The meeting was called to order at 9:02 A.M. by the GEC Chair, Wendy-Adele Humphrey.

II. Attendance
   A. The following regular members of the GEC were present: Curtis Bauer, Sofia Chapman, Katie Ericson, Robin Germany, Kate Haenchen, Judi Henry, Wendy-Adele Humphrey, Lorena Posadas, John Purcell, and Sara Peso White.
   B. The following ex-officio members were present: Jodie Billingsley, Grace Hernandez, Jody Randall, Elizabeth Sharp, and Rob Stewart.
   C. The following guests were present: Weimin Gao and Paola Prada.

III. Welcome and Introductions
   A. Welcome from the Chair, Wendy-Adele Humphrey.
   B. Introduction of regular members, ex-officio members, the graduate assistant, and guests.

IV. The GEC members had their picture taken by Ashley Rogers.

V. Approval of Minutes from the GEC meeting on September 19, 2017: Judi Henri moved to approve the minutes, and Sofia Chapman seconded. The motion was unanimously approved by the GEC.

VI. Chair’s Report
   
   A. Financial: As of December 12, 2017, the GEC has $4,384.30 in its operating budget. The GEC Fund for Gender Excellence has $1,111.71. $1,500 will be allocated to the gender equity awards that are given to faculty and staff in the spring.
B. Bylaws and Creation of Ad Hoc Committee: In late November the Chair met with the President to discuss various topics, including necessary changes to the Bylaws. Jody Randall and Sofia Chapman volunteered to be on an ad hoc committee to work on the Bylaws before they are presented to the Council.

C. Website: The website is up to date and there are plans to enhance it with the addition of videos. Assistant Professor Patrick Caster in the College of Media & Communications has agreed to help create the videos.

D. Meeting with Faculty Senate Leadership: The Chair and ex officio member Elizabeth Sharp met with leadership from the Faculty Senate to discuss working together towards the common goal of improving the climate at Texas Tech.

E. Women Staff Network: Although there were no events this semester, Patricia Earl plans to help the WSN plan some events in the spring.

VII. Committee Reports and Other Updates:

A. Women’s Faculty Writing Program Update: Elizabeth Sharp reported that she and Kristin Messuri recently traveled to Smith College to discuss how the program operates. In the future a group that focuses specifically on women of the color might be added to the program.

B. Update on Diversity Liaisons: Elizabeth Sharp reported that Kimberly Simón is still seeking more liaison suggestions in each college.

C. Women’s Leadership Initiative (WLI) Update: Lorena Posadas reported that during the fall semester the Women’s Leadership Institute formally changed its name to Women’s Leadership Initiative. Additionally, she discussed some of the WLI’s fall events including a leadership workshop, the Women Empowerment Week Connect Mentor Dinner, and a reception held at the President’s house. In the spring, the WLI plans to conduct a leadership survey and to take the steps necessary to become a student organization.

D. Climate Committee Update: Robin Germany and Sara Peso White discussed the three initiatives that the Climate Committee plans to focus on this year. The Committee plans to add language to strategic plans that would promote equity, collect data from exit surveys (from both faculty and students) for a needs assessment on gender and race, and find ways to incentivize faulty to be more engaged in diversity.

E. Employment Committee Update: Curtis Bauer and Sofia Chapman reported that the committee has a long-term goal of examining how the language in the University’s operating policies could be updated to improve diversity and promote inclusion. Additionally, this semester the GEC has hosted two receptions for women full professors in hopes of encouraging these full professors to mentor associate professors.

F. Engagement Committee Update: Kate Haenchen reported that the Committee plans to partner with other committees and groups on
campus for events such as lecture series. The committee also plans to promote the Council with local media outlets. The Committee has discussed creating a newsletter that could highlight the Council’s response to current events. The possibility of adding an administrator award category for the reception was also discussed.

G. Family Issues Committee Report: Kate Haenchen reported that the committee has been exploring the possibility of adding more mother friendly rooms on campus. Additionally, the committee has discussed creating a list of resources for child care. The Committee would also like to explore the possibility of the Rec Center expanding its summer programs.

H. Title IX Committee Update: Katie Ericson reported that the committee is planning to continue to sponsor a Title IX series for faculty and staff. The committee also plans to focus on trying to get better accommodations for pregnancy and parenting, update the gender-based harassment document, and focus on educating students and faculty on partner violence.

VIII. Announcements
A. Diversity Training and Consulting: Elizabeth Sharp announced that on January 12, 2018, there will be a diversity training for department chairs. Two experts in transforming diversity will be provide the training. Additionally, Thomas Brown will at Texas Tech on January 8th and 9th to examine student affairs and student retention.
B. Chosen name: Jody Randall announced that the Registrar’s Office is working on a process for students to designate their chosen name, and there will be a more expansive list of genders for students to choose from.
C. Jody Randall also announced that Texas Tech will be hosting the first Big XII LGBTQIA & Allies Summit on March 23-25, 2018.
D. Title IX Outreach Series for Faculty & Staff will continue in the spring. The dates will be provided as soon as available.
E. African-American Lecture Series will feature guest Speaker Anita Hill on Thursday, February 15th.
F. The Texas Women in Higher Education regional conference will be hosted by at Texas Tech on Monday, March 5, 2018.
G. Sexism in Cinema Film Series Spring 2018 Schedule, 7:00 p.m., $5.00 admission at the Alamo Drafthouse; Neighbors 2 (February 7th); Kissing Jessica Stein (March 7th); Frida (April 4th); An Education (May 2nd).
H. Beginning in January 2018, the on-campus medical clinic will provide services for Texas Tech faculty and staff.
I. The next GEC meeting will be held in February 2018.

The GEC meeting adjourned at 10:29 a.m.