SUMMARY OF 11/14/13 GENDER EQUITY COUNCIL MEETING

In attendance: Juan Muñoz, Charlotte Dunham, Mike Iezzi, Sarah Foley, Nicole Wesley, Christy Norfleet, Lauren Molina (for Jill Berger), Julie Isom, Céline Godard, Karlos Hill

Staff: Paul Ruiz

- At 9:05 a.m., Dr. Charlotte Dunham called the meeting to order and welcomed attendees
  - She noted that she is serving as Interim Chair of the Council until Elizabeth Sharp returns from Europe in February 2014
- Dr. Juan Muñoz welcomed attendees
  - Possibility of another Council meeting in December
  - Need traction/activity by Council
  - Need to identify reasonable areas on which to focus in the coming year
  - Example of Council’s past work → Mother Friendly Workplace Rooms, where new mothers can express milk at five locations across campus
    - Need was first identified in a Gender Equity annual report to the President
- Dr. Dunham noted the presentation by Title IX Coordinator regarding the “Dear Colleague” letter from the U.S. Dept. of Education Office for Civil Rights
  - Dramatic changes regarding reporting sexual assault; obligations as faculty and staff
  - Reporting requirement – MUST report regardless of student/victim request
  - Reauthorization of Violence Against Women Act
- Dr. Dunham recounted the past history of the Gender Equity Council
  - Report regularly to the President on the status of women at Texas Tech
  - 2005 – 2006 – first report to the President
  - Three Committees - Climate Committee; Employment Committee; Family Committee
    - Past highlights → Mother Friendly Rooms and Salary Equity Report
- Dr. Muñoz wants council members to consider which Committees they would like to serve on
  - Website needs to be updated
    - Website committee will be an *Ad Hoc* Committee
  - Each Council member will receive an email asking for Committee preferences
  - Goal of the Council is to meet twice a semester
    - Committees do the work and present to the full Council
    - Conduct a new Salary Equity Study?
  - Also need to consider marquee event – seminars, speakers, conferences, young women’s leadership forums for students?
    - Raise visibility and relevance of Council
  - Council will have a Graduate Assistant if needed

- Dr. Dunham – will add Website Committee and Marquee Event Committee

- Dr. Julie Isom – for Marquee Event, need something local and supportive of women that will matter to their daily lives
  - Women in Science group is an example
  - Child care – work with Child Development Center to provide childcare for female faculty, staff, and students to be able to participate in after-work activities and meetings
  - Women need opportunities to gather with peer groups outside of their fields

- Karlos Hill – need a visible event
  - Annual women’s resource fair
  - Increase visibility while providing a useful service/resource

- Céline Godard – tenure-track faculty, need to juggle work and family
  - Special session for women to let them know about resources
  - Make it part of tenure academy?

- Dr. Dunham – put issue of violence against women on the table

- Nicole Wesley – closing of Planned Parenthood in Lubbock
  - Solutions to support female faculty and students
  - Ways to support women with those needs

- Ronald Phillips, Title IX Coordinator, University Counsel
  - Amy Murphy, Jodie Billingsley, and Judi Henry are Title IX Coordinators
  - “Dear Colleague” letter (handout) highlights

- virtual Women’s Center
- Website: [www.depts.ttu.edu/genderequity/](http://www.depts.ttu.edu/genderequity/)
- Title IX – decision based on sex
- Includes sexual harassment/sexual violence
- Way to address grievances; procedure for filing complaints
  - Pg. 8 – grievance procedures
  - Pg. 10 – criminal investigation vs. school investigation (school disciplinary action)
    - Schools cannot wait until criminal investigation is over → must move forward
    - TTU struggling with that concept right now

- Dr. Dunham – obligation of faculty and staff to report sexual assault/sexual harassment despite student wishes?
  - Ronald Phillips – obligation to report is under the Cleary Act, not Title IX
  - “Campus Security Authority” – must complete required training; anyone with daily contact with students obligated to report criminal acts
  - Reporting can be anonymous, but may be necessary to disclose

- Dr. Muñoz – consider meeting in early December
  - Meeting adjourned at 10:02 a.m.