

Commission on the Status of Women
Meeting Minutes
November 15, 2005
10 AM, CSU 256

Members present: Krysten Bachicha, Maria Bevacqua, Julie Carlson, Carol Endres, Kristeen Giese, Rosemary Krawczyk, Kelly Meier, Deirdre Rosenfeld, Denise Thompson, Shannon Villwock, Betty Young

Regrets: Lisa Darvell, Suzie Dugan, Margaret Frazee, Jane Earley, Sarah McLaughlin, Susan Taylor, Kenneth White

1. Welcome

2. Bryn Mawr Summer Institute opportunity has been publicized on campus, see <http://www.mnsu.edu/humanres/brynmawr.htm> for more information

3. Annual Projects

- A. Fall reception to welcome new women employees
- B. Professional Development & Research Grants
 - Awarded \$3000 last year
- C. Research Project of the Year Awards
 - Faculty/Staff, Graduate or Undergraduate Project of the Year
 - \$350 honorarium to each selected research project
- D. Women of Courage and Vision Recognition Reception
 - Last year the CSW contributed \$1200, covering nearly all expenses
- E. Publish Employee Equity Data
- F. Disseminate Information
- G. Developmental guest speakers/campus events
 - How can we more effectively navigate “woman” as a category?

4. Ongoing Issues

- A. Sexual Assault Concerns
 - Establish a position for a Sexual Assault Services & Outreach Coordinator
 - Additional Full-time Campus Security Officers
 - Security Office Location
- B. Address Workplace Bullying
- C. Diversity Concerns Regarding Guest Speakers

Every speaker who comes to MSU presents an opportunity for the University to reinforce its diversity goals. Presenters need to be aware that diversity is a priority for MSU and that we expect them to play a role. When you consider or engage a speaker for an MSU event, please take the following three steps to help make them aware of our expectations:

1) Inform them of the University's active commitment to diversity and our definition.

2) Make it clear that the University expects all presenters to help advance this strategic priority, realizing that different presentations allow for this to different degrees.

3) Offer specific examples of how presenters can achieve this--e.g., a guest should ensure that examples used reflect a diversity of voices and experiences; a workshop facilitator should use visuals that include people of different ethnic backgrounds, genders, ages and abilities.

D. Consensual Relationships Concerns

The President reported that establishing a policy related to this concern is not possible, according to MnSCU's attorneys. The Commission continues to believe that MSU can take steps to reduce the risk of student or employee victimization due to relationships with instructors or supervisors. The Commission recommends that MSU take steps to protect and advise students and employees related to this issue. For FY 06 we plan on posting a value statement, links to sexual harassment/nondiscrimination (1B.1) policies and procedures, and information regarding support resources on our website. We encourage the President to take steps to increase campus awareness about this issue.

E. Women's Leadership Proposal

5. Discussion of Ongoing Issues

- What are our priorities? Are any of these issues time-sensitive? Can any of these issues be addressed quickly, and do others require more work/time?
- Investment in strategic, intentional planning
- What is our scope? Do we take action or make suggestions/recommendations?
- We can tackle one issue at each meeting

6. Sexual Assault Concerns

- Half-time fixed-term Sexual Violence Education Coordinator position was established
- What is the future of this position? Will it exist after 6/30/06? Who will fund it?
- Dramatic increase of support services requested by students noted:
 - Throughout the past 2 academic years, the Women's Center has seen an average of 1 student in crisis and about 2.5 students seeking consultation for reasons related to sexual violence each week.
 - To date this academic year, the Women's Center has seen an average of 2.5 students in crisis and about 5 students seeking consultation for reasons related to sexual violence each week.
- When will data arrive from the new half-time position regarding student usage? Note: this professional begins work November 21, 2005
- Concern raised about timeline and funding decisions. Late decision-making determined current SVEC late start date

- Can we work with our Liaison to communicate with President Davenport regarding this issue?
- Co-Chairs will draft a letter asking President Davenport to commit to funding this position full-time on a permanent basis. All Commission members will have a voice in editing this letter.

7. Recognizing Bullying in the Workplace session update

- Thanks to Shannon and Susan, this session will be included in the series of workshops on Professional Development Day, January 11, 2006
- Session description: It's been called the "silent epidemic". What is a bully? What do bullies do in the workplace? How should you respond to it? How common is it? Come to this enlightening session intended for all employees and join us in the discussion about bullying in the workplace.
- Kristeen and Deirdre will meet with Susan to plan the session.

8. Meeting minutes be posted on our website

9. Next Meeting

- Tuesday, November 29, 10 AM CSU 256
- Lori Lamb will join us to discuss issues related to bullying in the workplace
 - Workplace Environment Policy & Employee Complaint Procedure
 - Who trains and/or informs supervisors of their responsibilities?
 - Bullying-related resources for employees & students

10. Meetings next semester

- Krysten will be in touch before December 2 to assess your availability for meetings spring semester

Minutes submitted by Deirdre Rosenfeld