EXECUTIVE SUMMARY

The President’s Council on Gender Equity was established to advise the President on matters related to gender issues at Texas Tech University and to make recommendations for changes that create an equitable and inclusive environment for all members of the university community. For more information on the charge and bylaws of the Council visit http://www.depts.ttu.edu/genderequity/by_laws.php

Elizabeth Sharp, Chair
Miriam Lieway, Graduate Student Assistant

Part I. Goals

- Develop Committee Recommendations for the President
- Promote Visibility of the Gender Equity Council
- Analyze Staff Salaries
- Update Gender Equity Council’s Website
- Oversee Gender Equity Awards
- Oversee Women’s Leadership Institute
- Oversee Women Faculty Writing Program

Part II. Highlights from the Recommendations

- Extend greater support the Women Faculty Writing Program (e.g., space, logistical support)
- Decrease the gender disparity among upper administration (i.e., GEC member on search committees)
- Increase the utilization of the GEC Title IX committee

Part III. Selected Council Achievements and Activities for AY 2015-16

- Instituted the Women’s Faculty Writing Program, Fall 2015
  - Hosted the Women’s Faculty Writing Reception, Spring 2016
  - The Women’s Faculty Writing Group was featured in TTU Today, Inside Higher Ed, and Insight into Diversity
- Instituted the Women Staff Network
  - Conducted a survey assessing the needs of women staff members
- Co-hosted a Title IX series sessions attended by the Chief of Police of Lubbock PD, the Chief of Police of Texas Tech PD, and the Chief of Police of LCU
- Title IX outreach series sessions were made available online
- Co-sponsored speaker on Trans awareness, November 2015
- Expanded programing for the Women’s Leadership Institute providing increased networking and leadership development opportunities
- GEC and Women’s Leadership Institute presented at the Texas Women in Higher Education conference and the Conference on the Advancement of Women
- Conducted a survey on the level of awareness about FMLA in case of birth of a child, adoption, or placement of a child
- Developed marketing materials
- Honored a staff & faculty member with the President’s Excellence in Gender Equity Award
INTRODUCTION

Throughout this academic year, the Climate Subcommittee has met several times to get feedback from more LGBTQIA constituents from across the greater TTU campus and prioritize an action plan for greater LGBTIA representation across campus.

MISSION STATEMENT

The mission of Texas Tech University's Climate Committee is to assess and enhance the cultural climate at Texas Tech University in order to ensure our campus is an equitable place where all members thrive equally.

COMMITTEE MEMBERS

Ed Check, School of Art, Chair
Travis Brace, PhD Student, Counseling Psychology
Judi Henry, Athletics
Karlos Hill, History
Debbie Laverie, College of Business

RECOMMENDATIONS

The committee remains committed to co-creating social change for LGBTQIA campus members. It is hoped that these recommendations may become part of an action list co-developed with a new LGBTQIA Coordinator.

Recommendation #1: Develop a pre-packaged ppt. presentation on LGBTQIA issues that instructors can integrate into their curriculum. This LGBTQIA module would be accessed on the GEC page as well.

Recommendation #2: Compile a list of groups and people that work with LGBTQIA community on TTU campus. Possibly compile a list of courses with LGBTQIA content.

Recommendation #3: Create an umbrella clearing house with TTU LGBTQIA resources

Recommendation #4: Clean web portals and pathways so Google searches for TTU and LGBTQIA don’t highlight solely Counseling Services and/or negative ratings, but vibrant community and student activities related to current and past successful LGBTQIA campus events. Information needs to be tagged better for searches so current and past events surface in student and recruit searches.

Recommendation #5: Better communicate where safe spaces are for students and others to bring forward concerns.

Recommendation #6: Increase the visibility of gender-neutral bathrooms across campus.

Recommendation #7: Create and post an Allies Directory.

Recommendation #8: The words “freshman” and “freshmen” should be substituted with the words “first year student” and “first year students” on all university documents.
INTRODUCTION
The Employment committee obtained data on staff salary from Human Resources to conduct a staff salary analysis. However, the Office of Human Resources is currently re-classifying multiple positions and recommends that the staff salary analysis should best be conducted in January 2017 in order to obtain clear and meaningful data.

MISSION STATEMENT
The mission of the employment committee is to work toward ensuring gender and cultural equity. This is achieved through examining conditions of employment such as compensation, work environment, professional growth, mentoring opportunities and upward mobility of women and underrepresented populations on campus.

COMMITTEE MEMBERS
Charlotte Dunham, Women’s Studies, Chair
Ann Mastergeorge, Human Development and Family Studies
Christy Norfleet, Hospitality Services

RECOMMENDATION# 1: Conduct a staff salary analysis in the Spring 2017 semester.

RECOMMENDATION# 2: Publicly honor women faculty who achieve the rank of Full professor.

RECOMMENDATION #3: Include a GEC member as a representative on all Uppers Administration searches.

RECOMMENDATION #4: Fund three women to attend State Women in Higher Education Conference.

WOMEN STAFF NETWORK (WSN)
The Women Staff Network is an initiative sponsored by the President’s Gender Equity Council and Women’s Studies Program that strives to understand the needs of women staff at TTU, provide professional development opportunities, and create venues for networking.

The WSN hosted 4 events which were attended by a total of 131 participants. Professional development sessions included networking and work-life balance presentations.

The WSN conducted an online survey about the needs of women staff at Texas Tech. Approximately 250 women participated in the survey. Participants mentioned the need for mentoring, childcare on campus, and professional development opportunities, such as negotiation workshops, work-balance workshops.

RECOMMENDATION# 3: Create more childcare facilities on Texas Tech campus, and that childcare be made available after hours.

RECOMMENDATION# 4: Develop additional mentoring opportunities for women staff members at all levels of employment.

RECOMMENDATION# 5: Host monthly professional development and networking opportunities for women staff.
MISSION STATEMENT
The mission of the committee is to bring awareness of, provide information on and supply resources for faculty, staff and students related to family issues.

COMMITTEE MEMBERS

Celine Godard, Environmental Health & Toxicology, Chair
Juli Isom, CISER
Sarah Schwintz, University Studies
Sara Smock, Marriage and Family Therapy

MOTHER-FRIENDLY ROOMS
The family committee gathered information about the usage of our mother friendly rooms on campus. Data were collected from June 2015 through April 2016.

RECOMMENDATIONS

Recommendation #1: There are currently 5 mother-friendly room on Texas Tech campus located in Doak Hall, the Student Union Building, the Student Wellness Center, Holden Hall, and in the English building. Up to 20 people use these rooms each month for up to 23.5 hours per week with hours of use increasing steadily. The rooms located at the Student Union Building and Doak Hall are most frequently used.
The Family Committee recommends that two additional rooms be added. Since the mother-friendly room at the Student Union Building is the most frequently used room, the committee on family issues recommends that one room be added to either the Student Union Building or the College of Human Sciences.
Second recommended location for additional room is the Rawls building since no room is currently available in that area of campus.

RECOMMENDATION #2: Support the Faculty Senate and other campus efforts to increase childcare facilities on campus.
INTRODUCTION
As recommended in the 2015 annual report, the Gender Equity Council unanimously voted to elevate the engagement committee from an ad-hoc to a standing committee.

MISSION STATEMENT
The mission of the engagement committee is to increase the visibility and accessibility of the Gender Equity Council on TTU campus and engage the community, so that needs within the community can be identified and partnerships formed that will aid in addressing the needs.

COMMITTEE MEMBERS
Karlos Hill, History, Chair
D’aun Green, University Housing
Julie Isom, CISER
Travis Brace, Ph.D. Student, Counseling Psychology

ACHIEVEMENTS
The GEC was represented at the New Faculty Orientation Resource Fair in August 2015 and held discussion panels at the Women in Higher Education conference and at the Women’s Studies Conference in April 2016. Furthermore, Audra Morse was honored as the faculty recipient of the President’s Excellence in Gender Equity Award, and Amanda Wheeler as the staff recipient of the same award.

RECOMMENDATIONS
Recommendation #1: Host an annual mixer in order promote the mission the Council and strengthen connections with existing partners and supporters and make new connection. The mixer should be held at the beginning of the academic year so that action points discussed at the mixer will be followed up on without delay. The engagement committee recommends that the next GEC mixer be held in September 2016.

Recommendation #2: The committee recommends that recipients of the President’s Excellence in Gender Equity Awards for faculty and staff be honored at the President’s Excellence Award Luncheon.
AD HOC COMMITTEE ON TITLE IX

INTRODUCTION

The high rates of sexual assault on college campuses are an issue that is of concern to all of us. Taking into account the need for action, we have written a series of recommendations to the university that would address concerns that have been expressed to us by students, faculty, and staff.

MISSION STATEMENT

The mission of the committee is to bring awareness of, provide information on and supply resources for prevention of sexual violence to faculty, staff, and students in order to promote a safer campus environment.

COMMITTEE MEMBERS

Sarah Schwintz, University Studies, Committee Co-Chair
Christy Norfleet, Hospitality Services, Committee Co-Chair
Charlotte Dunham, Women’s Studies
D’aun Green, University Student Housing

RECOMMENDATIONS

The committee met three times during the fall and spring semester of 2015-2016, including numerous presentations as we continued the Title IX Kick-off Series at the Teaching, Learning, and Professional Development Center. As a result of these meetings, we have developed the following recommendations for implementation by Texas Tech University that can contribute toward the mission of reducing gender-based discrimination and sexual assault on campus.

**Recommendation #1**: Our committee would like to see continued efforts made on the Title IX Outreach Series that was launched in December 2014 and continues today. In particular, our committee would like to continue to conduct assessment surveys during these events. Additionally, our committee recommends reaching more faculty and staff of this training through a taped video lectures available on demand. Although the sessions in the TLPDC are effective and valuable, we believe they are only reaching a small portion of the TTU staff and faculty community.

**Recommendation #2**: Our committee would like Human Resources to tailor its mandatory Title IX training to Texas Tech University. We have observed the training to be canned, confusing, and full of legal jargon not easily understood by the TTU employee population. Referrals to the RISE office and Title IX office need to be included.

**Recommendation #3**: Our committee would like to develop a grievance procedure for the Title IX investigation office that is clear and outlined to students, faculty, and staff when reports of complaints arise after a student has met with the Title IX investigation office.

**Recommendation #4**: Distribute identifying “lacquers” or “lanyards” to visibly reference safe places on campus for students, faculty, and staff to discuss and report gender-based discrimination or sexual assault. These identifying, small stickers could be developed similar in nature to the MVP office.

**Recommendation #6**: Our committee would like to develop a tip sheet/flow chart of the reporting procedures and options, in conjunction with the RISE office, which can be accessed via the RISE/Student Counseling Center/Title IX website and utilized by students, faculty and staff.
INTRODUCTION
The 2015/16 cohort of the Women’s Leadership Institute consisted of 22 undergraduate women from various TTU colleges and majors. The women met with the Chancellor at his house, enjoyed a fall luncheon featuring Dr. Annette Sobel, and a Spring Luncheon at which Coach Marsha Sharp spoke. New events included, a networking round tables event and a work-life balance event. The new WLI chair for the 2016/17 academic year was appointed and trained throughout the Spring 2016 semester. WLI presented the mission of WLI and lessons learned at the Women in Higher Conference in January and at the Women’s Leadership Institute in April 2016. The WLI members for the 2016/17 academic year were selected in spring 2016. Thirteen women were accepted and attended the Spring Luncheon. At the Spring Luncheon, the 2015/16 cohort of the Women’s Leadership Institute was asked to provide feedback on the WLI and make suggestions for the future. Fourteen women completed the survey.

MISSION STATEMENT
The mission of the Women’s Leadership Institute is to enhance the leadership potential and skill sets of undergraduate women leaders on campus, offer a forum for undergraduate women leaders to network, and to increase the visibility of women leaders on campus.

COMMITTEE MEMBERS
Juan Muñoz, Vice President for Institutional Diversity and Equity, Co-chair
Devin DeLapp, Undergraduate Student, Public Relations, Co-Chair
Elizabeth Sharp, GEC Chair
Judi Henry, Athletics
Charlotte Dunham, Women’s Studies and Sociology

RECOMMENDATIONS
Recommendation #1: WLI members have expressed their desire to be active participants and not just consumers of the WLI as leadership is best learned by doing. The committee recommends that WLI members form committees in which they work to promote the mission and goals of the Women’s Leadership Institute. Committees could include but are not limited to 1.) outreach committee, 2.) activities committee, 3.) selection committee.

Recommendation #2: Form an advisory committee comprised of former WLI members be established. Many former WLI members have asked to continue their partnership with WLI and wish to contribute to WLI’s success in the future. An advisory committee will also ensure that the mission and goal of WLI are carried out consistently over a long period of time.