, e.g., Julie Doss, J.D. was a guest speaker.

• Increased the viability of the WLI by participating in tabling events and also increased the marketing efforts for nominations for new members.

• Attended a special holiday social with the President at his home December.

Recommendations:

1. Funding: Provide special funding for scholarships for WLI officers and members to attend leadership training and conferences.
2. **Networking Opportunities**: Provide access to networking opportunities for WLI members, e.g., access to receptions in the context of the Presidential Lectureship and Performance Series.

3. **Academic Component**: Partner with Women’s and Gender Studies to include an academic component to the WLI (e.g., Intro to Women’s and Gender Studies).