AGENDA

I. Call to Order

- Meeting called to order at 2pm.

II. Welcome and Introductions
   A. Welcome from Chair: Dr. Sofia Chapman

Present: Sofia Chapman, Archie Pitsilides, Jodie Billingsley, Amelia Talley, Kristin Messuri, Robin Germany, Kimberly Simon, Aimee Cameron, Stephanie Jones, Esther De Leon, Billy Tiongco, Abby Reed, Kirsten Cook, Brandi Stuart, Ana Mitchell Córdova

III. Approval of Minutes from Feb. 15, 2022 meeting

- Motion to approve and minutes approved

IV. Committee Reports:
   A. Employment Committee: Dr. Stephanie Jones

- Met yesterday April 27, accomplished several goals this semester
- Brought in Dr. Margaret Sallee for event on impact on ideal worker during COVID
- Worked with Sofia Chapman and other committees on Red Raider Talks
- Other events:
  o Aimee Cameron: the Women’s Night at the Rec event went really well, handed out stickers and other items, turn out was great
  o Amelia Talley: spoke with academic impressions point person (Yianna Kappas) about how might use the platform to increase diversity, equity, and inclusion on campus; also working on a hiring document that gives tips on how to increase diversity of applicant pools for faculty and staff positions and making people with underrepresented backgrounds more comfy during visits, etc
    ▪ Learning plan – highlights modules for on demand learning; eg, modules on implicit bias
    ▪ Platform can generate certificates of completion for these learning plan modules
- Platform can also work as registration tool for live events
- Modules can be watched with students; they are shorter, more manageable videos
- Everyone with a ttu email address has access to the academic impressions platform
- ABA is mandating training on implicit bias, etc for law schools

B. Family Support Committee: Robin Germany

- Committee generated ideas for moving forward
- Committee includes Kirsten Cook and Brittany Morris
- Wanting to follow up and continue with previous year’s work re looking for after hours childcare service locally
- New caregiver policy is helpful but is difficult to find on TTU website; there is a statement about who can apply for caregiver status, but wanting to make it easier to learn about/be aware the policy
  - Want statement about who can be a caregiver/the policy on the GEC website
  - These are guidelines more so than a policy
- Day of visibility for parents on campus – bring awareness, include faculty, staff, and students
  - UT and UH both have a day like this, could be a bring your child to work day type situation with activities/programming for children
- Kirsten Cook says it was very difficult to find appropriate childcare services
- Abby Reed: her agency provides school based childcare programming in one hour blocks, including content on social media safety

C. Climate Committee: Dr. Esther De-Leon

- Hosted panel “It’s Okay Not To Be Okay,” went very well, had over 35 participants from faculty, staff, and students
- Wanted to hold another event in April but had scheduling issues that prevented it from happening; thinking about what to do during Fall 2022 though and how to coordinate with other committees
- Will meet periodically during the summer to generate ideas for fall events

D. Title IX Committee: Dr. Kristin Messuri

- Committee: Kristin Messuri, Archie Pitsilides, Robin Germany, Sofia Chapman
- Were able to mail out Title IX information cards to faculty and staff and email out the same information to TTU students
  - Wanting to continue this annually as well as provide the info on places like the SUB announcement screens
- Will look into academic impressions Title IX content
- Recognize Serena Sosa for her work and contributions to the committee
F. Outreach Committee: Archie Pitsilides

- Committee: Archie Pitsilides and Aimee Cameron
- Aimee Cameron:
  - Women’s Night at the Rec: running three tables and theme was encouraging sleep (handed out sleep masks) and stickers to remind people to drink water; lots of students and staff attended
  - Happy hour event on March 9 at English Newsome wineries, about a dozen people attended, went well
- Archie Pitsilides:
  - Gender equity awards finally happened and went well
  - Committee helped review nominations and applications (Cook, Cameron, De Leon)
  - Two recommended nominations: for faculty Wendy Adele Humphrey, for staff Danielle Saavedra
  - Recognized winners at event about two weeks ago
  - Have a better idea now about how to coordinate with president’s office
  - Update on operating policy: President’s awards have an OP, GEC awards does not
    - Archie has completed first draft for GEC awards OP, will send to Aimee and Sofia Chapman
    - Will get adopted into OP in October 2023 after it has gone through the review and revision process – there is a specific internal and external review routing process

V. Dr. Sofia Chapman, Chair, President’s Gender Equity Council:

A. Texas Women in Higher Education/Red Raider Talks Conference:
   March 24, 2022 SUB Red Raider Ballroom 8 a.m. – 1 p.m.

- Conference went really well, about 150 in attendance
  - Conference ended at 1 intentionally to give people the rest of the day off
  - An engineering graduate student spoke at the end of the conference – was a good presentation
  - Shout out to Isabel from President’s office who helped tremendously

B. Goals for upcoming year

- Chapman will continue to work with committee chairs to come up with new ideas for next year
- Goal is for GEC/individuals to be represented on senior level searches

C. Transition to new Chair

- Will work with President to find a new chair for the GEC and will help during the transition
D. Report to President’s Cabinet

- Presented to President’s cabinet a few weeks ago on GEC annual report from 2020-2021
  o Information was very well received
  o Will be similarly invited to speak to Provost’s council

E. Report to President this summer

- Will be working on report to president this summer with info from committee chairs

VI. Announcements

- This is the final meeting of the semester; typically the president is at the last meeting but there were scheduling issues that prevented that

VII. Adjourn

- Adjourned at 2:40