GEC Meeting Minutes
February 23rd, 2015

Meeting Called to Order At: 2:30pm by Elizabeth Sharp, Chair

Members In Attendance: Karlos Hill, Devin DeLapp, Charlotte Dunham, Ty Stafford, Nicole Wesley, Charlotte Bingham, Samantha Christopher, Sarah Foley, Celine Goddard, Debbie Laverie, Lynn Whitfield (Guest Speaker)

Minutes Taken By: Stephanie Ortiz, Student Assistant

I. Welcome from Elizabeth Sharp, Chair

II. Welcome to Guests: Lynn Whitfield, Captain Monday, Lt. Colonel Holliday
   - Captain Monday and Lt. Colonel Holliday not able to travel due to weather, will stay in contact with them and perhaps hear from them next month

II. Updates from Committees
   a. Committee on Climate Issues, Nicole Wesley
      - Ed Check and Nicole Wesley will be meeting with the Tech Activities Board tomorrow (2-24-15) at 5:00pm to speak with them on more gender friendly and equitable changes to their programming.
         o Want a more inclusive campus for everyone to create a climate of tolerance and express diversity
         o Would like to include opportunities for TAB activities to promote discussion and issues in films that they show
      - Would like to create an automated email to send a letter regarding maternity leave
         o Charlotte Bingham expressed concern over using an email system for this. Trying to speak with HR about possibly putting a link on their site with resources regarding parental leave policies
         o Elizabeth Karam and Laura Cardella in Business College has done a great amount of work in this area, possibly contact them to assist/work on this issue [Dr. Sharp indicated that although work on GEC committee overlaps, this is more of a Family Committee Issue- and the Family Committee has put forward similar recommendation. Will ask the Family Committee to contact E. Karam & L. Cardella]
      - Lynn Whitfield, TTU Archivist re: Women and other minority histories at TTU
         o Notable Women’s Page gives biographies on women who helped shape Texas Tech University. Page includes links and sources on each woman. Will also feature an exhibit that will hopefully be up next week. The idea is to expand this and feature different women each year.
         o Exhibit will be up soon. Will send a follow up email. Will be featured in the Special Collections Library. Featured women will go up every week and publicized through SCL social media sites.
      - Climate Committee wants to create more recognition on campus for underrepresented populations and resources (safe places) for them here on campus
Ty Stafford heard from student leader regarding this issue. Idea proposed to change single stall restrooms on campus to gender neutral restrooms to create a more equitable environment.

b. Committee on Employment Issues, Charlotte Dunham
   • Waiting on data for faculty salary analysis, should be ready this semester

c. Committee on Family Issues, Sarah Foley (in place of Julie Isom)
   • Updates about HR/EEO – emailing supervisors when a woman reports she is pregnant (see above discussion)
     o Julie has not heard back from HR regarding this issue. Will check again when she is back March 5th.

   • Child care survey?
     o Part of TTU’s mission
     o Have looked into what other universities are doing regarding childcare for faculty and staff
     o If anyone is interested in a childcare survey for Texas Tech, can begin putting this together

d. Ad hoc Committees

   • Title IX Committee
     o Met on February 11th with guest speaker Ronald Phillips
     o For clarification, this committee is not a Title IX Compliance committee
     o Last semester’s recommendation for programming regarding Title IX has been implemented this semester with the Title IX Outreach Series
     o Charlotte Dunham spoke on faculty/staff training for reporting policies regarding sexual misconduct. Most is online training that talks about legal issues. Need more info about how to address the situation in person if a student confides this information in them besides legality and reporting procedures. Charlotte Bingham added that a new section has been added to training for faculty and staff regarding Title IX, but seems to fall under the same problem of only including legal issues.
     o Ty Stafford suggested that an online component be added that includes videos of the Title IX programming that has already been done to reach more faculty.

   • Engagement Committee
     o Mixer: April 14th 5:30-6:30pm
       ▪ TTU Club 5th Floor
       ▪ Guest list of about 100 people
       ▪ Invitations have not yet been sent out
     o Women’s Studies Conference: Panel- April 18th
       ▪ Signed up for at least one panel at the conference
       ▪ Would like panel addressing Title IX issues

   • Leadership & Development Committee
     o Women’s Leadership Institute
• Ginger Kerrick (TTU alum & NASA) to speak with faculty and staff and WLI members on March 26th
• T-Shirt design getting made for members of WLI to create awareness of the program
• Putting together committee to give award to female alumni from Texas Tech
  • Gender Equity Award Committee
    o Nicole Wesley will be Chair, Celine Goddard and Ty Stafford will assist
    o Will be given to one faculty and one staff member this year
    o Want to be able to announce awards at the mixer

V. Announcements and Future Planning:

• GEC Brochures and other promotional items
• Women Leader’s on Campus & Women’s Studies Conference & NAME conference
  o All GEC members are invited to Women’s Studies Conference and lunch fee is waived
  o NAME Conference (April 23rd-25th)
    ▪ Shelby Knox to speak

III. Questions and Comments?

• Ty Stafford: Women of Color Discussion Group meets in Doak 119, will send out flier – spread the word
• Any interest in an informal Happy Hour for GEC?

Meeting Adjourned: 3:48pm