

Women's Caucus Executive Board Meeting Minutes
Monday, December 9, 2013
Development & Alumni Relations Main Board Room

Board members present: Gretchen Bauer, Heather Doty, Megan Gaffney, Karren Helsel-Spry, Helga Huntley, Stephanie Kerschbaum, Debbie Kirwan, Shannon Lennon-Edwards, Christine Scheirer, Patricia Sloane-White

Excused: Robin Andreasen, Rebecca Davis

Guests: Becki Fogerty, Director, Office of Equity and Inclusion and Bindu Kolli, Director, Policy Compliance and Labor Relations

1. Adoption of the agenda

Agenda was approved.

2. Approval of the minutes from the November 7, 2013 meeting

Minutes were approved. M. Gaffney will send to Becki Fogerty in OEI.

3. Guests: Bindu Kolli and Becki Fogerty

a. Bindu Kolli's new role: She remains the campus Title IX coordinator but has also added employee and labor relations to her portfolio, taking over Tom LaPenta's previous responsibilities. He is finishing out the cases he began investigating; B. Kolli is taking on new cases reported to her office. Her responsibilities now include: investigating or initiating an investigation when complaints are received; evaluating whether complaints overlay with non-discrimination policies on campus; educating departments or chairs if she observes a high number of reports from a particular unit; reviewing and responding to all sex-based harassment claims on campus (required as a function of her Title IX coordinator role/Department of Education mandates); dealing with union negotiations, such as Collective Bargaining Agreement discussions; grievances. There are two deputy Title IX coordinators: one in Student Life, one in Athletics. Several other offices, such as OEI and the UD Police Department, are trained to hear complaints about discrimination, gender-based violence, and other issues. All offices that do not carry clerical or counselor confidentiality privileges are required to report accounts of: egregious allegations of sexual harassment or assault, threats of harm to self or others.

b. Intersection with Women's Caucus concerns: The Women's Caucus can bring issues forward to B. Kolli's office and can serve as a third-party complainant if an individual does not wish to come forward. The Board can suggest ways to clarify the non-

retaliation policy and published information about where victims might go to seek assistance or file a complaint.

Bindu Kolli is no longer in the Office of Equity and Inclusion; both she and Becki Fogerty report separately to T. LaPenta. This change separates the staff responsible for policy compliance from an office that could be seen as a neutral place on campus for faculty, staff, and students to go with complaints. OEI has no responsibility for policy compliance or mandatory Title IX reporting. A current proposal to administrators on campus for a reconfigured OEI clarifies that the office is expected to triage reports and advise victims of their options.

4. Co-Chairs Report

a. DEC meeting with Tom LaPenta: Case logs were not discussed. Most of the discussion was similar to the Women's Caucus Board meeting with him.

b. Update on the Asian-American and Pacific Islander Heritage Caucus: Their board has concerns about creating a new office on campus and would like to see evidence that the existing structure doesn't work.

c. Ombuds update: The Board will have a future discussion about the ombudsperson proposal in light of the new information shared by B. Fogerty about the proposed changed role of OEI. The Women's Caucus Board can offer assistance to Human Resources as it rolls out this new configuration and provide constituent feedback about how the new structure is working.

d. Fundraising: A donor has given a one-time gift to the Women's Caucus through the Office of Development and Alumni Relations. The Executive Board will send a letter to thank the donor. This gift was unsolicited; if the Board wanted to conduct formal fundraising efforts, we would first discuss with other caucuses.

5. Vote on bylaws update: Board leave policy

Updates approved unanimously.

6. Subcommittee Reports

a. Childcare: New chair is Jodi Drake, Honors Program. The committee plans to move forward on the childcare survey in Spring 2014.

b. Website: The Annual Report is on the Caucus website. S. Kerschbaum has a transcript and is working to caption the Mae Carter video. H. Doty continues to update the "Kudos" section of the site.

c. Publications: No updates.

d. Leave Policies/Promotional Issues: D. Kirwan will be attending a campus-wide meeting to discuss leave policies, including the proposed sick leave bank. The subcommittee may want to discuss promotional issues with B. Kolli in her new position.

e. New standing subcommittee? Board development & outreach: P. Sloane-White will take on this role. No other committee members will be appointed at this time. Responsibilities will include: maintaining a list of potential Board candidates and contacting them as vacancies become known, communicating with potential new constituents, and providing orientations to new Board members.

7. New business: C. Scheirer will contact Board members to set meeting times for January through June 2014.

Meeting minutes submitted by Megan Gaffney