

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
 - a. Women's and Gender Studies conference, April 1, 2017 – more info at <https://womensstudies.las.iastate.edu/2017/01/12/spring-2017-wgs-student-conference/>
 - 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