

**Women's Caucus Executive Board Meeting**  
**September 17<sup>th</sup>, 2021 (10AM -12PM)**  
**Zoom**

**In attendance:** Meaghan Davidson, Barbara Ley, Lauren Bailes, Naomi Nash, Barbara Settles, Jennifer Biddle, Megan Wenner, Kelsey Cummings, Amy Stengel, Leah Dodd, Zainab Shah, Libbey Bowen, Jennifer Semrau

**Excused:** Tywanda Cuffy, Diane Goldsmith

**Caucuses update**

Megan Wenner noted that this year's caucus budget was approved by OEI. The \$4000ish budget will be used to support the general meetings, the Torch award, and Torch Award lunch.

Meaghan Davidson stated that they had a meeting with all diversity caucuses. The African Heritage Caucus is working on various projects, including a staff mentor program. The Hispanic Heritage has also been very active, and the Muslim Caucus is resurfacing with some new efforts and ideas. LGBTQ/Pride Caucus has also been active; it has been holding trivia nights during COVID, organizing other monthly events, etc.

Megan Wenner also stated that all caucus chairs were invited to the interviews with the Chief Diversity Officer candidates. She said that she is unsure about the timeline for making a hire, but that the caucuses should continue to push for more involvement in university-related diversity hires.

**Ombudsman update**

Megan Wenner stated that the University Faculty Senate voted on the Ombudsman position, and that the vote passed. The Senate is now pushing the Admin/Assanis to make a decision on this position. Additionally, two of the Chief Diversity Officer candidates discussed the possibility of an Ombudsman position on campus.

**Torch Award and Fall Meeting updates**

Megan Wenner said that Tywanda Cuffy will write the UD Daily article about the Torch Award recipient Patricia Sloane-White. The article will also need to acknowledge the 2020 winner. need to acknowledge winners from 2020 and 2021. Meaghan Davidson will follow-up with Tywanda Cuffy about the UD Daily article, and Zainab Shah will reach out to Jodi Drake regarding how to purchase the Torch Awards.

Meaghan Davidson initiated a conversation about the Fall General Meeting. We discussed when to hold it, how to structure it, and whether to do it in-person or on Zoom. We decided to hold the

business portion of the meeting on Zoom on November 3 around 12PM. The social gathering and Torch Award Presentation will take place in-person later that day around 4:00 or 4:30. Specific details TBA.

### **COVID survey update**

Barbara Ley discussed the initial survey write up for Employee Wellness. The plan is to provide them with an initial data write-up, followed by a conversation to discuss what other survey data they would like us to further analyze. Eventually, we may partner with them to help develop policies and interventions that address needs identified from our survey findings. Megan Wenner also stated that once Board members think the survey report ready, we will send it to Beth and Ryan and invite them to attend an upcoming Board meeting to discuss possible next steps related to the survey.

Lauren Bailes stated her grad student might be able to look over data and help conduct further analyses. Libbey stated that the more people looking at the data, the better. Barbara Settles suggested that we provide some boundaries for how to analyze the data and cite the survey.

### **Subcommittees and Annual Report**

Meaghan Davidson initiated a conversation about how we should organize our subcommittees this year, as well as whether we still want to set aside time during our monthly Executive Board meetings for the subcommittees to meet.

- We decided to keep the current three subcommittees (Outreach, Communication, Policy) and add a new Research subcommittee. The Annual Report will be housed in the Research Committee.
- We agreed to set aside 30 minutes during each board meeting for subcommittees to meet.
- Libbey Bowen suggested that the caucus/policy committee develop some type of bullying policy, as there have been concerns about bullying and threats from supervisors towards staff and faculty.
- Board members were encouraged to sign up for a subcommittee.
- At the October meeting, we will identify our three priorities for this upcoming year.

### **Executive Board Position Updates**

Jennifer Biddle nominated herself for new Board Co-Chair. Barbara Ley will continue as Secretary. The executive board voted unanimously for these updates.

### **Consortium**

Meaghan Davidson and Megan Wenner developed an idea to hold an event 2 to 4 times a year that would bring together representatives from different women's campus organizations (e.g., ADVANCE, Women in Tech, Women's Leadership). The events would provide opportunities for networking, collaboration, brainstorming, etc. Meaghan Davidson said that we will post the

invite to the group, and eventually post something about the consortium on our website. We also discussed letting our other diversity caucuses know about the consortium.

**Next Board meeting**

October 22 (10AM to 12PM)