Gender Equity Council Meeting, Minutes
March 31, 2014
2:40pm – 4:00pm, Administration Building Room 244
Meeting called by Elizabeth Sharp, Council Chair
Minutes taker: Stephanie Ortiz, Student Assistant

In Attendance: Juan Muñoz, Charlotte Dunham, Jill Berger, Michael Iezzi, Christy Norfleet, Nicole Wesley, Samantha Christopher, Karlos Hill, Kanika Batra, Celine Godard-Codding, Julie Isom, Sarah Foley, Stephanie Ortiz, Elizabeth Sharp

I. Welcome from Elizabeth Sharp, Chair

II. Introduction of Stephanie Ortiz, Student Assistant to the GEC

III. Report from Committees

a. Committee on Employment Issues, Charlotte Dunham reporting on behalf of Heather Martinez
   • Developed mission statement
   • First issue on agenda will be to do salary analysis; last one done 10 years ago
   • In addition to faculty salary, will attempt to look at staff pay issues
   • Have asked a statistical consultant, Dr. Cong, in HDFS to help with the analysis
b. Committee on Family Issues, Julie Isom, Chair:
   • Trying to put nursing rooms on TTU Map App
   • Working on providing information to medical centers so they can share information about nursing rooms on campus; create informative flyers
   • MindSpa in Counseling Center to spread word about helping parents cope with stress - will put brochures in the ‘mother-friendly’ rooms
   • Are obtaining testimony from mothers about their use of the nursing rooms to put on the GEC website
   • Issues to be addressed: maintenance with nursing rooms; review maintenance standards for rooms
   • Investigate the possibly of having hyperlink to send automated reminder re: OP for maternity leave and department/divisions compliance with OP’s
   • Ensure that men are being equally represented; examine the OP on paternity leave
   • Work with Faculty Senate re: Child Care on campus

c. Committee on Climate Issues, Mike Iezzi, Chair
   • Would like to conduct a new campus climate survey; possibly in conjunction with Diversity division
   • Have begun researching the possibility of hiring an external evaluation to conduct climate survey
   • Need to consider a good time to conduct survey
   • Look into TAB Events and other events on Campus: Are surveys collected? Could we consider asking all programming to collect surveys? Might be useful data to help (partially access climate)
d. **Ad hoc Committees**

1. **Website Re-design Committee, Nicole Wesley, Co-Chair with Ed Check**
   - Are in the process of sourcing someone externally to update GEC website quickly
   - GEC members: send photos and bios to Nicole by Friday

2. **Leadership and Development Committee, Jill Berger & Juan Muñoz, Co-Chairs**
   - Want to create a “Signature” program with a group of women composed of students and faculty/staff to engage with invited TTU speakers throughout the year
   - Have the women students share their knowledge gained from the Signature program to others at TTU and in the community
   - Hope to begin the program in Fall 2014

3. **Community Engagement Committee, Karlos Hill, Chair**
   - Developed a basic mission statement
   - Are organizing a social mixer: Introduce Tech community to the members of the GEC, recognize some of the past achievements of the GEC, publicizing launch of the website
   - Plan mixer for early fall
   - Look into providing childcare for the mixer
   - Possibly creating a student mixer as a follow-up to faculty/staff social mixer
   - Recommend that GEC members be part of a panel at the Women’s Studies Conference next year and perhaps have the panel every year at the Women’s Studies conference?

4. **Title IX Compliance Committee, Charlotte Dunham, Chair**
   - Provide resources about sexual violence on campus
   - Dean of Students working on changes in response to “Dear colleague” letter
   - Put Rape and Sexual Assault report for women and girls as link on GEC website
   - Produce presentation about main points of report
   - Need to generate report of how serious sexual assault is on campus
   - Giveaways to give information on sexual assault

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**IV. Written Reports from Committees Due to Elizabeth Sharp by June 1, 2014**

**V. Marketing**

a. Will be updating previous GEC brochure and will design a bookmark and other marketing items before the Fall mixer

b. We now have an official GEC logo – top of agenda; please use this logo when promoting GEC events

c. We are trying to set up an email account for GEC- in the process of obtaining one; will be [GEC@ttu.edu](mailto:GEC@ttu.edu)

**VI. Future Planning**

a. Women at TTU Archives- working with Southwest Collections and Women’s Studies

**VII. Announcements and Invitations**

a. Invitation to Women’s Studies Conference Luncheon, April 18th at noon- turn in registrations forms to Elizabeth by April 4, 2014

b. Dr. Michael Kimmel, April 15th at 7pm in 359 Media Comm & Special Invitation for April 16th Q&A session at 9am- please contact Elizabeth by April 3, 2014 if you wish to attend

**Adjourn Meeting:**

Time: 4:13 pm