



Women's Committee

October 17, 2014

9:00 am – 11:00 am

1800 Grant St, Denver Conference Room

Meeting Minutes

Attending: Sarah Anderson, Catherine Kunce, Heather Johnson, Laura Borgelt, Kathleen Bollard, Liz Seelenfreud, Judith Coe, Isabella Muturi Sauve, Melinda Piket-May, Emilia Broce,

On the phone: Leann Morgan, Colleen Dingmann, Judy Anderson, and Jan Owens

Approval of Minutes

Minutes from the September 19, 2014 meeting were approved unanimously.

2015 CU Women Succeeding Symposium Planning

The committee members discussed potential speakers for the symposium, including Kelly Fox, Jane Shoemaker, and Lily Marks. Laura offered to contact Lily to find out her availability and evaluate the schedule. For the introduction, the committee proposed asking Sarah Thompson or Denise Kassebaum to give a speech, and the committee proposed having Donald M. Elliman Jr. give the Welcome Speech. Ideally the committee preferred to have speakers for the symposium be from each of the different schools.

The committee members also discussed inviting people to submit their proposals rather than waiting for people to submit their papers for the symposium. Sarah mentioned Jacque Montgomery from Kaiser Permanente, and Isabella recommended looking into the presentations from the COLTT Conference. In addition, the committee members made suggestions for possible categories for proposals. The potential categories included research, innovation, media, financial, education, staff and wellness. For one of the panels, one of the committee members mentioned the idea of having female survivors from abusive relationships participate. Another member proposed having a Safe Zone Training session during the symposium. However, there may not be enough time or room for the session during the symposium unless the session took place after the symposium. Retirement issues were also discussed.

There was a discussion about the schedule and sessions during the symposium, and the committee reviewed the schedule from the past symposium as reference for working on the current schedule for the upcoming symposium. The committee members talked about how much time to leave in between sessions in order to allow for attendees who may have to travel between buildings when going from one session to the next. Isabella and Emilia will look into what the room capacities, possible room set ups, and how many rooms are



confirmed for the symposium. In order to get the schedule and sessions set, the members agreed to schedule an additional meeting to review proposals for the symposium on Thursday, November 6, 2014 from 3:00 PM to 5:00 PM in the 1800 Grant Street office building. Emilia or Isabella will look into reserving meeting space for the meeting. The committee members also mentioned going before the symposium starts to check on the state of the rooms and room set ups before the symposium starts so that any corrections can be made if need be.

The committee members discussed the vendors and exhibitors for the symposium. Isabella said she would contact the Aurora Chamber of Commerce to inquire about women-owned businesses. Another member suggested contacting the owner of the Tattered Cover bookstores about suggesting any books or local businesses for the symposium, possibly donating books for a raffle, and possibly giving the committee a discount for books purchased for the symposium. There was also further discussion about Bead for Life, Dress for Success, Be Colorado, and the possibility of having a booth or table set up for women's health from the Health and Wellness Center. For Dress for Success, the members discussed taking accessories as donations and having an executive from the company do a presentation at the symposium.

There was a discussion about the food and beverage options for the symposium, with a focus on barbeque options for the Thursday night dinner and catering during the day on Friday. Ideally the committee preferred to have the restaurant and catering company be woman-owned, but there were some other recommendations from committee members as well. Liz mentioned a potential barbeque caterer from a previous event she attended, and she will send out the information to the committee members for the caterer. The members also inquired about what vegetarian options would be available for attendees at the barbeque. For catering at the symposium during the day on Friday, another member recommended looking into using Three Tomatoes. Lauren Roth and/or Emilia will look into catering options, preferably with good dessert options.

In addition to the symposium, the committee discussed issues surrounding the hire of female professors and salary equity. Leann mentioned possibly talking to take to Mary Cousins Levitt about salary equity. There was a discussion on marijuana and its impact on brain development, post-partum depression, and breast-feeding.

New Business

The committee discussed the accessories donations boxes. Jan Owens said she would talk to Mr. Baker about putting donation collections boxes for accessories in the student buildings, and Melinda said she would look into setting up a box in the Engineering Building. There was also a discussion about how to tell people



what can be donated, how to label the boxes, and how to avoid theft and manage jewelry that is donated. One of the suggestions was to attach posters to the donations boxes that list what can be donated.

Melinda requested that the Thursday, February 19, 2015 meeting be rescheduled. The committee agreed to change the date for the meeting to Friday, February 13, 2015 at 3:00 instead. By meeting on February 13, 2015, the committee would be able to have an additional meeting before the symposium.

Lactation rooms updates

The committee discussed writing letters to the chancellors about lactation rooms and lactation room requirements. The letters would include information about what lactation rooms currently exist on the campuses and what the lactation rooms should have in them. The information in the letter would also discuss how lactation rooms should be included in the building plans when planning and implementing the construction of new buildings on the University of Colorado campuses.

Parental Leave Policy

Laura Borgelt and the rest of the committee members discussed the Parental Leave Policy on dock for revision and proposed inviting Jill Pollock to the next Women's Committee meeting to discuss the policy. Judith Coe will look into the percentage of women who are on faculty line on the campuses and contact Jill Pollock about the policy. The committee also proposed writing a draft of a letter and submitting the letter to Catherine Kunce for a request for Personnel.

Hiring Practices

The committee discussed the university's hiring practices in regards to women and minorities who applied for positions with the university. There was also a discussion about hiring committees who utilize diversity champions in their hiring practices and the impact diversity champions can have. In addition, the committee discussed looking at position announcements as they may single out minority faculty and staff that might apply.

Adjournment

There being no other business, the meeting was adjourned at 11:00 am. The next meeting will be held on November 21, 2014 in the Denver conference room.