



TEXAS TECH UNIVERSITY
Office of the President

Gender Equity Council

Meeting Minutes

9:00 a.m., Wednesday, May 16, 2018
2nd Floor Faculty Conference Room, School of Law

I. The meeting was called to order at 9:04 A.M. by the GEC Chair, Wendy-Adele Humphrey.

II. Attendance

- A. The following regular members of the GEC were present: Morgan Allen, Jaclyn Cañas-Carrell, Sofia Chapman, Katie Ericson, Robin Germany, Kate Haenchen, John Purcell, and Sara Smock Jordan.
- B. The following ex-officio members were present: Jodie Billingsley, Jody Randall, and Rob Stewart.

III. Welcome & Thank You

- A. Welcome from Chair, Wendy-Adele Humphrey.
- B. Thank you to all of the GEC members for all of their assistance this year. The Members have represented the cause of gender equity well.

IV. Approval of Minutes from the GEC meeting on February 23, 2018: Sofia Chapman moved to approve the minutes, and Jaclyn Cañas-Carrell seconded. The motion was unanimously approved by the GEC.

V. Chair's Report

- A. The Chair met with President Schovanec on May 1st to discuss the proposed Bylaws and the GEC membership. The President continues to be highly supportive of the Council.
- B. Texas Tech has a new Vice President of Diversity, Equity & Inclusion, Dr. Carol Sumner. She will start in June. If you have an idea for a special welcome the GEC could extend to Dr. Sumner please let Chair Wendy-Adele Humphrey know.
- C. Congratulations to Jaclyn Cañas-Carrell, as she will be the Chair of the GEC for 2018-19. Also, Congratulations to GEC member, Sofia Chapman, who will be the new Dean of Student Life at the School of

- Law. And GEC member Katie Ericson will be the new Manager for Academic Initiatives with University Housing.
- D. Gender Neutral Language Resolution: The GEC is supporting a *Resolution to Eliminate Gendered Language at Texas Tech University*, along with the Division of Diversity, Equity & Inclusion, Student Affairs, the Faculty Senate, and the Office of LGBTQIA. Chair Wendy-Adele Humphrey assisted with the drafting of the Resolution, and it will be presented to the Faculty Senate in the fall semester.
 - E. Faulty Workload Survey: The Chair reviewed the survey drafted by the Climate Committee of the Faculty Senate. The survey should be distributed early in the fall semester.
 - F. Diversity Liaisons: The idea to have a diversity liaison for each college/department is still a work in progress.
 - G. Brochure: We will have a small number of GEC brochures. Jaclyn Cañas-Carrell and Wendy-Adele Humphrey will work on a new brochure (or large postcard) in the fall semester.
 - H. Videos: Judi Henry and Professor Caster have filmed the Equity vs. Equality video, and we are waiting on the draft of the video. The President's video will hopefully get filmed early in the fall semester.
 - I. Chair and Vice Chair: Jaclyn Cañas-Carrell will serve as Chair and Wendy-Adele Humphrey will serve as Vice-Chair for the 2018-19. Please think of people who might be interested in serving as members on the Council next year so they can get approved before the fall semester starts.
 - J. Committee reports: Committee reports are due June 1st, and the final report will be submitted to the President in July.
 - K. Bylaws: A new set of Bylaws was drafted over the winter break, and an ad hoc committee reviewed them. A Google doc was sent out to all GEC members for suggestions and comments. John Purell moved to approve the Bylaws, and Kate Haenchen seconded. The motion was unanimously approved by the GEC
 - L. Ideas for the GEC: The President recommended that the GEC present their recommendations to the Provost and to the President's Executive Council. This additional

VI. Committee Reports

- A. Women's Leadership Initiative: Morgan Allen reported that the WLI will be transitioning to be a student organization with a Constitution and Bylaws. The WLI started a mentoring initiative and posted some interviews on their Facebook page. They also conducted a study about leadership on campus. They will draft a full report on their findings. Next year, there will be four returning members and ten new members. They are hoping to be able to continue to use their logo, through co-branding with the GEC.

- B. Climate Committee: John Purcell reported that the committee would like to increase participation in scholarly research related diversity, equity, and inclusion. They plan to recommend to the President to set aside some funding from his office or the Provost's office. Robin Germany also reported that the committee looked at strategic plans from universities all over the country, and they commonly use the word "diversity." The committee would like to stronger "diversity" language to be included in Texas Tech's strategic plan. The committee also created a micro-aggression card, which was initially distributed at the GEC Outreach Reception.
- C. Employment Committee: Wendy-Adele Humphrey reported that the GEC will be hosting its third Full Women Professors gathering on May 16th. Additionally, the GEC sponsored a post-grad/grad student six-week mentoring program. This program may be expanded in the future. Wendy-Adele Humphrey worked with the Organization of Women Law Students and hosted a negotiation session. The committee hopes to expand these negotiation sessions next year to other groups. The committee also worked on a workload survey, which was drafted by the Climate Committee of the Faculty Senate.
- D. Outreach Committee: Kate Haenchen reported the Committee's success with the President's Gender Equity Excellence Awards. However, they would like to get more nominations in the future. The Faculty Award winner is Dr. Amelia Talley, the Staff Award winner is Dr. Jennifer Gay, and the Administrator Award winner is Dr. David Perlmutter. The committee had the annual GEC Outreach Reception on May 1st. Next year, they would like to do some more brown bag events and maybe a lecture series. They also would like to have more GEC representation at events around campus.
- E. Family Support Committee: Kate Haenchen reported that the committee spent time looking at data on the mother-friendly rooms around campus. Jason Purcell also has been looking into a family care database for faculty and students to utilize. It may also be helpful to add resources for elder care as well. The committee would like to work with the Rec. Center to create summer camps for children of faculty and staff that will work better for their schedules. The committee has been working with HR to improve TexFlex.
- F. Title IX Committee: Katie Ericson reported that this semester they focused on expanding the Title IX brown bag lunches to other colleges such as the Rawls College of Business and the School of Art. The committee hopes to bring the series to other departments and have Deans from the University promote attendance. The committee is also working on a card that explains Title IX and gives the appropriate contacts to students. The committee would also like to start incorporating Title XII into the discussion.

VII. Announcements

- A. *Sexism in Cinema* Film Series and *Lights, Camera, Law* will be hosting a special screening of “RBG,” the new documentary about Justice Ruth Bader Ginsburg, on May 20th at 7:00 p.m. at the Alamo Drafthouse.
- B. Women & Gender Studies will be highlighting Latina/x and Chicana Feminism during the National Hispanic Heritage Month (September 15th to October 15th).
- C. There is a new minor available for students in Mexican American and Latino/Latina studies.
- D. The next GEC meeting will be in September 2018.

VIII. The GEC meeting adjourned at 10:25 a.m.