The meeting was called to order at 2:04 p.m. by the GEC Chair, Jaclyn Cañas-Carrell.

II. Attendance
   A. The following regular members of the GEC were present: Jaclyn Cañas-Carrell, Morgan Allen, Katie Ericson, Robert Ricketts, Reynaldo Torres, Raegan Higgins, Jessica Spott, Archie Pitsildies, Nancy Neal, and John Purcell
   B. The following ex officio members were present: Rob Stewart, Jody Randall, Elizabeth Sharp, Jodie Billingsley, Judi Henry, and Carol Sumner
   C. The following guests were present: Andrea Romi (Faculty Senate Campus Climate Committee Chair) and Dennis Arnett (Associate Dean, Rawls College of Business)

III. Introductions
   A. Welcome from the Chair, Jaclyn Cañas-Carrell
   B. Special welcome to new Vice President for Diversity, Equity and Inclusion, Dr. Carol Sumner,
   C. Special welcome to invited guests
   D. Overview of the GEC’s purpose: to make recommendations to the President on how to make the university a more equitable and inclusive environment.
E. Introductions of regular members, ex officio members, and graduate assistants (former and new).

F. Introduction of the GEC graduate assistant, Tashika Curlee.

IV. Approval of Minutes from the GEC meeting on May 16, 2018: Katie Ericson moved to approve the minutes, and it was seconded. The motion was unanimously approved by the GEC.

V. Overview of the President’s Gender Equity Council

A. Brief History of the GEC, including the Mission, Committees, and Initiatives by Jaclyn Cañas-Carrell and Judi Henry.
   i Spoke about the different committees and recommendations of the council.
   ii Spoke about getting members to attend the conference.

B. Brochures: The GEC and WLI plan to update their brochures to help inform students, faculty, and staff of their initiatives.

C. Budget: The GEC has an operating budget of $5,000 for the 2018-2019 academic year. The budget runs by fiscal year.

D. Bylaws: New bylaws were updated last year to be more reflective of how the Council functions.

E. Website: The website is currently being updated. We have just gotten access to the website and everything will be updated starting next week. We still need everyone’s biographies for the website.

F. 2017-2018 Final Report to the President: The report includes goals, achievements, and committee reports. The GEC hopes the President will implement some of the recommendations. The President wants to be held accountable for the recommendations.

G. Committee Assignments: Attendees reviewed the tentative committee assignments. Nearly everyone is on two committees. Time reserved at the end of the meeting for committees to meet.

VI. Old Business - Committee Updates

A. Women’s Leadership Initiative (WLI) Update: Morgan Allen spoke about the Women’s Leadership Initiative and their goal to develop women’s leadership skills. She spoke about creating course work. They are working on getting a seminar set up to have guest speakers, readings, and regulations more regularly. They have officially become a student organization. She talked about their organization committees. They
have approved a change in their mission statement to be more inclusive. They would like this updated on the website.

i November 5, 2018 will have their annual meeting with the President. At this time, the organization will give their findings and recommendations to the President.

ii They want to have an event with diverse student organizations. They are working on starting a Zeen to write articles about issues facing students on campus such as those dealing with body image issues.

B. Women Staff Network Update: Katie Ericson reported that the committee was started back up in June. They have seen greater involvement. They have taken the issues they have come up with to the staff senate and the GEC to look for resources and recommendations.

C. Women Faculty Writing Program Update: Elizabeth Sharp reported that the program started in the Fall of 2015. She gave an update about their membership. They no longer advertise, because of the high involvement they have had recently. They have started different women writing groups. The idea for the program came from a Texas Tech faculty member who previously taught at Indiana University, which had a similar writing program. During some writing groups, they read an article and talk about it. Then they write. They each hold each other accountable. There is a concentrated group for women of color. Participants meet for three hours on their designated day of the week. There are a great number of writing groups. Some groups are devoted to writing grant and fellowship applications. Sharp provided a handout of the different writing groups.

i Spoke about the National Center for Faculty Development and Diversity and the opportunities it provides to graduate students and faculty members.

D. Climate Update: The Climate Committee is working to create a survey.

i Andrea spoke about the resolution on eliminating gendered language. They took it to the faculty senate, but it did not pass because there was not a quorum available to vote. Tuesday is the deadline to get it on the agenda for faculty senate to vote on in their meeting in October.

ii Also, talked about the diversity initiative. Dr. Sumner asked the Climate Committee representative to coordinate with her on their resolution on diversity.

E. Outreach – GEC Reception for Women Full Professors

i Network started last year. Sharp provided another handout. Sharp spoke about how low the number of women professors there are. They
analyzed the research and the number of women professors who were also moving up within the university. They reminded the women at the reception how wonderful it was that they were in the position that they were. She also spoke about pay equity.

VII. New Business

A. White Men as Full Partners in Diversity: Rob Stewart’s experience at the “White Men’s Caucus” conference
   i. The name of the workshop was “White Man’s Caucus.” He spoke about the perceived idea of a lack of culture among white men. As a group, they spoke about race, gender, and sexual orientation.
   ii. They talked about the hard conversations and thoughts that they never had to have such as personal safety.
   iii. The workshop they had was emotional, because it was about bringing awareness. There were lots of videos used as teaching tools. Rob felt it was eye-opening and challenging. He credits Sharp with suggesting the workshop.
   iv. Dennis Arnett spoke about how even the name of the workshop was uncomfortable. People asked why they didn’t just change the name. He says that many things were moving to him, because they had never occurred to him previously.

B. Sharp spoke about the Ending Sexual Harassment Summit that was held at TTU in August 2018. She spoke about the 15 recommendations from the National Academies of Sciences, Engineering & Medicine “Sexual Harassment of Women” report. She highlighted the topic of uninformed leadership. She told members to go to chapter 7, which Jaclyn will e-mail to everyone.

C. Graduate Student/Post-doc mentoring program – The program will happen again this year. The group who organizes the program also wants to host a mentoring summit in the spring.

VIII. Announcements

A. The Celebrate Diversity Dinner will be at 7:00 p.m. on October 15th. The guest speaker will be Ana Navarro. This event is a fundraiser for scholarships; donations are welcome.

B. PRIDE Week will be October 8-13th. Jody Randall reported about their partnerships such as the GEC and Wal-Mart. One of the guest speakers founded lavender graduation.
The Gender Identity Colloquium, October 12\textsuperscript{th} from 9:00 a.m. – 3:00 p.m.

C. Morgan Allen mentioned Miss Black TTU and their fundraising. She said you could contact Trey Bolton if you would like to donate to the cause.

D. The next GEC meeting will be held in early December.

IX. The GEC members will have their picture taken at the next meeting.

The GEC meeting adjourned at 3:29 p.m.