

Chancellor's Commission on Women- October 10, 2014

1. Dr. Ro DiBrezzo and Dr. Barbara Abercrombie-discussion on transgender and gender identification issues
 - a. Had a meeting with other gender assigned individuals, and learned a lot about the issues and discrepancies surrounding this population
 - b. Many of us are unfamiliar with the language, which makes it difficult to know how to act
 - c. In these examples, the direct supervisors acted accordingly, but did not know who to talk to for advice, etc.
 - d. IS an issue when people are uninformed, issues become present, police get involved (bathroom situation, etc.)
 - e. Will be a bigger issue if/when the ordinance gets repealed.
 - f. How can the Commission help?
 - i. No official documentation, but they must begin presenting themselves as the opposite sex before they become candidates for surgery. That's when it becomes a potential security issue.
 - ii. Don't have to get the final surgery to get the birth certificate change. However, you would still need to dress as the opposite sex.
 - iii. Less about the bathrooms, etc. more about seeing them as human just like everyone
 - iv. Might be great to have some representatives come talk to us
 - g. Ultimately, we need a place to go, a checklist for advisors, etc. on how to go through with this. The amount of severity in this issue will vary by department
 - h. Apparently a topic the SEC is talking about quite a bit. However, many of our employees, students, etc. come to the university without exposure to these things
 - i. This will be incorporated into some of the sexual harassment training
 - j. Not even compliant with the Affordable Care Act (?)
 - k. How does this person go out on the job market? Serious issue with no real precedence.
 - l. Student Perspective: gender-neutral housing group, lots of students don't understand this either. Students aren't comfortable in their own sexuality, and having these other issues come to them is difficult to grasp.
2. Dr. Barbara Abercrombie-Human Resources-update on partner benefits and locations for nursing mothers.
 - a. No updates on same sex partners having spousal benefits. Too many other peer institutions have this benefit that we don't offer, which will soon become a recruiting issues.
 - b. Fulbright- becoming a pressing issue, as they are working on hiring a same sex couple, but having trouble recruiting.
3. Update on Fall Speed Mentoring Event from sub-committee
 - a. One of these is newswire information, the other is more of a flyer to post around.
 - b. 26 volunteers to be mentors, how many students should we then try to accommodate?
 - i. 7 faculty, the rest staff

- ii. Other ways to recruit faculty members? Might not necessarily be the best idea to recruit faculty members.
 - 1. Issues: what happens after, too busy, not interested in helping, etc.
 - 2. Going to try for an even 30
- 4. Update on items from previous meeting
 - a. First Friday Connections: lively discussion, really engaged group, got lunch as well (which was nice)
 - i. Next location: Fulbright
 - 1. Becomes an issue if we have too many people, as Fulbright is the only space with a good location for it.
 - a. Some sort of signage, some sort of “drop in” so students could be interested and come in.
 - b. Next one: November 7th, same location. Just need more signage. Include information about buying lunch, include any information we want to give about the commission when we include those people. Be sure to sign up, etc.
 - c. Having guest people there gave us a launching place. Definitely try to have some special guest as well.
 - b. Will look at that questionable space near the soccer field. Is a natural area, so we need to preserve the natural state of the area, but they do want to limit the safety issues.
 - c. Any other issues such as that, our name will help put these issues forward!
 - d. Restrooms: how to add more family restrooms, things that force everyone to look at how to fix similar issues in their own areas.
 - e. Bringing in a speaker about mentoring, negotiation, etc.
 - f. A lactation specialist called and asked about nursing facilities.
 - g. Jennifer Dunn- email her to ask if she would be interested in coming to speak on negotiations- Katie will be doing that.
 - h. Social work, maybe another area to talk about the more personal side of negotiation. – Linda has a suggestion, and will be contacting them. Marsha Shope. Yvette Murphy-Erby: another good person to talk to about negotiation as well as work-life balance (sounds like it).
- 5. We will have another meeting before the end of the semester.
 - a. Gender aspects that aren’t covered that should be covered. The gender aspects of what should be covered within our health benefits. However, birth control is covered, which is a huge step!

**Commission on Women
Officer/Member List
Effective July 2014
Meeting on October 10, 2014**

Committee Members:			
Name	Representation	Term Ends	Attendance
Cicely Shannon	Undergraduate Student	2015	√
Lacey Roberts	Undergraduate Student	2015	√
Trish Watkins	Staff Senate	Ex-Officio	
Kathy Van Laningham	Office of the Provost	Ex-Officio	√
Judy Schwab	Office of the Chancellor	Ex-Officio	
Kathryn Huddler (Chair)	Non-Classified Staff	2015	√
Chris Pohl	Non-Classified Staff	2015	√
Elizabeth Woods	Non-Classified Staff	2017	√
Katherine Wilson (Secretary)	Graduate Student	2015	√
Janine Parry	Faculty Senate	Ex-Officio	
Nina Gupta	Faculty	2016	√
Pearl Karen Dowe	Faculty	2017	√
Lynda Coon (Vice Chair)	Faculty	2016	√
Angela Davis	Classified Staff	2016	
Melynda Hart	Classified Staff	2017	√
Sandy Thomas	Classified Staff	2016	
	Associated Student Government	Ex-Officio	