

**Women's Caucus Board Meeting**  
**November 2019**  
**116 Gilbert Hall (11:00-1:00)**

**Attending:** Tywanda Cuffy, Diane Goldsmith, Meaghan Davidson, Kelsey Cummings, Jodi Drake, Lauren Walls, Barbara Ley

**Excused:** Megan Wenner, Michele Kane, Leah Dodd, Barbara Settles, Regina Wright

**October Board Meeting Minutes:** Approved

**Adoption of November Meeting Agenda:** Adopted

**Communication Subcommittee report**

Tywanda Cuffy will send a draft of the November newsletter to Women's Caucus members to ask if we have any changes or content. We should send our suggestions to her for inclusion in the newsletter.

We decided to reschedule the Brown Bag with Kathy Murphy on Workplace Conflict for later this semester or next semester.

**Annual Report**

The subcommittee is still getting data from IR. Meaghan Davidson wants help from others getting the data, as she needs to prioritize her dissertation. Once we get the data, we can plug it into the existing presentation template. Additionally, Diane Goldsmith stated that she may have colleagues who can help read data.

**Outreach Subcommittee**

The subcommittee discussed the UD general membership survey results from this year and last year. Pay equity is one common theme for both annual surveys. Barbara Ley mentioned the possibility of analyzing the data from both surveys to see what common issues and themes emerge. Meaghan Davidson suggested that after we collect and analyze the data, we can share it with Adam Foley and HR. We also discussed the possibility of collecting and coding survey data each year to develop an ongoing chart of responses.

Given the low participation rate for this year's survey, Kelsey Cummings suggested that we send a specific call to action email to get more people to take survey. We discussed sending the survey out again after break (in January or February). Tywanda Cuffy

suggested that we try to connect people to campus resources (and/or provide trainings or workshops) to help address the issues raised in the surveys.

### **Fireside Chat/Torch Award**

- Fireside Chat/Torch Award: Will they go together or not? Decision was made to combine them. A committee was formed to manage the event. Members: Jodi Drake, Artika Casini, Tywanda Cuffy, Meaghan Davidson, Diane Goldsmith, Regina Wright
- Regina Wright may have grant money to devote to Fireside Chat
- Event date/time is finalized: March 23<sup>rd</sup> is the date, Star Campus, 4-6.
- The chat's tentative topics: Women's Leadership at UD throughout history or Women in the Workplace
- Meaghan Davidson, Diane Goldsmith and Tywanda Cuffey offered to help organize the Fire Chat, and Jodi Drake will serve on the Torch Award committee. Regina Wright will also serve on the Fireside Chat committee. There may also be few people from the general public who want to help.
- Artika Casini will be the Fireside Chat's moderator, but we need to come up with the speakers. The committee can brainstorm possible panelists. We need to have the speakers' names by January, and then we can send out a save-the-date flyer.

### **Leave Donation Policy**

Diane Goldsmith will put together a comparison of leave donation policies from three different universities. This will help our discussions regarding a possible leave donation policy at UD, especially given the new leadership in HR. The former HR leadership did not seem interested in pursuing it.

Diane Goldsmith also wants to obtain information from HR regarding gender similarities/differences when it comes to leave requests and accrued sick leave. Relatedly, Barbara Ley noted that faculty and staff may have different relationships with leave and sick days, as faculty don't have to report every doctor's appointment, etc. Moreover, we noted that non-exempt and exempt staff have different guidelines when it comes to reporting leave, sick days, appointments, etc.

### **Discussion about other women's caucuses and mentoring programs**

Diane Goldsmith conducted research into what women's caucuses do at other universities. Some common activities included mentoring, scholarships for female faculty and staff (reimbursement), and women's health awareness efforts (e.g., breast cancer awareness month).

We then discussed the specific issue of mentoring programs for faculty and staff. Diane Goldsmith suggested that we reach out to the directors of other mentoring programs to get ideas for how to start one. One possible person to contact is the Professor of Ecological Sciences who runs the mentoring program at Old Dominion University.

Tywanda Cuffy noted that the African Heritage Caucus is about to do their second mentoring program for staff this upcoming Friday. She said that the first one was successful.

Diane Goldsmith also asked whether we could partner with an existing mentoring program on campus? We discussed the possibility of ADVANCE but also noted that ADVANCE only focuses on faculty. Lauren Walls suggested that we get a sense of all of the different mentoring programs that exist on campus.

### **Ombudsman policy update**

Adam Foley said he will give an update.

### **UD Pay Gap issue**

Meaghan Davidson handed out copies of the Annual Report—The Status of Women at UD, which shows that gender pay gaps still exist UD. We noted that part of this pay gap reflected occupational segregation in that women comprise the bulk of the lowest paid positions at the university. Kelsey Cumming also noted gender pay gaps among faculty (especially associate to full).

Diane Goldsmith discussed various reports about women in the workplace, and she noted how the Obama administration started a policy where employers with more than 100 employees had to submit gender and race employment/pay data. The EEO collects this data for the entire nation. However, the Trump administration nixed the policy. Diane Goldsmith also stated that Michele Kane was going to find out if UD participates in this EEO data collection effort.

Meaghan Davidson said that the Women's Law Center data focuses on higher ed gender disparities. She also asked what we as a caucus could do about this issue. Should we reach out to HR and have a Brown Bag about it? Diane Goldsmith suggested that we organize an unconscious bias training, perhaps as a mandatory training. She has already reached out to Adam Foley about possible trainings, and he said that UD Advance may hold this type of training for faculty.

The library has its own bias and social justice training model.

Barbara Ley noted that the LEAD Ally program includes a training on unconscious bias training, but it's optional.

Relatedly, Diane Goldsmith mentioned the book, *Invisible Women*, which discusses how women have been written out of research studies and data. There is also a podcast related to the book.

**Next Board Meeting**

December 11, 2019 (11 AM to 1PM)

116 Gilbert Hall