GEC MEMBERSHIP 2019-2020

Chair:
Dr. Jaclyn Cañas-Carrell, Professor and Director, STEM CORE, Environmental Toxicology

Faculty Members:
Dr. Robin Germany, Professor, School of Art Photography
Dr. Raegan Higgins, Associate Professor, Mathematics & Statistics
Dr. Stephanie Jones, Professor and Program Coordinator, Higher Education, College of Education
Dr. Robert Ricketts, Professor, School of Accounting, Rawls College of Business

Staff Members:
Dr. Sofia Chapman (Vice Chair), Associate Academic Dean for Student Life, School of Law
Samuel Farley, Counseling Psychologist, Student Counseling Center
Kristin Messuri, Associate Director, Graduate Writing Center
Archie Pitsilides, Director of Grants and Outreach, Rawls College of Business Dean’s Office
Jessica Spott, M.S., Senior Program Administrator, STEM Center for Outreach, Research and Education

Student:
Graduate: Sarah Loui, Doctoral student, College of Education and Women’s and Gender Studies

GEC Graduate Assistant:
Sidney Wiltshire, 3L student, School of Law

Ex Officio Members:
Jodie Billingsley, Assistant Vice President of Human Resources
Charlotte Bingham, Assistant Vice Chancellor for Administration, EEO Managing Director
Dr. Judi Henry, Executive Senior Associate Athletics Director and Senior Women’s Administrator
Grace Hernandez, Chief of Staff and Associate Vice President for Administration
Jody C. Randall, Director, Office of LGBTQIA
Dr. Kimberly Simón, Title IX Coordinator
Dr. Rob Stewart, Office of the Provost, Senior Vice Provost
Dr. Elizabeth Sharp, Professor and Director, Women’s and Gender Studies
Dr. Carol Sumner, Vice President of the Division of Diversity, Equity & Inclusion, Chief Diversity Officer
EXECUTIVE SUMMARY

The President’s Gender Equity Council (GEC) 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 of the Council visit: [http://www.depts.ttu.edu/genderequity/](http://www.depts.ttu.edu/genderequity/)

**Council Goals:**
- Develop Committee Recommendations for the President
- Promote the Visibility of the GEC
- Oversee Gender Equity Awards
- Support the Women Faculty Writing Program, Women Staff Network, and Women Full Professor Network

**Highlights from the Recommendations:**
- Revise the TTU Mission Statement to be more inclusive.
- Take steps to determine what colleges/units need to achieve gender pay equity for faculty and staff.
- Recommend focused marketing to make faculty, staff, and students aware of programming and accommodations available that promote gender and family inclusion.
- Recommend clear guidelines and enhanced communication of resources related to pregnancy, childbirth, and family leave with a review of TTU leave policy.
- Increase financial support and logistical support to expand the number of mother-friendly nursing rooms, including an autonomous room reservation system.
- Consider appointing a representative of the GEC to other campus-wide diversity and equity-based groups.
- Partner with Title IX Administrator regarding programs and use of grant funds for additional events and awareness campaigns.

**Selected Council Achievements and Activities for AY 2019-20:**
- Worked to identify recommendations for revising the TTU mission statement to include language that articulates our commitment to diversity and inclusion.
- Began developing a “Respect” campaign to specifically address issues related to respectful treatment of students, faculty, and staff.
- Conducted an analysis of parental leave policies of Big 12 and other peer institutions in order to provide recommended policy changes related to parental leave for staff and faculty.
- Launched the TTU Resources for Gender and Family Inclusion webpage on GEC website.
- Marketed the President’s Excellence in Gender Equity Awards and selected two award winners (one faculty and one staff).
- The Title IX Committee co-hosted a breakfast discussion with Cyntoia Brown Long on November 6, 2019.
CLIMATE COMMITTEE

Committee Charge:
The Climate Committee is charged with analyzing issues related to climate of the University and how they affect faculty, staff, and students, and to seek solutions to address climate needs.

Committee Members:
Robin Germany, Sofia Chapman, Stephanie Jones, Kristin Messuri, and Sarah Louis

Summary of Main Activities:
• Worked to continue and expand on a project from the previous year to identify recommendations for revising our mission statement for the university to include language that articulates our commitment to diversity and inclusion.

• Began developing a “Respect” campaign to specifically address issues related to respectful treatment of staff by both faculty and students.

• Identified several campaigns from other universities designed to promote respect. The most notable was https://expectrespect.umich.edu

• Developed a list of steps we might take to enrich the campaign including web resources, printed materials, and a statement about the need for a campaign to encourage and establish respect. The crux of the project is to ask people to consider the power of the words they use when talking with others, and to ask that one consider more carefully which words are respectful to use when interacting with staff, faculty or other students.

Recommendations:
1. Revise the TTU Mission Statement to be more inclusive: The current mission statement for Texas Tech is outdated and in light of recent revelations, needs to be rewritten. We would like to ask that the university consider some of our suggested language as a new mission statement is crafted.

2. Respect Campaign: In collaboration with Marketing and Communications, a global campaign can be developed. A website that explains why respect, and a campaign for respect can make important contributions to an improved campus climate should be created. In addition, a series of printable posters (and possibly stickers and other materials) should be created on themes of: equality, civility, humanity, variety, thoughtfulness, empathy, inclusion, engagement, difference, respect, dignity, anti-hate. The posters should be available on our website along with links to resources on: 1) Conflict resolution, 2) Ways to be involved, 3) Student services, 4) Student safety, 5) Mental health resources, and 6) Student government. In addition, the website should include campus links to Diversity, Equity and Inclusion, how to be part of the campaign, how student orgs
can spread the word about respect, and a list of workshops on respect they can request for their club.

3. **Improve Campus Climate:** Increase awareness of administrators, faculty, and staff of topics, such as implicit bias, and microaggressions, that impact campus climate. This can be done through the forthcoming web resource as well as through an increase in dialogue and “trainings”. Trainings should be required for all administrators.

4. **Climate Surveys:** On a regular basis, conduct “burst” surveys (which address a targeted climate issue rather than every climate issue) to evaluate the campus-wide climate, and based on the results, seek solutions to address the issues.
EMPLOYMENT COMMITTEE

Committee Charge:
The Employment Committee is charged with examining conditions of employment such as compensation and work environment and to provide opportunities for the upward mobility of women and underrepresented populations on campus.

Committee Members:
Sam Farley, Raegan Higgins, Stephanie J. Jones, and Archie Pitsilides

Summary of Main Activities:

- Conducted an analysis of parental leave policies of Big 12 and other peer institutions in order to provide recommended policy changes related to parental leave for staff and faculty.

- Requested a policy review by Human Resources to determine if TTU would consider expanding the benefit of FMLA 12 week unpaid leave for each eligible staff employee involved in an event versus it being a shared benefit if partners are employed by TTU.

- Provided information to Human Resources to support the creation of checklists and other tools to help clarify guidelines for how to access resources related to parental leave.

- Collaborated with Human Resources to conduct an equity analysis of staff salaries.

- Hosted Wendy-Adele Humphrey, Professor and Associate Dean, School of Law, who presented two professional development workshops on the topic of negotiations for women faculty and staff.

- Co-sponsored, with the Law School’s Gender Equity Task Force and Office of Student Life, a negotiation workshop for women law students that was conducted by Wendy-Adele Humphrey, Professor and Associate Dean, School of Law.

Recommendations:

1. Gender Pay Equity: Take steps to determine what colleges/units need to achieve gender pay equity for faculty and staff.

2. Clear guidelines and enhanced communication of resources related to pregnancy, childbirth, and family leave: In investigating university policies for faculty and staff related to pregnancy, childbirth, and family leave, it became clear that there is not a central place for expecting parents to go and information is confusing. The committee recommends clearer guidelines and information be provided by the university; such information could include a flow-chart or single document with links to all pertinent information.
3. **Equity Attainment Reporting:** Develop an annual report that would be posted to the GEC website that provides information on the status of women’s progress toward equity in leadership roles and tenure and promotion attainment.

4. **Develop Brownbag Lunch Series on Women Advancing in the Workplace:** Host a brown bag lunch series three times a semester on the ins and outs of advancing in higher education for both women faculty and staff. The series would possibly include the following: (a) career advancement, (b) overview of faculty track options, (c) resume review, (d) interview techniques, (e) negotiations, and (f) conflict resolution.

5. **Wellness:** Consider exploring wellness initiatives hosted by the GEC Employment Committee in order to help women with work life balance and the multiple roles women typically play in their personal and professional lives. Wellness initiatives could include the following: (a) mindfulness meditation sessions in colleges throughout the semester, (b) presentations on the EAP Program, (c) presentations on counselors who are in network, and (d) presentations on fitness programs.

6. **Women Faculty Writing Program:** Provide adequate space and resources for the Women Faculty Writing Program. Consider expanding this to staff and/or faculty from underrepresented groups.

7. **Dinner for Women Full Professors:** Continue to host an annual dinner for new women full professors with the TTU President.

8. **Luncheon for New Women Faculty:** Host an annual luncheon for new women faculty with the TTU President and Provost.
FAMILY SUPPORT COMMITTEE

Committee Charge:
The Family Support Committee is charged with identifying needs on campus related to the support of University employees, staff, and students with families and to seek solutions.

Committee Members:
Raegan Higgins, Robert Rickets, and Jessica Spott

Summary of Main Activities:

- This committee recognized how the awareness of university structures that support families may be limited. In an effort to aid in the ease of access, the GEC has developed and launched (October 2019) the TTU Resources for Gender and Family Inclusion webpage.

- The utilization of mother-friendly nursing rooms for purposes beyond those of nursing mother was explored. The committee reviewed the policies of all Big XII and Texas schools.

- The committee surveyed department chairs about current mother-friendly spaces and desires to create one. The data was shared with HR in May 2020.

- The committee offered endorsement/support for staff senate and faculty senate resolutions related to family support (e.g. gender-neutral language, telecommuting).

- The committee worked in collaboration with the Employment, as described above, to evaluate parental leave policies at TTU.

Recommendations:

1. **Focused marketing of university resources that promote gender and family inclusion**: One identified area of improvement is the expansion of availability and accessibility of existing resources on campus. The Family Support Committee recommends focused marketing to make faculty, staff, and students aware of programming and accommodations available.

2. **Naming and branding of mother-friendly nursing rooms**: Due to the increased use of the mother-friendly rooms and HR tracking of expanded use of these rooms for other medical-privacy needs, the committee determined a need to reserve at most one of the five rooms for medical reasons related to a non-contagious condition. This would require that the signage for that room be altered for its specific purpose. A possible suggestion is to convert the mother-friendly room in the
Wellness Center to a self-care room and use that equipment to create a new mother-friendly room in the STEM corridor by the end of the 2020 calendar year.

3. **Expanding financial and logistical support for new mother-friendly nursing rooms:** Some departments and colleges have created or expressed interest in creating mother-friendly nursing mother spaces. It is our recommendation that institutional financial support be provided for operational costs associated with bringing the rooms into the pool of available rooms currently controlled by HR and adding them to the list on the HR website and map. In addition, the committee recommends an updated room reservation system that allows more flexible and autonomous reservation of the room without potential disclosures of ability, gender, or shifting parent identities.

4. **Paid parental leave:** Paid parental leave is a necessary addition to position Texas Tech University as a leader in higher education. Over 60% of US and Canadian Institution offer some form of paid parental leave for childbirth and/or adoption. An even higher percentage of those offering these benefits are aspirational-peer institutions. This committee recommends reviewing the benefits of paid parental leave and recommends the timely implementation of a paid parental leave policy that serves to advance TTU as an institution that attracts and retains talent. (see 2018 Parental Leave dataset shared by Dr. Aaron Clauset at UC-Boulder: [https://aaronclauset.github.io/parental-leave/](https://aaronclauset.github.io/parental-leave/)). We recommend FMLA be expanded to 12 weeks for both TTU parents.

5. **Improved procedural guidance to supervisors regarding nursing mother breaks:** The committee recommends revision of OP 70.46: Break Time for Nursing Mothers to provide better guidance for supervisors regarding interpretation and implementation of this OP.

6. **Expansion of child-care resources:** The committee recommends the following:

   - The creation of on-site childcare at the Student Recreation Center similar to services at local gyms to promote health and work-life balance for students, staff, and faculty.
   - The committee continues to recommend the creation of an on-campus child-care facility for TTU faculty, staff and students that includes childcare options after 5:00 pm.
   - The committee, recognizing logistical and implementation concerns, recommends piloting an expansion of existing resources on campus (e.g. Child Development Research Center) for those teaching or attending evening classes.
TTU Resources for Gender and Family Inclusion

Employee Gender-Based Discrimination
- Office of Equal Opportunity
- Human Resources for Staff
- Faculty Ombudsperson
- Title IX for Students
- File a Complaint?

Military, Veterans and Their Families
- Programs and Resources
- Veteran Education Benefits
- Exemptions and Wavers

Employee Leave
- Family and Medical Leave (FMLA)
- Parental Leave
- Sick Leave
- Leave Without Pay
- Faculty Leave of Absence

Rec Center Information
- Rec Sports
- Summer Sports Camp
- Camps & Programs

New Parent Information
- Expectant Mother Parking
- Family and Medical Leave (FMLA)
- Mother-Friendly Workplace
- Policy on Accommodations for Nursing Mothers
- Break Request for Nursing Mothers
- Modified Instructional Duties Request Form for Faculty
- Title IX for New Parents

Employee Insurance, Benefits, and Perks
- Employees Retirement Systems of Texas
- TexFlex Spending Account
- Staff Senate Scholarship
- Employee Dependent Scholarship
- Employee Dependent Parking
- Employee Discounts
- Employee Assistance Program

LGBTQIA Resources
- Office of LGBTQIA Education & Engagement
- Understanding Identities
- Resources for Students
- Resources for Faculty & Staff
- TQA Pride Network

Relevant Operating Policies
- Policy on Employee Working Hours
- Policy on FMLA and Parental Leave
- Policy on Early Return To Work, Alternate, and Light Duty Assignments
- Policy on Employee Assistance Program
- Policy on Faculty Development Leaves
- Policy on Modified Instructional Duties
OUTREACH COMMITTEE

Committee Charge:

The Outreach Committee is charged with increasing the visibility and accessibility of the Council on campus and to identify equity issues that might need to be addressed by the Council.

Committee Members:

Archie Pitsilides, Sarah Louis, Robert Ricketts and Jessica Spott

Summary of Main Activities:

- GEC Outreach Committee members celebrated students, faculty, and staff during the fifth annual Rawls Diversity Symposium and Rawls Day. Both events focused on diversity and inclusion with their theme, "Where You Belong."

- Reviewed and approved the categories for the President’s Excellence in Gender Equity Awards.

- Marketed the President’s Excellence in Gender Equity Awards and selected two award winners (one faculty and one staff). Due to the COVID-19 response on campus, the committee had to postpone the GEC Outreach Reception.

- Explored ways to more effectively inform the TTU community about the Gender Equity Council and its activities.

- GEC Outreach Committee members attended the 2020 Texas Women in Higher Education Regional Meeting.

Recommendations:

1. Annual Report: Have the opportunity to present the GEC annual report to the President’s Executive Council and the Provost’s Executive Council.

2. Attend GEC Meeting: Continue having the President attend one GEC meeting each year.

3. GEC Representation: Consider appointing a representative of the GEC to other campus-wide diversity and equity-based groups.

4. GEC Awards: Due to COVID-19 awardees were not recognized in person. Consider a date in the future to recognize the 2020 Awardees.

5. Video: Complete the President’s Message for the GEC website.
TITLE IX COMMITTEE

Committee Charge:
The Title IX Committee is charged with identifying resources to increase awareness of issues related to Title IX to promote a safer campus environment.

Committee Members:
Sofia Chapman, Samuel Farley, Robin Germany, Kristin Messuri, Judi Henry

Summary of Main Activities:
• Reviewed the following article with committee members and discussed importance of supporting Title IX and conduct staff as Title IX work is often stressful. Life Inside the Title IX Pressure Cooker by Sarah Brown [https://www.chronicle.com/interactives/20190905-titleix-pressure-cooker](https://www.chronicle.com/interactives/20190905-titleix-pressure-cooker)

• Reviewed and discussed expected changes to Title IX guidance by Betsy DeVos.

• The Title IX Committee in collaboration with The Office of the Dean and the Office for Student Life and the Division of Diversity, Equity, and Inclusion hosted a breakfast discussion with Cyntoia Brown Long on November 6, 2019. More than 70 students, faculty, and staff were in attendance to hear Mrs. Long’ personal story of being a victim of sex trafficking, life in prison, perseverance and her eventual commuted sentence by Tennessee Governor Bill Haslam.

• The Title IX Committee and the Office for Student Life co-sponsored Title IX presentations to the students of the TTU School of Law.

• The Title IX Committee participated as part of the Women History Lecture Series Committee to plan the launch of a Women History Month Lecture Series. The inaugural event was supposed to occur on March 30, 2020 featuring “An Evening with Dr. Tanisha Ford”. However, due to COVID the event was put on hold.

Recommendations:
1. Partnership with Title IX Office: Partner with Title IX Administrator regarding programs and use of grant funds for additional events and awareness campaigns.

2. Thank You Reception: Host a “We Donut What We Would Do Without You” breakfast event with donuts and other breakfast treats for Title IX and conduct staff in order to thank them for their commitment to Title IX work.
3. **Training by Title IX Coordinator:** Request training by the Title IX Coordinator regarding new Title IX guidance issued by Betsy DeVos.

4. **Campus wide distribution of Title IX cards:** Develop a plan for continuous campus-wide distribution of Title IX cards on annual basis.