



TEXAS TECH UNIVERSITY

Gender Equity Council

Date: September 15, 2015

Meeting Start Time: 2:32PM

Members In Attendance: Elizabeth Sharp, Christy Norfleet, Sarah Schwintz, Celine Godard, Judi Henry, Ty Stafford, Ed Check, Debbie Laverie, Sara Smock, Miriam Lieway

Guest: Captain Monday

Minutes Scribe: Miriam Lieway

- I. Welcome from Elizabeth Sharp, Chair
- II. Introductions
 - a. New members:
 - i. Sara Smock Jordan, Ph.D., LMFT
 - ii. Miriam Lieway, graduate student, HDFS, GEC student assistant
 1. Miriam is available to assist with research, clerical work, as well as to attend committee meetings, complete minutes and assist on reports.
 - iii. Devin Delapp (not present), undergraduate student, Public Relations
 - iv. Travis Brace, Ph.D. student, Counseling Psychology
 1. Travis is taking Samantha Christopher's place. Student representatives are appointed for one year only.
 - b. Guest: Captain Monday, Army ROTC
- III. Captain Monday presented on the Army Sexual Assault/ Harassment Response and Prevention (SHARP) program
 - i. SHARP is a pro-active educational program implemented in all army units, including TTU ROTC. It aims to eliminate sexual harassment. It may be useful to incorporate some of the SHARP curriculum in sexual harassment and assault prevention training for college students
 - b. Cpt Monday gave print-outs of the SHARP power point presentation used to train the ROTC cadets
 - c. A discussion followed the presentation. In the discussion following questions and suggestion arose:
 - i. Zero-tolerance policy for sexual harassment and assault
 - ii. Goal: Change expectation and culture on campus
 - iii. It would be beneficial to mandate sexual harassment education for all incoming students and include information on policies in the parent package

- iv. Current sexual harassment and assault education for TTU students include:
 - 1. HAVEN has incorporated sexual harassment in the alc.edu training. This is a self-directed online training. In-class education may be more effective. HAVEN and SHARP curricula need to be compared
 - 2. Some *IS 1100* classes address sexual harassment but it is up to the professor how and to what degree it is covered
 - 3. The office for Risk Intervention and Safety Education (RISE) is sponsoring a Title IX series for students
- v. Faculty and staff's awareness of and responsiveness to the issue of sexual harassment needs to increase
- vi. Resources need to be more visible, e.g., list of people who can help, pictures of the response team on the website
- vii. A "1-800 hotline "is being created. This number must be well publicized, e.g., on syllabi

IV. Report to the President

The chairs of the committees were asked to review the section of the report that pertains to their committee

V. Updates since the Spring 2015 Meeting:

- a. GEC table at the new faculty orientation
 - i. 40-50 new faculty received information about the GEC
 - ii. The response was positive
 - iii. New faculty inquired about the GEC's outreach to incoming students
 - 1. It is not feasible to go to all new student orientations because there are 29 over the course of the summer, but there are only 2-4 orientations in January.
 - 2. The GEC will contact the SGA to ensure more visibility with students
 - 3. The idea of a student version of GEC was briefly discussed
 - iv. Ongoing presence with faculty and staff
 - 1. Sarah Schwintz will take GEC brochures to the staff senate meeting
- b. Women's Studies Conference
 - i. The Engagement Committee represents GEC at the Women's Studies Conference.
 - ii. Participants at the Women's Studies Conference are a select group of people. The GEC needs to find other venues to reach a more diverse group of people
- c. Newsletter
 - i. Council members were asked to review the section of the newsletter that pertains to their committees and give feedback by Friday, September 18th, 2015
- d. Women's Leadership Institute (WLI)
 - i. Dr. Sharp reported on the interviews held with last year's participants. Recommendations included:

1. Increase visibility of the WLI
 2. WLI members wanted to get to know GEC members & the work that we do
 3. The application process should be carried out in the spring
 - ii. Reviewing WLI applications
 1. The WLI received 64 nominations, 30 women applied.
 2. The GEC reviewed 4 of the applications that Devin and Miriam were undecided about. All 4 were accepted by the GEC
 3. A total of 22 women are being accepted into the WLI this year
 - iii. The GEC will be invited to WLI events and it would be great to participant if you can
 - iv. The idea of an Gender Equity Award for students was discussed
- VI. Goals for 2015-2016 from Committees
- a. Committee on Employment
 - i. Faculty salaries have been reviewed
 - ii. Reviewing staff salaries for equity is difficult due to the number of different positions and departments
 - iii. Elizabeth Sharp has been in contact a statistician who will help with the staff analysis
 - iv. Michael Farmer has conducted interviews with faculty members who left Texas Tech. Employment committee will interview women associate and full faculty members who stay at TTU; it is possible certain departments engender very supportive practices and/or other information that may be important
 - b. Committee on Family Issues
 - i. The OP on family leave : any updates?
 - ii. Elizabeth Sharp will inquire about the current status on the OP
 - iii. The committee is working on tip sheets for family leave
 - c. Committee on Climate
 - i. The Chair of the Climate committee had recommended that an advisory group of students, staff and faculty be formed to provide input on the virtual resource for center for LGBTQ. Juan Muñoz has approved the idea of the advisory group. Members of the advisory group will not become members of the GEC but will solely offer advice for the virtual LGBTQ resource center
 - ii. The virtual LGBTQ Center must be relevant and address the issues pertaining to LGBTQ in depth
 - d. Committee on Title IX
 - i. The question was raised whether faculty and staff are completing the mandatory Title IX training and whether they are discussing and applying the content
 - ii. Incoming students need to know about Title IX and need to be given the language to speak about sexual harassment

- iii. GEC need to connect with other organizations and departments across campus such as RISE, the Gay-Straight Alliance
 - iv. Please email Ed Check with other concerns pertaining to Texas Tech climate
 - v. Ty Stafford and Sara Smock will join the Climate Committee
 - vi. Sarah Schwintz and Christy Norfleet will co-chair the Committee on Title IX
 - e. Committee on Leadership and Development
 - i. Judy Henry and Charlotte Dunham will remain on this committee; Juan Munoz and Devin Delapp are the co-chairs.
 - ii. Other members are needed for the committee
 - f. Committee on Engagement
 - i. Elizabeth Sharp suggested on behalf of Karlos Hill that the Committee on Engagement be made a standing committee. This suggestion has been brought before the Council in Spring 2015.
 - ii. As the Committee on Engagement enhances the visibility of GEC on campus, its goals benefit all committees of the GEC
- VII. Future Planning
- a. The next GEC meeting will take place in November or early December. Committee members were asked to indicated which days of the week they are not available to meet
 - b. We will need to get new pictures for brochures – more info TBA
- VIII. Questions and Comments?
- a. No questions or comments

Adjournment: 3:52pm