

Minutes

President's Commission on the Status of Women

**November 14, 2018, 11:00 am**

**Konza Room**

**1. Welcome and Introductions**

Members present-- Wendy Barnes, Sarah Reznikoff, Hannah Heatherman, Christie Launius, Felisa Osburn, Kristin Tobias, Kristen Schau, Mary Tolar, Sara Thurston, Clara Kientz

**2. 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.

**3. Projects updates for 2018-2019**

**a. Professional Development Fund**

After last meeting Dana Hastings emailed and said we had \$5,000 for Fall and Spring semesters. Felisa Osburn has placed an ad in the K-State Today announcing the awards. She has been emailed by four individuals so far. Unfortunately, three out of the four did not qualify since they were faculty. Another K-State Today announcement will go out on Friday and includes a paragraph stating that faculty are not eligible. Discussion then ensued as to whether or not we should review that policy and include non-tenure track faculty. Given that instructors do not get funding it might benefit them. A question was raised as to whether or not there is a restriction based on the funding source. Two other questions in regard to distribution were "how long has this policy been in existence?" and "what was the original purpose?" of the fund. At the suggestion of modifying the eligibility to include non-tenure track faculty, a few points were raised. Peoplesoft does not designate between tenure track and non-tenure track faculty. It would need to be very clear in the eligibility guidelines. A suggestion was made we require a brief memo from the department head substantiating the claim there is no financial support within the department for non-tenure track faculty. Further discussion of this topic will occur at next month's meeting. As of today there is one applicant. The deadline is on November 26<sup>th</sup>, 2018.

**b. Communications**

Workgroup (Jayme Reid, Debra Wilcox, Wendy Barnes) needs to look at the website; however, input from everyone on the commission about appeal and suggested improvements. Need to verify with Judy Davis as to how many SANE/SART nurses there are and update the website to reflect the true number. Clara said she would contact the hospital. She also raised some concerns about how the procedure is currently working. Clients served try to go to the hospital for an exam and are having negative experiences. One survivor went to the ER and was told it would take a couple of hours and it was suggested she go to Salina. Questions came up as to how we might be able to provide support and/or fill in the gaps.

**c. Health and Safety Fliers**

LEAD class was interested in doing a bystander intervention project with C.A.R.E. They also expressed interest in doing a safe bar alliance/program. Would entail training bar staff in bystander intervention; however, there can be no continued involvement with the class because they are graduating this semester. Clara is communicating with the Lawrence group, who is willing to do the training with us. She has reached out to Judy Davis and the SHARP director to

see if it can be a collaborative training. All that is needed is volunteers to train the bar staff in Aggieville. Mary suggested reaching out to the Aggieville Association and volunteered to do so. She also said there might be opportunities for training with faculty connections. Wendy's staff is looking through all campus bathrooms and noting which have inserts, while removing incorrect fliers. Many have the resource wheel or the vomiting clown. We still have not determined what to put in the inserts.

**d. Lactation Rooms**

The group agreed that we should acquire the tables from Counseling Services. Wendy will take care of doing so. Discussed Laura's email outlining a direction for the workgroup. She suggested contacting the following groups: La Leche League, Riley County WIC, Women's Health, Pediatrics, Lafene. A comment was made that Stephanies Jacques requests information about location during New Employee Registration. Someone asked where pregnant students get care. Women's Health group is the only place in town. There is nothing at Pediatrics promoting breastfeeding and many younger students may not even know about breastfeeding or pumping. The email also suggested contacting Women of K-State to inquire as to the status of their efforts. Kiley Moody offered to follow-up. The email will be forwarded to the working group. Another suggestion was made to reach out to parenting associations and see what other group have done. Felisa shared there will be two or three lactation room in the new Hale. Email from Alexis was discussed regarding the outdated lactation flier being the first hit when doing a Google search and nothing on our website about lactation room locations. Felisa offered to contact Office of Student Life and request they unpublish the file. Another point was finding out how we might be able to get the Google maps app to walk people to the location of the rooms. The suggestion was made to contact Google tech support.

**e. Climate Survey**

Working group was formed in October to address the climate survey. The question came up as to whether or not we want to move forward on this particular subject. Several in the room were part of the focus group with Dr. Samuel. His assistant, Cleopatra, has reached out and expressed Dr. Samuel's interest in attending a meeting for introductions and a short Q&A. After a brief discussion it was determined he would be invited to the January meeting so the students could be present as well. Discussion about the expense of an external survey vs. conducting an internal survey once again arose. Clara stated the sexual violence climate survey was only sent to undergraduate students here in Manhattan. The 2015 survey only included one question about sexual harassment. The recommendation was made the next survey ask a few more questions about sexual violence for faculty/staff. Mary stated there is pressure to move forward with the new survey. Last time the survey was conducted it was part climate survey/part workplace satisfaction, which could have confused many issues. One topic to ask Dr. Samuel is where are the questions based from? Are they evidence-based or coming from an internal survey? The point arose that this should be done externally. Workgroup will compile a list of questions for Dr. Samuel between now and the January meeting. Christie shared that Brian Niehoff reached out to her in early October. There is definitely a conversation happening about the survey. Survey researchers are being gathered and they are attempting to find out if there is a capacity to do an internal survey, as it will be an enormous undertaking.

#### **4. Other items of discussion**

##### **a. Sexual Violence policy**

President Myer has not released a statement about the policy. It was reported that OIE reviews the policies and makes necessary changes. C.A.R.E. has been asked to provide feedback. OIE is now receiving feedback each summer. It was suggested a meeting be dedicated to looking at the policy in order to provide recommendations and feedback. Discussion ensued as to whether it might be beneficial to meet with the President to address the issue once again. Someone asked what on-campus risk is there if the incident occurs off-campus. It was shared that the CIRT team follows a different process than OIE when investigating incidents since that group is focused on current campus safety issues. This is a positive change in how OSL is responding.

##### **b. ASAP training**

There is no training provided for faculty/staff, only students. SGA wants a mental health component to be added. Hannah shared there was a meeting on November 13, 2018 at Lafene. They are looking at five different platforms and taking an overall wellness approach, but focusing on sexual violence. They are opening opportunities for any student to try the different platforms and provide feedback. Sara stated there is nothing for International students. Currently, it is U.S. culture-based and is not inclusive. Complaints from older students and others who don't drink who feel it is a waste of time since it is not their reality. Discussion ensued as to how the program is not universally applicable. A suggestion was made to do alcohol one semester and sexual assault the next. SGA is committed to resolving the issue during the current cabinet's term. HealthQuest was raised as a good platform for training faculty/staff.

##### **c. Inclusive, safe spaces for transgender women**

Tabled to next meeting

#### **5. Spring meeting schedule**

MWF look best so far. An email will be sent to individuals requesting availability.

#### **6. Adjourn**