



TEXAS TECH UNIVERSITY
Office of the President

Gender Equity Council

MINUTES

Gender Equity Council Meeting
3:30 p.m., Tuesday, September 19, 2017
2nd Floor Faculty Conference Room, School of Law

- I. The meeting was called to order at 3:32 p.m. by the GEC Chair, Wendy-Adele Humphrey.

- II. Attendance
 - A. The following regular members of the GEC were present: Curtis Bauer, Jaclyn Cañas-Carrell, Charlotte Dunham, Robin Germany, Kate Haenchen, Judi Henry, Wendy-Adele Humphrey, Dave Louis, Davina Nguyen (for Lorena Posadas), John Purcell, and Sara Peso White.
 - B. The following ex officio members were present: Mary Poteet (for Charlotte Bingham), Elizabeth Sharp, and Rob Stewart.
 - C. Former GEC graduate assistant, Miriam Lieway, also attended.

- III. Introductions
 - A. Welcome from the Chair, Wendy-Adele Humphrey and icebreaker using mentimeter.com.
 - B. Overview of the GEC's purpose: to make recommendations to the President on how to make the university a more equitable and inclusive environment.
 - C. Introductions of regular members, ex officio members, and graduate assistants (former and new).
 - D. Recognition of the former GEC graduate assistant, Miriam Lieway, for her hard work and assistance.

- IV. Approval of Minutes from the GEC meeting on May 10, 2017: Kate Haenchen moved to approve the minutes, and Judi Henry seconded. The motion was unanimously approved by the GEC.

- V. Overview of the President's Gender Equity Council
 - A. Brief History of the GEC: In 2003 or 2004, the GEC started as a council under the Provost and eventually became a council under the President. The first Chair of the GEC was Martha Smithey. The GEC has always had three standing committees—family, climate, and employment—and ad hoc committees have been added. Accomplishments of the GEC include the addition of mother-friendly rooms on campus and the creation of the Women's Leadership Institute, the Title IX Series for faculty/staff, the Women Faculty Writing Program, the Women Staff Network, and the GEC awards.
 - 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 2017-2018 academic year. The Gender Equity Fund for Excellence supplements the operating budget, and anyone can contribute to this fund.
 - D. Bylaws: New bylaws will be drafted and approved during 2017-2018. The bylaws will be more reflective of how the Council functions.
 - E. Website: The website is currently being updated. The Chair will explore the possibility of getting a graduate student to create videos for the website.
 - F. 2016-2017 Final Report to the President: The report includes goals, achievements, and committee reports. The GEC hopes the President will implement some of the recommendations.
 - G. Ex-Officio Member: Elizabeth Sharp suggested that Jody Randall, the LGBTQIA Administrator at Texas Tech, be added as an ex officio member of the GEC.
 - H. Tentative Committee Assignments: Attendees reviewed the tentative committee assignments. Every regular member is on a committee that was in their top three choices.

- VI. Old Business
 - A. Women's Leadership Institute (WLI) Update: Davina Nguyen reported that the 2017-2018 WLI cohort started with sixteen young women. They had a meeting on September 5th to discuss the summer reading assignment, *How Remarkable Women Lead*. They are also planning to table during Women's Empowerment Week, which is currently set for Oct 22-27, 2017.
 - B. Women Faculty Writing Program Update: Elizabeth Sharp reported that the program started in the Fall of 2015. The idea for the program came from a Texas Tech faculty member who previously taught at Indiana University, which had a similar writing program. Participants meet for three hours on their designated day of the week. There are

seven writing groups with a total of about seventy members. Two of the groups are devoted to writing grant and fellowship applications.

- C. Family Issues Update: Providing Plan B at the TTU Health Pharmacy for students is currently in the implementation stage.
- D. Climate Update: The Climate Committee is continuing to work on a pamphlet that addresses types of micro-aggressions, e.g., gender, ethnicity, religion, disability, LGBTQIA, and socio economic status.

VII. New Business

- A. Women Full Professors: In May 2017, the President hosted a dinner at his home for the new full women professors. On October 5th, the GEC is hosting a reception for full women professors/librarians, and one goal is to encourage them to serve as mentors to junior faculty.
- B. Title IX Outreach Series for Faculty & Staff: The Fall 2017 schedule is as follows: September 28th, 12:30-2:00 p.m. TLPDC 153, Examining Sexual Humor in High Ed; October 10th, 12:30-2:00 p.m., TLPDC 153, Title IX + LBGTQIA Issues; October 27th, 12:00-1:30 p.m., TLPDC 153, Alcohol & Consent; November 8th, 12:30-2:00 p.m. TLPDC 143, Other Forms of Misconduct.
- C. Support & Reporting Options for Survivors of Sexual Assault: New posters that address how to report sexual assault will be in the restrooms of the football stadium. GEC members are encouraged to think about other effective ways to get this information out on campus.
- D. New NCAA policy: Judi Henry reported that the NCAA now requires universities to educate college athletes, coaches, and athletics administrators on sexual violence prevention. Texas Tech has already been educating these groups on this issue, but it is currently working to improve documenting and tracking the education.
- E. Climate: During PRIDE Week, Brian Buford (Assistant Provost for Diversity at the University of Louisville) will be meeting with various groups to discuss climate issues.
- F. Family Issues: The GEC might recommend that the university explore the possibility of purchasing Mamava privacy pods for nursing mothers.
- G. Diversity Liaisons: The GEC, along with the Division of Diversity, Equity & Inclusion, is exploring the possibility of establishing a Diversity Liaison for each college/department, who would serve as a contact for diversity-related issues. Planning is in the preliminary stage. Suggestions for liaisons should be sent to Wendy-Adele Humphrey, Elizabeth Sharp, or Kimberly Simón.

VIII. Announcements

- A. TTU has met the enrollment criteria (27.8%) for designation as a Hispanic Serving Institution (HSI).

- B. TTU scored four out of five stars on the Campus Pride Index; the campus previously scored only two stars.
 - C. The *Celebrate Diversity Dinner* will be at 6:30 p.m. on October 17th. The guest speaker will be Dr. Michael Benitez. This event is a fundraiser for scholarships; donations are welcome. GEC members should let Elizabeth Sharp know if any members of the Lubbock community should be invited.
 - D. PRIDE Week will be October 9-14th. On October 10th the Title IX luncheon for faculty & staff will be at 12:30 p.m. The luncheon is organized by RISE, the Office of the President, and the GEC, with support from Student Affairs. In addition, PRIDE Week t-shirts will be on sale in the Office of Campus Life, beginning October 6th.
 - E. The Gender & Gender Identity Colloquium will be on October 13th from 9:00 a.m. to 2:00 p.m. in the Matador Room (SUB). Denise Brogan-Kator will be the keynote speaker.
 - F. Women's Empowerment Week at Texas Tech is currently scheduled for October 23-27th.
 - G. The next Double T-College session, *Are you the next Bill Nye? See Chemistry at Work*, will be held on September 25th, 27th, and 29th from 2:00-4:00 p.m. (Rawls College of Business Administration, Room 101).
 - H. The *Sexism in Cinema* Film Series for Fall 2017 includes: *It Follows* (October 4th); *The Fits* (November 8th); and *Saving Face* (December 6th). The films start at 7:00 p.m. and admission at the Alamo Drafthouse is only \$5.00.
 - I. The next GEC meeting will be held in early December.
- IX. The GEC members had their picture taken.
- X. GEC Committee Meetings: Each committee should communicate and set a time for their first meeting. During the first meeting, the committee should establish some priorities for the semester/year.

The GEC meeting adjourned at 4:58 p.m.