

Women's Caucus
Executive Board Meeting
May 18, 2017
1:00 – 3:00 p.m.
209 Allison Hall West

Minutes

Board members present: Kelsey Cummings (co-chair), Jodi Drake (interim co-chair), Helga Huntley, Margie Kiter Edwards, Shannon Lennon Edwards, Katie Meier, Regina Wright (treasurer)

Excused: Megan Gaffney, Stephanie Kerschbaum, Keeley Powell

Newly elected board members present: Meghan Davidson, Amy Johnson, Michele Kane, Audrey Rossi

1. Agenda adopted.
2. April minutes were approved as submitted.
3. Welcome to new members.
 - Introductions
 - New members will be added to Sakai site; outgoing members will be removed.
[Jodi D.]
4. Torch Award Recap:
 - Generally, positive experience. Karren Hessel-Spry (Torch Award recipient) enjoyed the event. Smaller than last year. Better acoustically, because of the mic!
 - Improvements for next year: Improve the advertisement for nominations. (E.g. have the university retweet the announcement). Better than in 2016, but we would like to see broader participation.
 - UDaily story on the event is forthcoming. [Katie M.]
5. June Meeting and Elections
 - Continuing and new board members are encouraged to consider stepping into a leadership role, to be elected at the June meeting.
 - Currently, we have no secretary, with responsibilities split between Megan G. (list-serv) and Margie K. (elections). Minutes are being recorded by a volunteer each meeting.

- Both co-chair positions will be up for election: Kelsey C. is filling the last year of Christine Mangat's term as interim co-chair. This position will be filled for a 2-year term. Jodi D. is filling the rest of this academic year for Heather Doty's term as interim co-chair. This position will be filled for the remaining year of the 2-year term. Preferably, one co-chair will be a tenured faculty member, for the independence and job security that position brings. Co-chairs are responsible for logistics, agendas, and attending OEI meetings.
- Regina W. is serving as treasurer and has another year on her term.
- The core of the communications committee is leaving with outgoing board members. New involvement is needed, although Steph K. has offered to continue helping out with the annual report. A review of the history, role, and content of the annual publication was given. Work usually happens over the summer and is a team effort.
- Website is currently maintained by Steph K. and Katie M. Kudos are already being maintained by incoming board member Diane Rogers.

6. OEI Meetings

- Caucuses are receiving solid support from J. Daniels (oversees caucuses for OEI) and A. Foley (program coordinator at OEI). C. Henderson (Vice-Provost for Diversity) and S. Groff (director of OEI) attend the meetings sometimes.
- Request for a 2017/2018 budget by June 16. This year's budget was \$1800. We used all of it and dipped into our gift account to cover the food at 2 general meetings. OEI is seeking to fund larger collaborative initiatives.
- OEI wants evidence that the caucuses are active. Not a concern for the Women's Caucus...
- OEI is open to ideas to improve conditions for caucuses, such as compensation for their officers (done on some other campuses).
- Emphasis is primarily on programming. This hasn't been the Women's Caucus's focus, which has been directed at policy proposals. Possibilities to partner with ADVANCE on events. There were preliminary talks with the International Caucus on putting together a family event. LGBT caucus frequently co-sponsors events with other non-caucus groups.
- OEI encourages more inter-caucus communication and is considering to put up a canvas site open to the co-chairs to exchange ideas, suggestions, questions, and experiences.
- Diversity Summit (staff professional development event) is fully subscribed. Conceived as a blueprint for a similar event next year to reach a wider (beyond UD) audience.
- Conversations about how to move caucuses input up beyond OEI.

- Karla Bell (LGBT caucus) will discuss collaborative opportunities with the Biden Institute.

7. Updates

- Re. our constituent's work discrimination complaint: Steph K. met with Tom LaPenta. He indicated that he agreed that it was inappropriate for the job not to have been posted for that long. He suggested that there is talk about the need for this job generally, which may have contributed to the situation, but did not say that there was a plan to eliminate them. He promised to look into the issue but has not been in touch again. Amy J. and Regina W. volunteered to help Steph K. with follow-up with LaPenta to keep the issue moving forward, with an inquiry every 2 weeks.
- Laurie Ergin (VP and general counsel) offered to meet with us to give us her perspective on our advocacy efforts. Katie M. sent her our family leave proposal for her input.
- Martha Buell (incoming Faculty Senate president) could be a strong ally with good connections to the higher admin.
- Amy J. suggested that Frank Newton (now exec. director in Health Sciences, formerly chief of staff to President Targett) continues to be a good resource, with valuable insight into the university and its workings.

8. Priorities

- Ombuds Proposal
 - Margie K. is getting spread very thin with her regular work load, due to many new job responsibilities. Wants to continue working on this, but doesn't have the time to do so. No new progress since last time.
 - Amy J. suggested some urgency to moving this forward, since Pres. Assanis is in the process of reorganizing UD to improve the work climate.
 - Kelsey C. will edit the current version of the proposal and send it to Amy J., who will share it with Martha Buell for an initial reaction.
 - Kelsey C. will bring the proposal back to other caucuse chairs for their sign-on at the next working meeting June 6.
- Family Leave
 - Review of current status: Haphazardly applied policies currently, with limited options, especially for staff. Our proposal for 12 weeks paid parental leave for new parents was modeled on the state bill and presented to the President's Round Table in June 2016, on Assanis's first day. Have not heard back since then.
 - Susan Williams suggested following up with Alan Brangman (Executive VP).

- Might want to get Martha Buell's help with this one, too, although it will not affect faculty who are under the CBA (?).
- Consider getting backing from state senator Bethany Hall-Long (nursing professor) and Deborah Heffernan (sponsor of the corresponding state bill). Regina W. will contact B. Hall-Long.
- Childcare
 - Current status: We did a survey and analyzed the data, but no policy proposal developed. ELC has indicated that they do not see themselves as filling the need we identified for an on-site childcare center specifically for UD employees and possibly students.
 - Goal: Accessible, affordable, high-quality child care option for UD employees.
 - Potential partnership with someone like Bright Horizons to operate the center for UD, but they tend to be expensive.
 - Potential for UD undergraduate learning experiences.

9. Additional Items

- Next meeting will be scheduled with a Doodle poll that will go out soon.

10. Adjourned