

AGENDA
President's Commission on the Status of Women
December 19, 2018, 3:00 pm
Union 205

Welcome and Introductions

Members present: *Clara's proxy*, Laura Widenor, Kristin Tobias, Felisa Osburn, Kristen Schau, Mary Tolar, Debra Wilcox, Kiley Moody, Sarah Reznikoff

Overview of charge and purpose of the Commission

Reviews the roles, needs and opportunities of women, students, faculty, unclassified professionals, and university support staff at K-State and makes recommendations for change where appropriate.

Project updates for 2018-2019

a. Professional Development Fund

i. Award update (Felisa)

The committee met on the last Friday of November and determined who would receive funding. Total requests were \$5,304.15, so two requests were given reduced amounts since they did not exactly meet our requirements. Felisa Osburn sent out letters to all awardees; however, one recipient who received \$500 emailed and said they could no longer attend, so the money was used to raise the former two award that were given reduced amounts. In the end, all recipients received the requested amount.

ii. Non-tenure track faculty eligible (continue discussion)

Several questions arose during the last meeting such as, are there restrictions from funding source? What was the original purpose? How long has the policy been in existence? Wendy Barnes contacted Dana Hastings and she, in turn, emailed her the original policy, drafted by Stephanie Jacques that was put in place back in 2012 when President Schulz created the Commission. The policy as currently written specifies non-faculty professionals as being the only recipients. Felisa Osburn further stated she discovered, when going through past meeting minutes, the award was also originally only met for women. Something that is not currently in place. The group agreed to review this between now and the next meeting to continue discussion at the next meeting. Wendy Barnes stated she would like Stephanie Bannister present since she was on the original board and would probably be able to provide deeper insight. Mary Tolar thought it would be interesting to find out what kind of support is currently available to classified, unclassified, etc. She offered to inquire with HCS to see if they might know what is available – provost office has reported to the board about what we do for faculty development – what do we want to propose – would be surprised if there wasn't something in the "ether" about not allowing it to be sex-specific. Felisa says we have had a lot of men apply, one won multiple years in a row, topics were not always women-related. Another member stated it is crucial our presentation is relevant to the state of women at the university; however, the policy does not restrict how we decide who receives the money. Within the division of student life, Professional. Development Committee gives awards for unclassified, outstanding new professional, outstanding classified professional, graduate student award, Putting Students first award (one for faculty, one for SL professional). All must be nominated by at least two people in Student

Life. Felisa Osburn shared the Library has a set amount each support staff gets, as well as unclassified professionals. Kiley Moody shared the Women of K-State budget was significantly cut. Now they are looking to do larger events, and are interested in talking about opportunities to partner with PCSW to grow professional development fund. She said their annual summer luncheon is well-attended and the attendance charge does not serve as a deterrent. Another idea presented was working with the Alumni Association and providing people with the option to put a portion of their money towards the Professional Development fund. They are also sponsoring an Arrow coffee trivia night, which charges entry fees, so a portion of those, as well as drinks/food go back to the sponsoring organization. Wendy Barnes reminded the group our charge is to review roles and make recommendations to the President in the annual meeting. Felisa Osburn thought fundraisers could be tied more to lactation rooms. Kiley Moody emphasized the Women of K-State, an organization started by Noel Schulz, want to support professional development. Someone also asked if there is professional development going on between Salina and Topeka?

iii. Policy discussion

This discussion occurred in the previous bullet point.

b. Communications

Wendy Barnes has contacted DCM to have Debra added

c. Health and Safety Fliers

i. Safe bar alliance program (Clara)

Megan McCall, Clara's proxy, provided an update. She shared a representative from C.A.R.E. is attending the Flint Hills Human Trafficking task force meetings and at the next meeting would talk more about members from that group partnering up with campus to start the safe bar alliance program. Other potential partners are the Crisis Center, Fort Riley's S.H.A.R.P. Program, KSUPD, RCPD, and Leadership Studies. There are currently four students from a LEAD class committed to moving this forward and might be working with SGA already; however, that is not a certainty. Wendy Barnes stated her group, PAWS, who are trained in bystander intervention may want to be a part of this, and another student group suggested to help was WellCAT.

ii. Faculty connections to facilitate training (Mary)

Mary Tolar visited with Brandon Cleaver and found faculty would definitely be interested in helping with facilitation. Wendy Barnes shared P.A.W.S. is scheduled to do a presentation/training to Student Senate in February and could bring this program up during the presentation. Wendy will follow up with Clara.

iii. Flier inserts

We have halted bathroom exploration for the semester; however, once it warms up again we will pick back up and track the rest of the bathrooms for fliers and inserts. Wendy Barnes made arrangements with Felisa Osburn to pick up inserts and large posters over break. Sexual harassment fliers need to come out as well, since they do not say the C.A.R.E. office is confidential. Lolita Sump needs to be contacted to find out if there is a new building authority list.

d. Lactation Rooms

i. Tables

Wendy Barnes is working with the Counseling Services accountant to get tables and it will be a transfer of property. She also spoke with Dana Hastings about how this should occur and she was uncertain if a committee could have property. If not, the transfer will be directly to the President's office. Discussion occurred as to where they would be placed; the decision was Wendy's students would put one in Willard and the other in Waters.

ii. Women of K-State (Kiley)

Kiley Moody stated they have not yet posted the flier online.

iii. Outdated flier (Felisa)

Felisa Osburn has not contacted the Office of Student Life, but will do so soon.

iv. Google maps

Discussion continued regarding the map. It was stated that one problem with the recommendation was the App can take you to the building but not the exact room. While it is possible to take people to the coordinates, would it be able to tell someone to go up or down stairs? A question arose as to whether all locations are on the campus map; it is believed one location might be missing. Laura Widenor is able to contact someone who can update the campus map. The suggestion was made to pass it on to Ashley Martin and she could get it to the right person. Discussion also involved issues notifying student/staff where all-gender bathrooms are; how do we message that? A suggestion about signage indicating lactation and gender-neutral in buildings was made. It was decided the campus map needs to be double-checked for anything potentially missing.

e. Climate Survey

i. Dr. Samuel visit

Wendy Barnes emailed Dr. Samuel's assistant Cleopatra, but hasn't heard back from her. Another member mentioned she is out on maternity leave, so Wendy will contact him directly.

2. Other items of discussion

a. SANE/SART update

Wendy Barnes spoke to Judy Davis, Crisis Center Director, and she shared the following information regarding some of the concerns mentioned at the November PCSW meeting regarding the two students who encountered issues. SANE nurses operate out to the Birthing and Women's center, which is much better than them being in the ER; however, after hours they move to the emergency room. Despite that, she shared, the Crisis Center has not encountered any issues. The program has been up and running solidly for a year now with 24/7 coverage, and they are continually working on protocol in conjunction with The Crisis Center. Part of the protocol is the Crisis Center be contacted every time someone comes in. Therefore, if someone encounters a problem, Judy Davis needs to be contacted immediately to help solve the issue since she is the direct point of contact for the program. She asked that the individual provide detailed, written documentation of their experience, especially date and time so the hospital can pull up the record and keep updating the protocol to resolve similar issues. Megan McCall shared, based on Clara's information, the program has three trained nurses, with a fourth currently in training. The C.A.R.E. client was told that they could come back within 12 hours or go to another facility. They will follow up with client to see if they can provide documentation of the incident. It was

also noted that the hospital in Junction City has 24-hour coverage as well. It was further shared that a main challenge is that SANE nurses are already full time, and this is an addition to their hours. If they reach 60 hours in their nurse position, they cannot work SANE. Felisa Osburn inquired if a victim goes to the hospital for a SANE nurse, does the hospital cover it or does the victim? C.A.R.E. stated sometimes it happens, but the victim is typically not supposed to be charged, which is a federal protection

b. Sexual Violence policy

Possibility of dedicating a meeting to discussing and reviewing policy was suggested and agreed upon by the members present. It was reiterated by Wendy Barnes that the President clearly stated he has no intention of changing the policy during his presidency. Laura Widenor believes we have enough on our plate right now. She further stated since we don't have the ability to make an impact this year, it may be better for next year to re-evaluate. Felisa Osburn would like Christie Launius involved in the conversation due to her position as Head of GWISS. Kiley Moody says it is still worth looking at even if current administration is not interested, or push it back and address it later in the spring or summer. It was recommended we at least say we have noticed he has not released a statement and continue to bring it up!

c. ASAP training

Wendy Barnes talked to Jim Parker and will be meeting with him after break. The understanding is they are looking to bring a new platform this year. If anyone has questions they would like addressed in the meeting with Jim please email them to Wendy.

d. Inclusive, safe spaces for transgender women

Wendy Barnes will discuss with Jim Parker in the meeting after break. Another question raised was regarding if they are taking out all the urinals in the men's bathrooms to be more inclusive?

3. Spring meeting schedule

First meeting will be during the last week of January so students can be in attendance.

4. Adjourn

Happy holidays!