



TEXAS TECH UNIVERSITY
Office of the President

Gender Equity Council

MINUTES

Gender Equity Council Meeting

2:30 p.m., Friday, May 13, 2019

RAWLS Business College, Deans Suite Conference Room 255

- I. The meeting was called to order at 2:35 p.m. by the GEC Chair, Jaclyn Cañas-Carrell.

- II. Attendance
 - A. The following regular members of the GEC were present:
Jodie Billingsley, Archie Pitsilides, Jaclyn Cañas-Carrell, Jessica Spott, Robert Ricketts, Grace Hernandez, Judi Henry, Sofia Chapman, Raegan Higgins, Jody Randall, Carol Sumner, John Purcell, Morgan Allen

- III. Introductions
 - A. Welcome from the Chair, Jaclyn Cañas-Carrell
 - B. Minutes
 1. Robert Ricketts asked to amend the last meeting's minutes, because he was there.
 2. Raegan Higgins moved to approved the amended movements.
 3. It was seconded and approved.
 - C. Housekeeping: Asked members to let her know if they wanted to continue in their position or leave, because of other commitments.
 - D. Committee Chairs (Only Sofia Chapman present of all committee chairs) – Annual reports are due by Friday, June 7.
 - E. GEC Outreach Reception
 1. Outreach Committee did an amazing job on the reception.
 2. Thanks to the committee members who pulled it together.

- F. Women's History Month Lecture Series
 - 1. There is a committee on campus interested in starting the series in 2020, which marks 100 years since women gained the right to vote.
 - 2. Sofia Chapman volunteered to represent GEC on the committee.
 - 3. Jody Randall is already on the committee.
- G. Attended a Climate website meeting the Provost Office.
 - 1. Should have a demo website soon.
- H. Collaborations with the Faculty Senate Campus Climate Committee
 - 1. Jaclyn has been working with a committee member on OP 32.16.
 - 2. Waiting to see the discussion from this.
- I. Women Faculty Writing Group
 - 1. Recently secured \$15,000 a year to keep it going.
 - 2. Special thanks to Dr. Sumner who is really working to keep this going.
 - 3. The grant writing group has submitted and been awarded millions in grant writing.
- J. Attended meeting in Provost Office
 - 1. There an OP for faculty conduct and staff conduct.
 - 2. There's a lot of discussion and potential revisions to faculty conduct.
 - 3. Looking into faculty bullying.
 - 4. Indiana University has a faculty committee that looks at these kinds of things.
 - 5. Archie Pitsilides asked whether it would address sexual harassment.

IV. Committee Updates

A. WLI

- 1. They recently had a welcome event for new members.
- 2. Solidified a plan for the future with 3 pillars
- 3. Received some funding from SGA.

B. Employment

- 1. Sofia provided handout.
- 2. Talked about the women in law event the law school had that featured judges and attorneys.
- 3. Hosted Derek Mergele

4. Would like to host event at the law school hosted by Carol Sumner
5. Acknowledged winners of the President's Excellence awards: Tashika and Wendy-Adele Humphrey.

C. Climate

1. Mainly focusing on what they are doing with the Faculty Senate Climate Committee.

D. Outreach Committee

1. Reception -Archie highlighted the work of Wendy-Adele on the reception.
2. Looking into reaching out to different people like Hospitality Services and then another college.
3. They would like to get a new representative from another area.
4. Wendy will be rotating off the council and Archie has volunteered to chair next year.

E. Family Support

1. Considering improving the website to make it nicer and more accessible.
2. Jessica Spott updated that the telecommuting that was previously being considered will most likely not happen, but they are looking into the publicizing the flexibility.
3. Discussion around renaming the mother-friendly rooms. John Purcell said not yet, but they are looking into whether there was a clearer name.
4. A member suggested that we rename them all so they are all inclusive instead of having a few set aside to be more inclusive. This would be more of a wellness approach.
5. There were concerns voiced that if we just designate it as a breastfeeding room then it is problematic and is not inclusive for everyone.
6. Others expressed a desire to keep the name the same since they wanted the label to be clear as to how they are being used.
7. Additionally, a name change would need to comply with the grant that was used to get the funding for these rooms.
8. Discussed distinguishing between wound care and breastfeeding, because the room has to be maintained in a certain way.
 - a. Currently maintenance staff cleans it.
 - b. What are we providing for others to clean it after use? Are there sanitary wipes?
9. We really want to be clear and continue the discussion.
10. Only 5 rooms have specific equipment, but other colleges and buildings have done their own thing in creating these rooms.

11. Some colleges have requested a designation of being a mother-friendly room. They pretty much have bought everything, but the lock outside the door.
12. John Purcell asked since the grant expired, will they have to still abide by the name or other stipulations?
 - a. Not necessarily, but it is something to consider.
13. John Purcell explained they are working into requesting revising the OP that says women breastfeeding are allowed a 20 minute break.
14. Continued discussions on concerns about being inclusive in name and room use.
15. Where does funding come from for new signage and door locks?
 - a. Typically, operations.
16. Reservation system – the committee wants people to be able to let people log on with their eRaider and use it to reserve the room.
 - a. It would create anonymity in a good way.

F. Title IX

1. Confusion around campus on what Title IX does and does not do.
2. They would like to do a seminar that addresses this.
3. Kimberly Simon suggested Peter Lake in doing the seminar in August this year, because he is knowledgeable within this area.
4. They would invite different departments as well.
5. Discussed the misconception that some people think that Title IX has the ability to say someone is guilty, not guilty, or say that something is a crime when they do not.
6. Sofia Chapman addressed that some people do not understand that even though something is going on that they are limited in what they can do.
7. The President is allocating funds to create a Support Coordinator position. There would have to be one for the respondent and the defendant.
8. Dr. Sumner spoke about an effective training the residence halls did for freshmen during welcome week.
9. Also, spoke about the resources available to faculty and staff. Many of the resources in regards to sexual harassment is done by HR and EO.

V. Announcements

- A. Jaclyn gave a special thank you to graduate assistant Tashika Curlee.
- B. Requested recommendations in Tashika's replacement.

C. The next GEC meeting will be in the Fall.

VI. Adjourned at 3:48pm.