

MINUTES
President's Commission on the Status of Women
February 20, 2019, 3:00 pm
Room 204

Welcome and Introductions

Felisa Osburn, Debra Wilcox, Stephanie Bannister, Sarah Reznikoff, Clara Valadares Kientz, Kristin Tobias, Wendy Barnes, Sara Thurston, Laura Widenor

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 for Spring

Felisa Osburn stated she would like to award on March 18th, right after spring break. Stephanie Bannister felt deadlines after a break are hard for people and suggested a midweek deadline might be easier. The deadline for submissions was set to Wednesday the 20th. Felisa also reported there is one application currently. She said she would publish an announcement in K-State Today on Friday, February 22.

ii. Non-tenure track faculty eligible

Wendy Barnes asked Stephanie Bannister her thoughts on whether non-tenure track faculty can be eligible for funding. Stephanie Bannister stated she doesn't see an issue with it. With a growing number of faculty who are either adjuncts or instructors, there is an unmet demand for professional development. A suggestion was made we could make it like other groups on campus that provide funds to a mix of all populations. The current application asks if there are other sources of funding available. Wendy Barnes stated since we are in a period of financial uncertainty right now, maybe adjusting the policy is not a good idea. She recommended we leave it as is for now and revisit the conversation after this semester.

b. Communications

- i. Wendy Barnes had Debra Wilcox added to the CMS. Due to work obligations Jayme Reid had to leave the Commission, so she is no longer on this workgroup.

c. Health and Safety Fliers

i. Safe bar alliance program

Clara Valadares Kientz reported there are no updates regarding this program. She stated C.A.R.E. does not have either the time or the resources right now to focus on it. She further remarked she would like to be more in contact with S.H.A.R.P. and Fort Riley. C.A.R.E. is meeting with the Domestic Violence Allies Network next Wednesday and, hopefully, talking about a collaborative approach to bring SafeBar alliance. Clara stated she would like to see it be a Manhattan community effort instead of just the K-State community. An SGA candidate is basing his platform on the SafeBar alliance and will attempt to get SGA involved, which would provide student interaction. Clara stated she would share more at the next meeting. Clara then explained the program. She said the SafeBar Alliance is a program that trains bar staff and bartenders to notice red flags and

develop skills in bystander intervention techniques, as well as understand when potential acts of violence are occurring. The programs provide tools and resources, as well as support to help employees act in those situations and provide support to the survivor.

ii. **Faculty connections to facilitate training**

Mary Tolar said that she's willing to make connections as opportunities arise, connections for Wildcat Dialogues. Both faculty staff and student facilitators. Once the program is up and running she'll be happy to make connections when appropriate

iii. **Flier inserts**

Wendy Barnes stated she has reached out to Lolita Sump to get a new building authority list. Once she receives it then her staff will go out and finish marking which bathrooms need inserts, so we can submit a recommendation to facilities for installation of the flier inserts.

d. Lactation Rooms

i. **Tables**

Wendy Barnes shared Counseling Services has decided to donate two tables to the Presidents Commission. She asked if they should put one in Willard and the other in Waters. Laura Widenor stated there is not a room in Waters Hall. Debra Wilcox has print outs of all the rooms located so far, except for the stadium. Laura said Willard is the room needing the most help, since the condition of the room is not user-friendly.

Currently, a broken collapsible chair is serving as a table. It was recommended we throw away the broken chair and get a table in there as soon as possible. It was decided to only use one table, which will be placed in Willard.

Discussion then switched to the available room in Throckmorton. Laura Widenor shared the room in Throckmorton is an office and stated she was concerned about the process of getting it designated as a lactation room, regarding what we would need to do to get it officially designated. She stated the rooms in Bramlage and Lafene do not have a sign designating it a lactation room, which makes it. The room in Lafene has moved three or four times and would prefer it not be listed, since it is only for employee use and is not available to students. Laura felt we need to learn about the official designation process, so rooms are not repurposed as something else. Wendy Barnes stated she and Felisa Osburn we are wondering what the requirements are regarding access to water or a restroom nearby. Laura Widenor said every single room she has looked at either had a sink or was within the restroom area. The room in Dole is a full office but has a restroom right next to it. Wendy Barnes recalled at some point someone investigated the requirements and they it couldn't be in a restroom for sanitary reasons. Laura Widenor replied it's not like a restroom stall or next to the stalls, but it's a room right next to the bathroom, providing the Leisure Hall lactation room as an example. In the College of Business, you must walk into the restroom and then into the lactation room. Wendy Barnes shared that Felisa Osburn inquired as to whether we might be able to use the glider in Throckmorton. Laura Widenor said if we must take Throckmorton as is, then there's no space for a new chair. Wendy Barnes redirected the conversation to Lafene and inquired if it should be removed from the website. She then remarked the location is also on the flyers and posters that we have. Laura Widenor confirmed it should be removed from the website, since the room not a lactation room. The door is locked and there is no labeling. It was agreed to remove Lafene from the website. Laura Widenor then asked if anyone knew who we might speak

to about the process. Wendy Barnes suggested Loleta Sump or someone in Space Management and Planning.

- ii. **Women of K-State** (Kiley)—no update
- iii. **Outdated flier** (Felisa)—no update

e. Dr. Samuel visit

i. Active Engagement with PCSW

Clara Valadares Kientz state there could be both benefits and disadvantages. She said one benefit was meeting with him rather than President Myers is it could be less intimidating, and we could possibly propose ideas in a better manner. She further stated if Dr. Samuel were to take ideas and deliver them to the President, it would provide one voice and more structure, which could have some benefits. However, she did express concern our message could get lost in translation. Wendy Barnes remarked she felt as professional women, when we meet with the President we make sure what we're doing is very structured and organized. She shared her reaction to the conversation and said it felt very uncomfortable to hear the process was changing without our input. Debra Wilcox agreed with both Clara Valadares Kientz. Stephanie Bannister stated for historical context, it took a lot to make this a Presidential Commission. The purpose was to alleviate a lot of unmet need. She said, previously the Commission formed the annual report and submitted it to the President, and the Chair talked about it with him. She felt this allowed for less intimidation and some conversation. Stephanie Bannister wondered if Mary Tolar was the Provost representative and offered to follow up with her regarding the process. Felisa Osburn replied she felt like there were tangible results after meeting with the President face-to-face. Clara Valadares Kientz remarked we never saw anything about the statement he said he was going to submit. Wendy Barnes said she will keep this on the agenda since there are more items to discuss.

Other items of discussion

- f. **SANE/SART update**
Tabled until next meeting
- g. **ASAP training**
Tabled until next meeting
- h. **Inclusive, safe spaces for transgender women**
- i. Tabled until next meeting
- j. **Sexual Violence policy**
Tabled until next meeting

New Items

Tabled until next meeting

Adjourn

Next meeting will be March 27, 2019 at 3 pm in the Konza