

Women's Caucus Executive Board Meeting

June 17, 2020

ZOOM

Attended: Meaghan Davidson, Barbara Ley, Jodi Drake, Leah Dodd, Megan Wenner, Kelsey Cummings, Diane Goldsmith, Barbara Settles, Lauren Walls, Tywanda Cuffy, Regina Simms

Excused: Michele Kane

Adoption of Agenda

Co-Chair Report

OEI: The co-chairs are in ongoing discussion with OEI about racism issues on campus and about any racism-related events on campus that we should know about. The co-chairs will communicate with Adam to see what we could do as a coalition of caucuses and with OEI.

Torch Award: The Women's Caucus can purchase the torch. We also discussed getting a *UDaily* article for the Torch Award and putting an announcement on our website home page.

Annual Timeline and Master Calendar: We discussed how it can be used for updates. It will also be useful when there are board member transitions, as the calendar can be updated in a seamless fashion.

Executive Board Elections: We had 18 nominees this year, with 10 slots open. Kelsey Cummings will compile nominations and get it to our mailing list by the end of the weekend so that people can vote. Each person votes for 10 people. We decided to make the voting deadline July 2,, so that we can have a new board in place by the beginning of July.

COVID-19 childcare survey

Diane Goldsmith started a potential list of survey questions that several other people added to. Barbara Ley agreed to work with Diane over the next few weeks to create a survey draft based on the compiled questions.

COVID-19 and racial inequality

COVID and racial inequality: We discussed the need to collaborate with other caucuses when it comes to addressing COVID and race-related inequalities on campus. Megan Wenner reached out to Adam and hadn't heard back yet. She will reach out to him again. Tywanda Cuffy suggested that we reach out to Jen Daniels.

Diversity and racism on campus:

We talked about hosting a general membership meeting to discuss diversity issues on campus, and this led to a broader conversation about what other efforts are happening on campus.

Diane Goldmith said that the WIT group has been talking about these issues and are putting together a survey. We discussed the possibility of asking to collaborate with them on the survey. Diane also said that she could reach out to other caucuses. Barbara Settles also suggested that we collaborate with other caucuses on diversity issues so that we don't duplicate efforts.

Regina Sims stated that the African Heritage Caucus had already put together a letter and we can decide to sign on and support their requests. She stated that we should be supportive of the caucus instead of duplicating efforts. Jodi Drake and Meghan Davidson agree that standing with the caucus is a good thing.

Tywanda Cuffy noted that a private meeting is scheduled with Michael Vaughn regarding the African Heritage Caucus's letter. She also explained that the letter has to do with other conversations the African Heritage Caucus had with the provost before all the recent events had happened. She suggested that the Women's Caucus reach out to the African Heritage Caucus about what support they want from us.

COVID-19 policies for faculty and staff

We discussed campus COVID-19 policies. Barbara Settle mentioned how faculty were asked to seek ADA to receive accommodations to work at home, but eventually this plan was nixed. We noted that faculty should not be asked to seek ADA accommodations for this purpose. It should be framed as a pandemic accommodation. We also discussed how there is no university policy for staff accommodations. Accommodations are currently left up to supervisors, which can be problematic.

We discussed how COVID-19 needs to be part of our caucus efforts moving forward, or at the very least we need to think through our efforts through a COVID-perspective. There is a growing body of research on the ways in which COVID has exacerbated gender inequalities in families and in workplaces. Regina Simms mentioned that UD ADVANCE has started to address the short-term and long-term impacts of COVID-19 on women at UD. They may put together some workshops and events related to this issue.

Final to-dos for the summer

Outgoing board members: We agreed that outgoing board members should write short statements about their experiences with the Women's Caucus. Jodi Drake and Regina Simms will start a Google Doc for this purpose.

Meeting with Early Learning Center: Megan Wenner said that sometime after June 15, she'll reach out to the ELC director. We can hopefully meet with her sometime this summer via Zoom.

Next Executive Board Meeting:

TBA