GEC MEMBERSHIP 2016-2017

Chair:
Dr. Elizabeth Sharp, Human Development and Family Studies, Associate Chair and Associate Professor

Faculty Members:
Wendy-Adele Humphrey, School of Law, Associate Dean and Associate Professor
Dr. Sara Smock Jordan, Marriage and Family Therapy, Associate Professor
Dr. Dave Louis, Educational Psychology and Leadership, Associate Professor
Dr. Ann Mastergeorge, Human Development and Family Studies, Professor
Dr. Audra Morse, Civil, Environment, and Construction Engineering, Associate Professor

Staff Members:
Dr. Kate Haenchen, Operations Division Planning & Administration, Associate Managing Director
Dr. Judi Henry, Associate Athletics Director and Senior Women's Administrator, Department of Intercollegiate Athletics
Christy Norfleet, Hospitality Services, Manager of Sales and Event Planning
Dr. Jason Rinaldo, Rawls College of Business, Senior Director of Assessment and Instructor
Sarah Schwintz, University Studies, Director of Student Services

Graduate Student:
Jonah Higginbotham, Sociology

Undergraduate Students:
Farah Mechref, Public Relations, WLI Chair, Fall 2016
Lorena Posadas, Community, Family and Addiction Sciences, WLI Chair, Spring 2017

Ex Officio Members:
Charlotte Bingham, Assistant Vice Chancellor for Administration and Managing Director, EEO
Dr. Charlotte Dunham, Director of Women’s Studies and Associate Professor, Sociology
Grace Hernandez, Chief of Staff and Associate Vice President for Administration
Dr. Rob Stewart, Senior Vice Provost, Office of the Provost

GEC Graduate Assistant:
Miriam Lieway, Human Development and Family Students, Graduate Student
EXECUTIVE SUMMARY

The President’s Council on Gender Equity was established to advise the President on matters related to gender issues at Texas Tech University and to make recommendations for changes that create an equitable and inclusive environment for all members of the university community. For more information on the charge of the Council visit http://www.depts.ttu.edu/genderequity/by_laws.php.

Part I. Goals

- Develop Committee Recommendations for the President
- Promote Visibility of the Gender Equity Council
- Analyze Staff Salaries
- Oversee Gender Equity Awards
- Oversee Women’s Leadership Institute
- Oversee Women Faculty Writing Program
- Oversee Women Staff Network

Part II. Highlights from the Recommendations

- Engage the GEC as advisors to prevent and intervene in potential Title IX issues.
- Sponsor 2-3 higher administrators to attend the White Men’s Caucus hosted by the White Men as Full Diversity Partners (see attachment).
- Offer Plan B at TTU Health Pharmacy for TTU students. As of now, the Student Health Pharmacy does not carry Plan B, which is considered by many to be an essential over-the-counter medicine to make available for women.
- Encourage a lunch meeting with TTU Police, the Administrator of the LGBTQIA Office, and a representative of the Gender Equity Council to discuss issues pertaining to LGBTQIA and police.

Part III. Selected Council Achievements and Activities for AY 2016-2017

- Increased racial diversity and representation from different colleges and departments within the Gender Equity Council, the Women Faculty Writing Program, and the Women’s Leadership Institute.
- Co-sponsored 9 Title IX Outreach Series sessions, including 2 sessions for Graduate Students
- Co-sponsored 4 Women Staff Network Events
  - September 2016: Networking made fun, Elizabeth McDonald, Residence Life
  - October 2016: Presentation by Career Center
  - November 2016: Title IX Issues and Reporting for Staff, Anneliese Bustillo, RISE Office
  - April 2017: Livin’ the Dream and Making the Future Happen, Marla Whipple & Noelle Oberg, Talent Ignited
- Co-hosted a reception for Jessica Luther with the Athletic Council, October 2016
• Hosted GEC Mixer with 80 attendees, October 2016.
  o Developed and distributed an educational card about strategies to promote gender equity.

• Expanded Women Faculty Writing Program.
  o Hosted the Women Faculty Writing Retreat, January 2017.
  o Expanded the Women Faculty Writing Program to include 72 women faculty in 7 groups in fall 2017.

• Helped sponsor the Texas Women in Higher Education Conference, February 2017.

• Hosted the first Women’s Leadership Institute Conference, April 2017.
  o Sixty-five attendees: Former, current, and future WLI members; undergraduate women leaders from various TTU student organizations; senior women from 5 Lubbock high schools; and representatives from San Angelo State University and Tulane University
  o Keynote: What it Means to be "Woke" in Today's Millennial Feminism, Rahel Tekola, TTU Alumna
  o Interactive Workshops:
    ▪ Overcoming Perfectionism & Stepping into your Full Potential as a Leader, Marla Whipple and Noelle Oberg, Talent Ignited, Colorado
    ▪ Embracing the Skill of Negotiation, Wendy-Adele Humphrey, Associate Dean at the Texas Tech School of Law
    ▪ Young Women Leading Social Change: Tactics for Peace & Justice, Farah Council, Director of Development at New Mexico Voice for Children and Lamia Faruki, Board of Directors, Creativity for Peace
    ▪ How to be an Inclusive Leader: A Focus on LGBTQIA and Beyond, Jody Randall, M.S., Administrator, Office of LGBTQIA and Kat Cade, WLI Member

• Honored a staff and a faculty member with the President’s Excellence in Gender Equity Award, April 2017.
  o Increased equity between staff and faculty by reallocating award amounts from $500 for staff and $1000 for faculty to $750 each.

• Recommended recognition of new women full professors by TTU President. The President received the new women full professors at his house in May 2017.

• Developed a pamphlet on micro-aggressions in partnership with the office of LGBTQIA, the Office of Student Affairs, and the Office of Communications and Marketing, Spring 2017.
Climate Committee

MISSION STATEMENT:
The mission of Texas Tech University's Climate Committee is to assess and enhance the cultural climate at Texas Tech University in order to ensure our campus is an equitable place where all members thrive equally.

CLIMATE COMMITTEE MEMBERS:
Dr. Sara Smock Jordan, Marriage and Family Therapy, Committee Chair
Dr. Judi Henry, Department of Intercollegiate Athletics
Dr. Dave Louis, Educational Psychology and Leadership
Jonah Higginbotham, Sociology (graduate student)

ACTIVITIES
- Developed pamphlet on micro-aggressions in partnership with the LGBTQIA office, the Office of Student Affairs Texas, and the Office of Communications and Marketing.
- Established partnership with new LGBTQIA coordinator.
- Compiled information on gender-neutral bathrooms on TTU campus.

CAMPUS PRIDE INDEX
Support the Office of LGBTQIA at Texas Tech University in their commitment to becoming an inclusive campus climate for LGBTQIA individuals that is recognized as safe, supportive, and affirming. Many institutions, including Texas Tech, have used the Campus Pride Index as the premier benchmarking tool in this work. The Index evaluates progress in seven broad areas spanning much of the University. These areas include the following: Police inclusion, Institutional commitment, Academic life, Student life, Housing and residence life, Campus safety, Counseling and health, and Recruitment and retention.

Currently, Texas Tech has a two out of five stars rating on the Index as compared to the University of Houston with four stars; the University of New Mexico with four stars; the University of Texas at Dallas with three and a half stars; and the University of North Texas with two and a half stars. While considerable time and effort has been invested in recent years, Tech has the potential to demonstrate From Here, It's Possible.

As part of the Center for Campus Life, our newly established Office of LGBTQIA is assessing the data used in our last Index submission and formulating an incremental action plan. We strongly support this initiative with our time and effort and recommend that the administration of Texas Tech continue to affirm its similar commitment.
GOALS

- Support LGBTQIA Office in pursuing a 3-star Campus Pride Rating.
- Compile information on bathrooms on TTU campus that can easily be transformed to gender-neutral bathrooms.
- Print and distribute pamphlet on micro-aggressions.

RECOMMENDATIONS

Recommendation #1: Encourage a lunch meeting with TTU Police, the Administrator of the LGBTQIA Office, and a representative of the Gender Equity Council to discuss issues pertaining to LGBTQIA and police.

Recommendation #2: Inclusive Facilities—Make gender-neutral bathrooms a priority on the TTU campus.

- 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.”
- Currently, 13.5% of the restrooms are gender neutral but are concentrated and not evenly distributed on campus.
- At least 36 buildings on campus do not have gender neutral bathrooms. These include high student traffic areas such as the library, the SUB, Holden Hall, etc.
- A first step in this recommendation is to convert one of the library restrooms to a “family restroom” (including signage, a lock on the door, and a changing table).

Recommendation #3: Conduct a campus-wide climate survey.
Employment Committee

MISSION STATEMENT
The mission of the employment committee is to work toward ensuring gender and cultural equity. This is achieved through examining conditions of employment such as compensation, work environment, professional growth, mentoring opportunities and upward mobility of women and underrepresented populations on campus.

COMMITTEE MEMBERS
Dr. Charlotte Dunham, Director of Women’s Studies, Chair of Committee
Christy Norfleet, Hospitality Services
Kourtney Howell, Business, Mathematics, and Women’s Studies, Graduate Practicum Student

ACTIVITIES
- Expanded the Women Faculty Writing Program in partnership with the Women’s and Gender Studies department and the University Writing Program.
- Co-hosted four Women Staff Network events.
- Compiling staff salary report (in progress) and recruited a graduate practicum student to assist with the report.

GOALS
- Host event for women full professors to encourage them to support their colleagues to reach full professorship.
- Expand the Women Faculty Writing Program.
- Increase reach of the Women Staff Network by expanding the network of representatives to various departments and units across TTU campus.
- Host appreciation reception for women staff members featuring a brief speech by the President and/or the Vice President of Human Resources.
- Organize negotiation workshop for women staff and faculty.

RECOMMENDATIONS

Recommendation #1: Add a question in Digital Measures about contributions to equity and diversity by faculty and staff.

Recommendation #2: Request equity and diversity reports from colleges.

Recommendation #3: Achieve gender pay equity across campus for faculty and staff, using a focused approach targeting one college/unit at a time.

Recommendation #4: Provide space for the Women Faculty Writing Program.
Recommendation #5: Make the coordinator for the Women Faculty Writing Program a permanent position.

Recommendation #6: Provide space for a women’s resource center.

Recommendation #7: Continue to host an annual dinner for new women full professors with the TTU President.
Family Committee

MISSION STATEMENT
The mission of the committee is to investigate possible issues on the TTU campus relating to the support of TTU employees and students with families.

COMMITTEE MEMBERS
Sarah Schwintz, University Studies, Committee Chair
Dr. Kate Haenchen, Operations Division Planning & Administration
Dr. Jason Rinaldo, Rawls College of Business
Dr. Sarah Smock Jordan, Human Development & Family Studies

ACTIVITIES
- Reviewed OP 70.46: Break Time for Nursing Mothers.
- Engaged in conversations with Faculty Senate, Staff Senate, and Student Government Association regarding the proposal of an on-campus child care facility.
- Compiled information on child care provisions at other universities.

GOALS
- Revise OP 70.46: Break times for nursing mothers.
- Review evaluation data of mother friendly rooms for the past three years.
- Compile information on Pregnancy and Parenting Rights for Students covered under Title IX by the Dean of Student’s office.
- Develop resource page for pregnant students on GEC website.
- Develop a list of potential babysitters across campus annually that could be provided exclusively to TTU families.
- Continue to work with Human Resources department to add a work/family life balance page on its website that includes local child care options and elder care options.

RECOMMENDATIONS
Recommendation #1: Offer Plan B at TTU Health Pharmacy for TTU students. As of now, the Student Health Pharmacy does not carry Plan B, which is considered by many to be an essential over-the-counter medicine to make available for women.

Recommendation #2: Establish a child care facility for TTU faculty, staff, and students.
- Include child care options after 5:00 p.m. to allow faculty to teach evening classes and students to attend these classes.
Engagement Committee

MISSION STATEMENT
The mission of the Engagement Committee is to increase the visibility and accessibility of the Gender Equity Council on the Texas Tech campus and engage the community so that needs within the community can be identified and partnerships formed that will aid in addressing the needs.

COMMITTEE MEMBERS
Associate Dean Wendy-Adele Humphrey, School of Law, Committee Chair (Spring 2016)
Dr. Kate Haenchen, Operations Division—Planning & Administration
Dr. Audra Morse, Civil, Environment, and Construction Engineering
Christy Norfleet, Hospitality Services (Chair, Fall 2016)

ACTIVITIES
• Hosted the GEC Annual Engagement Reception in October with 80+ attendees.
• Developed promotional and educational materials, including GEC brochure, WLI brochure, educational card on strategies to promote gender equity on TTU campus.
• President’s Excellence in Gender Equity Awards
  o Increased efforts to market the awards resulted in higher number of nominations
  o Increased equity between faculty and staff by equalizing award amounts from $1000 for the faculty award and $500 for the staff award to $750 for each award.

GOALS
• Increasing Visibility and Accessibility
  o Add informational videos to the GEC website to educate the Texas Tech community about the GEC, e.g., equity vs. equality.
    ▪ Feature the President in one of the videos, as this would further demonstrate his commitment to the mission of the GEC.
  o Create a GEC newsletter each semester to inform the Texas Tech community about the activities of the GEC.
    ▪ Include a short article by the President in the fall newsletter.
  o Hold open-forum sessions with groups around campus to educate them about the GEC and get their input about the issues that are important to them.
  o Host GEC Annual Engagement Reception.
  o Re-classify and define categories for Gender Equity Awards.
    ▪ Add a third award category for “administrators.”
    ▪ No stipend should be awarded to the administrator.

RECOMMENDATIONS
Recommendation #1: Increase access to and representation in the Gender Equity Council by possibly revising the GEC by-laws to mandate greater representation from various TTU departments and divisions (e.g., only one representative per department/college).
• Limit to one representative from each department/college.
• Add the following *ex-officio* representatives:
  o LGBTQIA Coordinator,
  o Assistant Vice President of Human Resources,
  o A representative of the staff senate,
  o A representative of the faculty senate, and
  o The Title IX Administrator.

Recommendation #2 Provide a message from the President
• For brochures and website,
• For a newsletter, and
• For online video.
AD HOC COMMITTEE ON LEADERSHIP AND DEVELOPMENT

MISSION STATEMENT
The mission of the Women’s Leadership Institute is to enhance the leadership potential and skill sets of undergraduate women leaders on campus, offer a forum for undergraduate women leaders to network, and increase the visibility of women leaders on campus.

COMMITTEE MEMBERS
Lorena Posadas, Undergraduate Student, Community, Family and Addiction Sciences, Chair (Spring 2017)
Farah Mechref, Undergraduate Student, Public Relations, Chair (Fall 2016)
Dr. Elizabeth Sharp, Human Development and Family Studies, Advisor
Wendy-Adele Humphrey, M.Ed., J.D., Texas Tech School of Law, Advisor
Dr. Judi Henry, Athletics, Advisor
Dr. Charlotte Dunham, Women’s Studies and Sociology, Advisor

ACTIVITIES
• Improved organizational structure of the Women’s Leadership Institute (WLI): appointed officers, established by-laws, and introduced member dues.
• Improved academic grounding of WLI, e.g., introduced summer readings.
• Met with the President at his house in December 2016.
• Hosted the first WLI conference in April 2017.

GOALS
▪ Increase academic grounding of WLI.
▪ Increase visibility of WLI and women leaders across the TTU campus.
▪ Offer more networking opportunities for WLI members, e.g., round table discussions.
▪ Form an Advisory Council consisting of former WLI members and women in leadership at TTU and in the Lubbock community.

RECOMMENDATIONS
Recommendation #1: Provide access to networking opportunities for WLI members, e.g., access to receptions in the context of the Presidential Lectureship and Performance Series.

Recommendation #2: Provide funding for scholarships for WLI officers and members to attend leadership training and conferences.

Recommendation #3: Partner with Women’s and Gender Studies to include an academic component to the WLI (e.g., Intro to Women’s and Gender Studies).
AD HOC COMMITTEE ON TITLE IX

MISSION STATEMENT
The mission of the committee is to bring awareness of, provide information on and supply resources for prevention of sexual violence to faculty, staff and students in order to promote a safer campus environment.

COMMITTEE MEMBERS
Christy Norfleet, Hospitality Services, Committee Chair
Sarah Schwintz, University Studies
Dr. Charlotte Dunham, Women’s Studies

ACTIVITIES
- Partnered with the Office of Risk Intervention and Safety Education (RISE), the Office of the Dean of Students, the Office for Student Rights and Resolution, and the Student Counseling Center in hosting 9 Title IX Outreach Series sessions; Sponsored two sessions on Title IX for Graduate Students.

GOALS
- Provide Title IX presentations to targeted departments/units.
- Partner more closely with the faculty and staff senates on awareness and education.
- Create additional Title IX presentation on topics such as disenfranchised grief, staff harassment, and stalking.
- Offer presentation on sexist jokes every semester.
- Develop Title IX session videos to be posted online.
- Work with Human Resources to provide presentations on Title IX issues.
- Develop and distribute identifying “lacquers” or “lanyards” to visibly reference safe places on campus for students, faculty, and staff to discuss and report gender-based discrimination or sexual assault.

RECOMMENDATIONS
Recommendation #1: Engage the GEC as advisors to prevent and intervene in potential Title IX issues.

Recommendation #2: Offer Title IX training specifically designed for members of upper administration.

Recommendation #3: Tailor mandatory Title IX training provided by Human Resources to Texas Tech University.

Recommendation #4: Provide technological assistance for the development of Title IX videos.