

**Women's Committee Meeting**  
**August 28<sup>th</sup>, 2015**  
**9:00 pm – 11:00 pm**  
**Denver conference room, 1800 Grant St, Denver**

**Meeting Minutes**

**Attending:** Sarah Anderson, Heather Johnson, Rian Kerrane, Leann Morgan, Liz Seelenfreund

**On the Phone:** Uyen Truong (attempted call)

**Review of Meeting Dates for 2015-2016**

Heather Johnson suggested cancellation of December 18<sup>th</sup> meeting due to proximity to holidays. Motion to cancel meeting was approved by all.

Heather Johnson will be unable to attend September 18<sup>th</sup> meeting.

Rian Kerrane may be unable to attend October 16<sup>th</sup> meeting.

**Women's Committee Website**

All members should check the website to make sure their name and information is correct.

**Review of 5 Concerns from the Website**

Discussed and agreed that there are no changes or additions needed.

**Proposal for Three Recommendations for Change**

1) Lactation rooms, 2) standardized pregnancy policy with regards to nondiscrimination and FMLA, 3) day-care options for faculty.

- 1) L. Morgan: There needs to be a full list of all lactation rooms for CU facilities posted on the Women's Committee Site, to be updated each fall.  
Conclusion: L Seelenfreund volunteered to look into it and update the document for the website.
- 2) Pregnancy is not included in CU's nondiscrimination policies, but should be. In addition, CU's FMLA policies vary across departments and campuses. Recommendation: One standardized policy for all of CU with regards to the FMLA and parental/family leave on campuses. In addition, 9 month employees may not have a good understanding of their PTO and should be educated on the matter.
- 3) Drop-in daycare and daycare alternatives for staff member. Questions: What would it take to expand services? How would it be funded? Suggestions: Priority drop-in daycare for faculty. Alternative babysitting service for when children are sick (reference to a such a service available for the Boulder campus). Perhaps make the babysitting service a work-study program (suggested by L. Seelenfreund).

Rian Kerrane requested more demographic information with regards to non-tenure track employees, as well as demographic breakdowns based on ethnicity and gender.

### **Committee Guests**

The committee should bring in someone from the system level each month to address these issues. Leann Morgan will contact Kathy Nesbitt, Vice President for Human Resources, with regards to coming to the next meeting.

### **Review of Symposium Report from 2014 (set goals for improvement)**

#### **General Suggestions for Upcoming Symposium**

- Rian Kerrane suggested “Managing family and work” for future symposium topic.
- Leann Morgan proposed creating a list of things for attendees to do while in Colorado Springs, including dining, art events, etc to give out to the Symposium attendees.
- General Proposal: More vegetarian, vegan, and gluten free options are needed to be inclusive.  
Suggestion: The Symposium will provide an inclusive breakfast as well as an afternoon snack. Lunch would not be provided, but a shuttle would be provided to the University Village where there are options for food. The lunch period would be an hour and a half, from 11-12:30, and the shuttle would run every ten minutes. A map with a list of available restaurants, as well as a guide to restaurants that are vegetarian, vegan, gluten-free friendly, should be available on the website before the conference.

Benefits of Suggestion: a) Save money

b) Provide varied options

c) Encourage networking

- Leann Morgan proposed that the Symposium last longer in the day since the one and half hour lunch was accepted, possibly going until 4 or 5pm.

### **Proposal for a Women’s Retreat**

It would take place Thursday evening before the symposium. Retreat would start at 5 (committee members would arrive at 3 to fill gift bags) and include chair massages, manicures (possibly), dinner, Strength Finders (test is online, costs \$9.95 to take, and would be required for any Women’s Retreat attendees), and talks regarding finding common ground and letting go of insecurities. Leanne Morgan will look into reserving the Heller Center or a similar venue.

Motion accepted unanimously.

### **Donations**

No more pins needed. Flash drives, stress balls, water bottles, coupons for women-owned business, etc would be good. Memorabilia (t-shirts, hoodies, hats, mugs, etc.) from the different campuses would be good. Bags for holding these things are needed. Liz Seelenfreund will look into a website and get prices for tote bags (insulated tote bags, draw-string bags, etc. discussed as alternative bag styles). Leann suggested black as the color for the bags. Sarah Johnson has connections for possible sponsorship for donations whom she will contact.

### **Ride-shares**

Option 1: Facilitate a space for attendees to self-organize ride-shares.

Option 2: Set up through Google docs with a committee member organizing for different regions. (Suggestion: Melinda Piket-May could organize something in Boulder.)

**Elizabeth Gee Award**

Melinda Piket-May will contact reviewers for the Elizabeth Gee Award.

**Symposium Proposals:**

Heather Johnson will chair the committee to review the Symposium proposals. The deadline for proposal applications is November 15<sup>th</sup>. The first meeting to review the proposals will be December 2<sup>nd</sup> at 4pm, dinner covered by the committee budget. Isabella will reserve a room from 4-6pm for that date.

**Adjournment**

There being no more business, the meeting was adjourned at 11:00 a.m.