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Faculty Council Women's Committee
May 15, 2020, 9:00 AM – 11:00 AM
Zoom Video Conference
https://www.cu.edu/faculty-council/committees/womens-committee

Attending: Heather Johnson (Co-Chair, UCD), Polly McLean (Co-Chair, UCB), Maria Buszek (UCD), Jonelle Henning (SYS), Nikki McCaslin (UCD), Annie Melzer (SYS)

Agenda Items:

1. **Approval of April minutes.** (APPROVED)

2. **Meeting with co-chairs of CREE & LGBTQ+**

   - Co-chairs of CREE & LGBTQ+ and Women's committee members discussed future collaboration efforts.
   - It was noted that all three committees have almost the exact same charge.
     - There were questions as to why the committees share similar charges but don't engage often or consider intersectionality.
     - Members brought up the idea of an annual retreat between the three.
     - CREE co-chairs stated there is importance in numbers and having three different committees, but there could more effort in committee support and partnership.
   - There was further discussion on how the committees could engage more with Faculty Council executive and assembly committees.
   - Question raised: Is it possible to focus on intersectional advocacy as a shared goal among the committees? And continue to meet as separate groups while recognizing shared needs/points of advocacy as a driving force.
   - Discussion on committee event planning:
     - Symposium planning was found to be less of a burden when committees planned together, LGBTQ+ gave the example of their joint symposium with CREE in the past.
     - All committees would like to see symposium structure change, there have been challenges with faculty attendance at these events.
       - Historically the women's symposium has always had high staff attendance and welcome the opportunity for a staff-based committee to take on this effort.
   - The group wants to continue pursuing this collaboration effort for the next year.

3. **Facial Recognition Software with Shea Swauger**
   - Shea presented on facial recognition software and how it negatively impacts equity in higher education.
     - The software is mostly accurate for white males, it has proven to misidentify people of color, transgender and gender non-conforming people.
   - Shea is currently meeting with system wide committees to inform and identify action steps.
   - Members held an open discussion on the software concerns and provided resources and group contacts that would be beneficial for Shea to connect with.

4. **Next Meeting:** Friday, September 18, 2020