Minutes for University Committee on Women  
January 23, 2017 Meeting Room 3505 MU

In attendance: Maggie LaWare, Sandra Gahn, Marie Freeman, Mary Sirna, Nick Van Berkum, Daniela Dimitrova, Ann Oberhauser, Alissa Stoehr, Kejin Wang, Julia Sullivan, Stacey Ross

News:

1. What can we do more of?
   a. We need to brag more about what we are working on. Make people aware.
   b. Green Dot is coming to campus Feb. 7th – Get involved
   c. Contact Keith Robinder to get involved with the Sexual Misconduct Leadership Committee

2. News
   b. Dr. Angela Powers named director of Greenlee School of Journalism and Communication https://news.las.iastate.edu/2016/12/13/angela-powers-named-director-of-greenlee-school-of-journalism-and-communication/
   c. NSF CAREER recipient, Cassandra Rutherford, joins CCEE https://news.engineering.iastate.edu/2017/01/09/rutherford/

3. Report from Women’s march
   a. Over 26K people attended
   b. Great event with women, men, and children

4. ISU Graduate Student Diversity Climate Report, August 2016
   a. May be found at http://lib.dr.iastate.edu/cgi/viewcontent.cgi?article=1012&context=grad_reports
   b. 999 students responded
   c. 35% graduate population reported negative experiences in their graduate based on their personal characteristics
   d. 38% of students reported personally experiencing bias/harassment/discrimination in the form of verbally offensive comments. Minoritized populations reported the following higher rates of verbally offensive comments: 75% of transgender and gender non-conforming students, 56% of LGB students, and half of the students of color: 49% of students of color (74% of Black/African American students, 50% of Asian American students, 40% of Hispanic/Latino students).
e. 28% of students indicated feeling that their ideas/suggestions in an academic/research discussion were disregarded because of personal characteristics.

f. 13% reported feeling threatened verbally or physically. Minoritized populations and international students reported the following higher rates of feeling threatened; 40% of transgender and gender non-conforming students, 24% of women students, 19% of international students, and 19% of LGB students.

g. Recommendations
   i. Develop positions and hire college-level Graduate Inclusion Officers, modeled after undergraduate Multicultural Liaison Officers but with a broader scope to include gender, ethnicity, sexual identity, religion, etc.
   ii. Conduct inclusion workshops in graduate programs with separate workshops for graduate students and faculty, but during the same semester. The graduate workshops can be built around case-studies and faculty-workshops can be built around the concepts of inclusive excellence and implicit bias.

h. We should try to get Dr. Ogilvie to come and talk to a future meeting
   i. Are follow-up suggestions being followed through? Who to contact?

5. Margo Foreman – Director of Equal Opportunity
   a. She will be coming to our meeting
   b. Ask her to clarify or get a flow chart on processes for victims
      i. What does the university do?
      ii. What do they do with their info?
      iii. What does anonymous mean?
      iv. Need a more coordinated response

6. Sub Committees
   a. P&S Council
      i. New lactation spaces in Heady and Lago
      ii. Professional and Scientific conference – Apply by Feb. 10