

Chancellor's Commission on Women
Agenda – September 29, 2017
3:30-4:30PM, Admin Building, Pederson Conference Room

- 1) Welcome and Introductions (see membership roster)
 - a) Present: Kim Needy, Tamla Lewis, Kathy Van Laningham, Laura Jacobs, Rebecca Huff, Mary Savin, Anna Zajicek, Tracy Deffebaugh, Tiff Wimberley, Adedoyin Abe, Natalie Counce, Chelsea Hodge, Fran Hagstrom, Mary Skinner
- 2) Review mission of the Chancellor's Commission on Women
 - a) Available on the website
 - b) Kim emphasizes that we represent *all* women on campus. In addition, many of the initiatives this commission has undertaken have benefited all members of the university community. Last year we spent time giving attention to the university's new strategic plan and eight guiding principles.
 - c) Need to address who will maintain the website.
- 3) Review previous minutes from April 26, 2017 (see minutes)
 - a) Overview of debrief with Dr. Steinmetz, as well as last year's spring event.
- 4) Review progress made in last academic year
 - a) Typically have four meetings a year, two in the fall and two in the spring.
 - b) At the first meeting, we introduced new members and discussed advances and initiatives we wanted to pursue over the year.
 - c) At the second meeting, we invited upper administration to discuss a few of the guiding principles.
 - d) At the first spring meeting, we focused on our spring event, a panel discussion that 110 people attended.
 - e) At the final meeting, see provided minutes.
 - f) Over the past few years, the committee has focused on child and elder care, maternity parking, transgender awareness, safety and lighting on campus, lactation rooms, and work release/maternity leave issue for both classified and non-classified staff. Made note to better advertise the maternity parking program. Keep an ear out for issues that face campus constituents.
- 5) Review topics or issues that are important for the Commission to address in the future (see 2017 Spring Event survey)
 - a) Work-life balance seems to be a topic that appears often in our event surveys.
 - b) Women supporting other women in the workplace.
 - c) Mentoring
 - d) Negotiation skills for women.
 - e) Self-confidence and encouraging women
 - f) Addressing the specific issues that affect different generations (perhaps having multiple events)
 - g) Suggestion to have a series of events centered around a book
 - h) Suggestion to have a series of events centered around a theme with different applications
 - i) Mentoring groups, such as Sisters of Fulbright in the Fulbright College or the AWIS chapter – would help alleviate the strain of one women mentoring a great number of other women. Groups of women getting together for lunch and to talk.
 - j) How we can be allies to minority women

- k) Supporting and encouraging female staff members to finish degrees
 - l) Further the presence and awareness of lactation rooms on campus (plan is currently stuck in FAMA); revisit the adequacy of current lactation rooms (this is an important part of recruiting and retaining students and staff). Natalie will follow up with the campus community member who was pushing for a resolution on this.
 - m) Have a presence on International Women Day
 - n) Women's Empowerment Conference for our students; female empowerment in general
 - o) Some issues heard from students: not being encouraged to go into graduate school, difficulty in negotiating employers while thinking about family planning.
- 6) Discuss topics or speakers for the 2018 Spring Event, also do we wish to have a Fall Event?
 - 7) Review action items
 - 8) Next Full Meeting, Friday, December 1, 3:30PM
 - 9) Adjourn