I. The GEC Chair, Jaclyn Cañas-Carrell, called the meeting to order at 3:33 PM.

II. Attendance
A. The following members of the GEC were present: Sofia Chapman, Grace Hernandez, Raegan Higgins, Wendy-Adele Humphrey, Nancy Neal, Archie Pitsilides, John Purcell, Jody Randall, Rob Stewart, Jessica Spott
B. The following guests were present: Dean of Students, Dr. Matt Gregory, and President Lawrence Schovanec.

III. Welcome and Introductions
A. Welcome from Chair, Jaclyn Cañas-Carrell.
B. Welcome and acknowledgment of President Schovanec and Dr. Gregory.
C. Special thanks to Jody Randall and Dr. Gregory for hosting the meeting today as well as providing refreshments.

IV. Words from President Schovanec
A. The President opened by thanking Jaclyn Cañas-Carrell, Wendy-Adele Humphrey, and Carol Sumner for their service to the council and the campus. He went on to thank Jody Randall for her leadership and specifically for her perspective on gender neutral language.
B. Informed the members of Carol Sumner’s initiative in partnering with a group from Purdue to bring a training session related to faculty hiring to campus at the end of the month.
C. The President is working on creating a hiring process that ensures more diversity.
   i. He says that the campus has a long way to go, but that he is happy to see how far we have come seeing as 42% of all faculty in the fall 2018 were women.
D. Briefly addressed the new regulations with Title IX.
   i. Acknowledged that the regulations now make it a bit more difficult to make claims for victims of sexual assault.
   ii. The regulations will mean more hearings and in a manner that could be quite discouraging to victims.
   iii. The president says we should pay particular attention to this, as we will need everyone’s perspectives and expertise when addressing it.
E. Thanked Charlotte Bingham for her help in addressing a sensitive issue.
F. Acknowledged and thanked Elizabeth Sharp for all that she is doing with the Women and Gender Studies Program and on campus.
   i. Mentioned an upcoming meeting with Elizabeth Sharp and Jaclyn Cañas-Carrell regarding centralized support of the Faculty Women’s Writing group.

G. President will be meeting with the Provost and other individuals later this month regarding a pay equity analysis that was conducted.
   i. Acknowledges that there is a pay disparity especially in Arts & Sciences.

H. The President opened the floor to questions, but there were none.
I. The President left after thanking everyone.

V. Approval of Minutes from the GEC meeting on December 7, 2018.
A. Raegan Higgins pointed out two corrections.
B. Wendy-Adele Humphrey moved to approve the minutes with Raegan Higgins’ corrections, which were seconded by multiple people.
C. The motion was unanimously approved by the GEC.

VI. Chair’s Report
A. Chair’s Report given by Jaclyn Cañas-Carrell
   1. Attended another Faculty Climate meeting in the Provost Office
      i. Still seeking feedback related to Climate Resources website questions.
      ii. Explained where these questions would go and how they could assist the public.
      iii. Discussion occurred regarding specific feedback for the website.
         1. They are looking to have these specific topics on a Q&A page that would link to the specific groups like the family support or climate committee that address these issues.
         2. The page will most likely be on the provost page.
         3. Concern was voiced about how people would find the page.
         4. Archie Pitsilides pointed out that the GEC is not on the university webpage “A-Z Index.”
         5. We will be looking into getting on the index. Grace Hernandez stated that she would talk to Communications to ensure it is included on the “A-Z Index.”
      iv. A member suggested that the bottom of the Texas Tech homepage would be a good place for the climate link since we want it to be easier to find.
   2. Jaclyn attended a meeting on the campus’s Gender Neutral Language effort.
   3. Also, attended most GEC committee meetings.

B. Committee Reports
   1. Women’s Leadership Initiative (WLI)
      i. Discussed that WLI took applications for new members and were wrapping up this process.
      ii. We were unsure if WLI had requested funding from the Student Government Association.
         1. Jody Randall suggested that the organization consider the Core Values Program Funding that is available through SGA as well as the diversity fund.
iii. Wendy-Adele Humphrey mentioned WLI’s desire to grow in membership next year.

2. Employment
   i. Sofia Chapman recently presented at the Rawls Women in Business student association event. She has already been asked to return to next year’s event.
   ii. Chapman and Sumner are working on securing a brown bag lunch on the topic of women who want to become directors.
   iii. Talked about supporting the spring reception for Women Full Professor Network.
   iv. The committee would like to look at the pay for women staff members, but also understands that there is only so much they can do in the area because of the fundamental differences across the board in titles and job duties.
   v. Grace Hernandez will check with Human Resources to determine if there have been any equity studies done on staff salaries.
   vi. Group discussed possibly surveying each department to pinpoint the differences in pay.
   vii. Chapman also spoke about diversity week at the law school and the different panels that had taken place all week.
       1. She also intends to partner with OUTLaw and the Office of LGBTQIA to bring in Derek Mergele-Rust for an event on April 2nd, but they are still verifying the date.

3. Climate
   i. Looking at the inclusive language used in strategic plans at other schools.

4. Outreach
   i. Committee provided a handout with their update.
   ii. The Meet & Greets have been quite successful.
       1. Consider getting feedback at these meetings from those that attend.
       2. All Meet & Greets are open to all GEC members, not just the committee members.
       3. The attendance at RAWLS was about 25 people and the attendance at the financial services meeting was about 35 people.
   iii. Reminded everyone that nominations for the President’s Gender Equity Awards are due March 22, 2019.
   iv. GEC Outreach Reception will be from 5:30-7:00 p.m. on Thursday, May 9, 2019 in the Law School Forum.
       1. Wendy-Adele Humphrey will be sending out an email invite.
       2. Also, she will be sending out the Google document to identify guests to be invited.
   v. Humphrey thanked the committee for their work.

5. Family Support
   i. Putting together a resource list to be published on the website.
       1. When they are finished, they will send it out to GEC members for people to add in other resources.
       2. The list will have different campus summer programs as well as OPs for family resources and inclusion.
   ii. Working on setting up a meeting with Jodi Billingsley from HR to discuss changes to mother-friendly rooms.
       1. Considering renaming the rooms to be more inclusive.
2. Member suggested making the rooms available through online reservation.
3. Member suggested having one password for every room like this across campus.
   a. It was suggested that we look at the model used by the law school, which has used their own funds for the room.
4. Group would like to work on the branding issue that these rooms face.
5. Suggestion for a map graphic that advertises the rooms in an easy to find manner or through an app.
6. Title IX
   i. No one from the group was able to attend due to travel plans.
   ii. Chair, Jaclyn Cañas-Carrell, said the group is reaching out to possibly help and partially sponsor the Take Back the Night event.
   iii. They want to offer trainings and discussions with faculty and staff.
   iv. Trying to get their new flyers about Title IX on the back of every restroom stall door.
   v. They have begun to put together some issues they plan to focus on for next year such as how faculty and staff deal with pregnancies in regards to themselves, colleagues, and students.

VII. Announcements
A. Tomorrow, March 8th, is the deadline to nominate someone for Raiders Who Rock.
B. Texas Women in Higher Education Conference -Monday, March 18, 2019
   a. Professor Wong organizes this event.
   b. In the future, she would like to have GEC take it over or get a more active role in the planning process.
C. Big 12 LGBTQIA & Allies Summit, March 22-24, 2019
D. 35th Annual Conference on the Advancement of Women -April 25-27, 2019
   a. GEC panel on April 26, 2019
E. Next GEC meeting: Early May 2019

VIII. The GEC meeting adjourned at 4:44 PM.