

UCD Committee on the Status of Women meeting

September 10, 2021 Minutes

Attending via Zoom:

Santorico, Stephanie
Darbeheshti, Maryam
Golemboski, Carol;
Cao, Zixia Kantor,
Steffel Johnson, Jennifer
Beth Allen
Divittorio, Katy
Steed, Elizabeth

Meeting Leader: Carol Golemboski

Notetaker: Beth Allen

1) Minutes from May 14, 2021 approved.

2) Discussion of meeting management discussed. Initial system planned of rotating leaders. Whoever leads one month takes notes next month. Will check in with members not present today (Linda, Edelina, Julia) in case note-taking role is desired more permanently.

Rotation planned:

Maryam agreed to lead October
Jenny agreed to lead November
Stephanie agreed to lead December
Beth agreed to lead February
Summer agreed to lead March
Katy agreed to lead April
Elizabeth agreed to lead May

3) Committee structure and membership discussed.

To confirm membership: Maryam will reach out to Danielle Varda (listed on CSW website) to confirm membership or lack thereof. Confirm Linda Fried continuing. Edelina Burciaga and Elizabeth Steed have joined. Laurel Beck has stepped down. Elizabeth Allen listed twice on website. Once we have final roster, we will ensure meeting invites, Teams, and website include all. Julia owns teams and will manage those invites. Maryam will reach out to Lee Potter about membership.

To work on roles: Beth will send summary of roles and options out to group for people to make decisions about roles.

4) Follow up on Pandemic Impact Recommendations. Email history reviewed. Maryam sent recommendations on May 26, 2021 to Michael Zinser, Jarrod Hanson, Thomas Beck, and Carlos Real to convey our endorsement of the recommendations and to ask for endorsement of CU Denver Faculty

Assembly. Michael Zinser responded May 26th and Jarrod Hanson responded may 27th with concerns about content, timing, and process. During current meeting, the committee felt that the recommendations need to be circulated again and urgency underscored. RTP cases are being evaluated now. We or representative of our committee may directly forward to Antonio Farias. We discussed the process of CSW purview and how we distribute recommendations.

5) A draft agenda for next meeting was developed:

- * Update to disparate pandemic effects
- * invite VC DEI Antonio Farias
- * Updates to priorities for year
- * Finalize point person or distributed leadership

**Committee on the Status of Women Agenda
October Meeting 10/8/21 2-3:30pm**

Location: <https://ucdenver.zoom.us/j/99427914092>

Leader:

Faculty Present:

Activity or Discussion Topic	Notes
Review and approve September minutes	
Update to disparate pandemic effects	
VC DEI Antonio Farias	
Updates to priorities for year	
Discussion of communication (e.g., Teams, email)	
Finalize roles on the committee	
Next meeting agenda topics	

**Committee on the Status of Women Minutes
October Meeting 10/8/21 2-3:30pm**

Location: <https://ucdenver.zoom.us/j/99427914092>

Leader: Maryam Darbeheshti

Faculty Present: Maryam Darbeheshti, Katy DiVittorio, Beth Allen, Elizabeth Steed, Carol Golemboski, Julia Kantor, Summer Cao, Jenny Steffel Johnson, Edelina Burciaga

Activity or Discussion Topic	Notes
<p>2:00-2:05pm Review and approve September minutes</p>	<p>September minutes were approved with the edit of removing Edelina Burciaga from the list of attending faculty.</p>
<p>2:05-2:10pm Update to disparate pandemic effects</p>	<p>We discussed the lack of a robust response from CU Denver administration regarding faculty support during the pandemic. Other universities have provided university guidance about how to support faculty, including guidance about the RTP process. CU Denver does not have any guidance around how to handle RTP (e.g., what to write in external letters, pandemic statements) and has not provided any additional research support or enacted any other recommendations from the March 2021 UCCS document.</p> <p>We discussed the importance of our work to push for increased faculty support to go beyond just RTP and include the entirety of the faculty support recommendations (e.g., startup costs, research support, addressing childcare issues) that are in the March 2021 UCCS recommendations.</p> <p>We discussed a need to learn more about the working statement on RTP that Stephanie referred to in her email to CSW faculty dated 9/22/21. We need an update from Stephanie about what she knows about the working RTP statement and if she has spoken to Joanne. ACTION: Beth Allen will follow up with Stephanie following our meeting.</p>
<p>2:15-2:45pm VC DEI Antonio Farias</p>	<p>Dr. Farias explained his approach to his position and how he views his support of us and our goals. We shared our appreciation of his perspective on the overall goals of the DEI office and how we might work with him and the other affinity groups to move things forward around equity issues at CU Denver. He then listened to us share our immediate concerns about the lack of an administrative response to the UCCS recommendations to support faculty around the pandemic.</p> <p>Dr. Farias asked about CU Boulder’s response to the recommendations. We found that CU Boulder has guidelines for faculty support that were</p>

Activity or Discussion Topic	Notes
<p>2:15-2:45pm VC DEI Antonio Farias (continued)</p>	<p>approved last March. This document is linked below and in the Teams folder related to faculty support to address gender disparities. https://www.colorado.edu/facultyaffairs/sites/default/files/attached-files/2021_3_31_pandemic_impacts_on_faculty_guidelines.pdf</p> <p>ACTION: Dr. Farias will follow up with Jarrod at Faculty Council about the channels to go through to get the UCCS faculty support recommendations back on the table. He will also talk with Constancio Nakuma today and with Chancellor Marks next week, and he will talk with Joanne Brennan about what could be done with RTP and the other recommendations that could be approved and enacted by faculty affairs, like what happened at CU Boulder. He will see what the timing might be for getting something immediate done while RTP packets are at the unit level this fall.</p>
<p>2:45-3:00pm Updates to priorities for year</p>	<ol style="list-style-type: none"> 1. How to partner with other alliances 2. Keep following up with university guidelines for faculty support to address gender disparities
<p>3:00-3:10pm Discussion of communication</p>	<p>We will use Teams for communication and as a home for documents. Please use Teams to post communications for the group.</p>
<p>3:10-3:15pm Finalize roles on the committee</p>	<p>Elizabeth will be secretary and liaison to Faculty Council. Maryam will be the liaison to Faculty Assembly. We discussed if someone wants to be the leader – or if we will rotate meeting leaders. We decided that we will rotate leaders based on the schedule decided upon at the September meeting:</p> <ul style="list-style-type: none"> • Stephanie - December • Beth - February • Summer - March • Katy - April • Elizabeth - May <p>We discussed if we should have a coordinator role focused on our priorities and then they would document what’s happening with that priority. We decided the following: ACTION: Beth will lead the group and organizational work around university guidelines for faculty support to address gender disparities</p> <p>ACTION: Maryam will lead the affinity work group</p> <p>To keep Teams and our work on these priorities organized, we discussed cleaning up the Teams folders. ACTION: Beth will reorganize our Teams folders and make sure that the folders reflect our current work.</p>

Activity or Discussion Topic	Notes
<p data-bbox="199 275 440 415">3:15-3:20pm Next meeting agenda topics and leader</p> <p data-bbox="199 646 440 705">Meeting adjourned 3:21pm</p>	<p data-bbox="472 275 1349 342">Jenny is the leader and will draft the agenda for our next meeting on November 12th, 2021, 2:00-3:30pm.</p> <p data-bbox="472 384 959 415"><u>Items for the November 2021 agenda:</u></p> <ul data-bbox="472 422 1414 705" style="list-style-type: none"> <li data-bbox="472 422 1414 527">• Update on university guidelines to address gender disparities (what happened with Beth's follow up with Stephanie and with Dr. Farias' communications with Jarrod and Joanne) <li data-bbox="472 533 992 564">• Update on affinity group networking <li data-bbox="472 571 1268 638">• Discussion of input into how the Teams folders have been reorganized <li data-bbox="472 644 1414 705">• Maryam will let us know if we can update our CSW website or if that has been done

Respectfully submitted, Elizabeth Steed

**Committee on the Status of Women Minutes
October Meeting 10/8/21 2-3:30pm**

Location: <https://ucdenver.zoom.us/j/99427914092>

Leader: Maryam Darbeheshti

Faculty Present: Maryam Darbeheshti, Katy DiVittorio, Beth Allen, Elizabeth Steed, Carol Golemboski, Julia Kantor, Summer Cao, Jenny Steffel Johnson, Edelina Burciaga

Activity or Discussion Topic	Notes
2:00-2:05pm Review and approve September minutes	September minutes were approved with the edit of removing Edelina Burciaga from the list of attending faculty.
2:05-2:10pm Update to disparate pandemic effects	Discussed: <ul style="list-style-type: none"> • CSW history of promotion of materials from UCCS and article on disparate impact of pandemic on mothers of color. • Response from CU Denver administration • Discrepancy between CU Denver guidance and other university guidance. • Lack of clarity on current communications within administration on this issue. ACTION: Beth Allen will follow up with Stephanie following our meeting.
2:15-2:45pm VC DEI Antonio Farias	Discussed Dr. Farias' approach to his position and how CSW integrates with overall goals of DEI office and affinity groups. Our immediate concerns regarding advancing our recommendations to support faculty around the pandemic; CU Boulder's response to the recommendations. ACTION: Plans for immediate communication between Dr. Farias and Faculty Council, Provost, Chancellor, and Vice Chancellor for Faculty Affairs.
2:45-3:00pm Updates to priorities for year	1. How to partner with other alliances 2. Keep following up with university guidelines for faculty support to address gender disparities
3:00-3:10pm Discussion of communication	We will use Teams for communication and as a home for documents. Please use Teams to post communications for the group.
3:10-3:15pm Finalize roles on the committee	Elizabeth will be secretary and liaison to Faculty Council. Maryam will be the liaison to Faculty Assembly. We will rotate meeting leaders based on the schedule decided upon at the September meeting: <ul style="list-style-type: none"> • Stephanie - December • Beth - February

- Summer - March
- Katy - April
- Elizabeth - May

We will appoint leaders for action items:

Beth will organize Teams

Beth will coordinate progress on university guidelines for faculty support to address gender disparities

Maryam will lead affinity work group

Activity or Discussion Topic	Notes
<p data-bbox="199 275 440 415">3:15-3:20pm Next meeting agenda topics and leader</p> <p data-bbox="199 646 440 705">Meeting adjourned 3:21pm</p>	<p data-bbox="472 275 1349 342">Jenny is the leader and will draft the agenda for our next meeting on November 12th, 2021, 2:00-3:30pm.</p> <p data-bbox="472 384 959 415"><u>Items for the November 2021 agenda:</u></p> <ul data-bbox="472 422 1414 705" style="list-style-type: none"> <li data-bbox="472 422 1414 527">• Update on university guidelines to address gender disparities (what happened with Beth's follow up with Stephanie and with Dr. Farias' communications with Jarrod and Joanne) <li data-bbox="472 533 992 564">• Update on affinity group networking <li data-bbox="472 571 1268 638">• Discussion of input into how the Teams folders have been reorganized <li data-bbox="472 644 1414 705">• Maryam will let us know if we can update our CSW website or if that has been done

Respectfully submitted, Elizabeth Steed

Committee on the Status of Women

November meeting
11/12/21 2-3:30 pm

Location: Zoom- <https://ucdenver.zoom.us/j/99427914092>

Leader: Jenny Steffel Johnson

Faculty Present:

Activity or Discussion Topic	Notes
Review and approve October minutes	
Parental leave policy	Edelina posted information on Teams for committee discussion
Critical & Emerging Issues Speaker Series and Fellowship proposal	Beth shared proposal and posted it on Teams as an action item
Update on university guidelines to address gender disparities (what happened with Beth's follow up with Stephanie and with Dr. Farias' communications with Jarrod and Joanne)	
Update on affinity group networking	
Update on participation on Presidential Search Committee	
Discussion of input into how the Teams folders have been reorganized	
Maryam will let us know if we can update our CSW website or if that has been done	
Next meeting agenda topics	

Committee on the Status of Women

November meeting
11/12/21 2:00-3:30 pm

Location: Zoom- <https://ucdenver.zoom.us/j/99427914092>

Leader: Jenny Steffel Johnson

Faculty Present: Beth Allen, Jenny Steffel Johnson, Julia Kantor, Carol Golemboski, Elizabeth Steed, Edelina Burciaga, Summer Cao

Activity or Discussion Topic	Notes
2:00-2:15pm Review and approve October minutes	Discussed process for taking meeting notes and then transferring those to a public version of agenda notes. ACTION: Elizabeth to do meeting notes for each meeting. Beth will translate the meeting notes into a public version of the minutes for the website.
2:15-2:45pm Parental leave policy	Edelina posted information on Teams for committee discussion. Committee discussed supporting a parental leave policy that does not include using all sick leave and is line with CU Boulder's parental leave policy; also discussed the need for the current CU Denver parental leave policy to be more consistently utilized and enforced across departments and units. Currently, a person's leave details depend on who decides the person's leave (e.g., department chair, Dean). As a group, we aren't sure the best avenues for advocacy for a new policy or for advocating for consistent use of an advantageous interpretation of the current policy. ACTION: Edelina to follow up with Human Resources and others as a first start to find out what avenues would make sense.
2:45-3:00pm Critical & Emerging Issues Speaker Series and Fellowship proposal	Beth shared the emerging speaker series proposal and posted it on Teams as an action item. As a group, we are supportive of the proposal; there some questions about how fellows are chosen and supported in navigating possible conflicts with controversial and contentious topics.
3:00-3:10pm Update on university guidelines to address gender disparities	Elizabeth sent resources to Provost Nakuma at Dr. Farias' request. Maryam was included on the email request. ACTION: Elizabeth to talk to Maryam about what happened in Faculty Assembly last week and then email Dr. Farias and Provost

	Nakuma to follow up on the email sent that did not have a response. Elizabeth may ask the Provost if it's appropriate to follow up with faculty affairs (i.e., Joann Brennan) to get traction there and either have a few of us meet with Joann as a subgroup or invite her to our December meeting. But, Elizabeth will see where things are with Maryam and Faculty Assembly to determine next steps for where to move this forward.
3:10-3:15pm Update on affinity group networking	Parental leave is a possible intersectional issue for CSW and the affinity networking group.
3:15-3:17pm Update on participation on Presidential Search Committee	Stephanie expressed interest in being on the Presidential Search committee.
3:17-3:22pm Discussion of input into how the Teams folders have been reorganized	Beth showed us the Teams organization and how we can change names of folders, add new folders, and add information and documents to share between meetings. Please don't put all documents in "General". It's easier if you name it clearly and put it in the right folder.
3:22-3:23pm Maryam will let us know if we can update our CSW website or if that has been done	Maryam not present for update; website does not appear updated. Will put this on the agenda for the December meeting.
3:23-3:30pm Next meeting agenda topics Meeting adjourned 3:30pm	Stephanie is the leader and will draft the agenda for our December 10 th , 2021 meeting from 2-3:30pm. <u>Items for the December 2021 agenda:</u> <ul style="list-style-type: none"> • Update on parental leave policy actions • Update on university guidelines for faculty supports and gender disparities • Update on affinity group networking • CSW website

Committee on the Status of Women

November meeting
11/12/21 2:00-3:30 pm

Location: Zoom- <https://ucdenver.zoom.us/j/99427914092>

Leader: Jenny Steffel Johnson

Faculty Present: Beth Allen, Jenny Steffel Johnson, Julia Kantor, Carol Golemboski, Elizabeth Steed, Edelina Burciaga, Summer Cao

Activity or Discussion Topic	Notes
2:00-2:15pm Review and approve October minutes	Elizabeth to do meeting notes for each meeting. Beth will translate the meeting notes into a public version of the minutes for the website.
2:15-2:45pm Parental leave policy	Committee discussed supporting a parental leave policy that does not include using all sick leave and is line with CU Boulder's parental leave policy; also discussed the need for the current CU Denver parental leave policy to be more consistently utilized and enforced across departments and units. ACTION: Edelina to follow up with Human Resources
2:45-3:00pm Critical & Emerging Issues Speaker Series and Fellowship proposal	As a group, we are supportive of the proposal; there some questions about how fellows are chosen and supported in navigating possible conflicts with controversial and contentious topics.
3:00-3:10pm Update on university guidelines to address gender disparities	Elizabeth sent resources to Provost Nakuma at Dr. Farias' request. ACTION: Elizabeth will follow up on key contacts
3:10-3:15pm Update on affinity group networking	Group noted that parental leave is a possible intersectional issue for CSW and the affinity networking group.
3:15-3:17pm Update on participation on Presidential Search Committee	Discussed possible involvement.
3:17-3:22pm Organization	Reviewed Teams.
3:22-3:23pm CSW website	Will put this on the agenda for the December meeting.
3:23-3:30pm Next meeting agenda topics	Stephanie is the leader and will draft the agenda for our December 10 th , 2021 meeting from 2-3:30pm. <u>Items for the December 2021 agenda:</u> <ul style="list-style-type: none">• Update on parental leave policy actions

Meeting adjourned
3:30pm

- Update on university guidelines for faculty supports and gender disparities
- Update on affinity group networking
- CSW website

Committee on the Status of Women

December meeting
12/10/21 2:00-3:30 pm

Location: Zoom- <https://ucdenver.zoom.us/j/99427914092>

Leader: Stephanie Santorico

Faculty Present: Beth Allen, Jenny Steffel Johnson, Katie DiVittorio, Carol Golemboski, Elizabeth Steed, Edelina Burciaga, Summer Cao

Activity or Discussion Topic	Notes
2:00-2:11pm Review and approve October and November minutes	Reviewed and approved October minutes. Reviewed and approved November minutes.
2:11-2:30pm Update on parental leave policy actions	Discussion about what the core issues are around parental leave policy implementation in practice at CU Denver and possible avenues for supporting faculty to be more knowledgeable about the parental leave policy (e.g., cheat sheet, recorded video info session). There are past resources that were developed approximately 10 years ago with examples of parental leave options; CSW and HR worked on those and a listening session – but, not sure where these resources are now. The parental leave policy itself seems open to interpretation which leads to inconsistency in implementation and differential supports to faculty requesting parental leave. Consistency is an issue that needs to be addressed. ACTION: Edelina will provide an update at our next meeting in February after speaking with Human Resources and the DEI committee.
2:30-2:38pm Update on university guidelines for faculty supports and gender disparities	CSW proposal regarding the impact of COVID-19 on gender disparities and the need for faculty supports passed in CU Denver Faculty Assembly 95% with 5% abstaining. It will go to Chancellor Marks next. Questions about what the next steps are and the timeline. ACTION: Maryam will follow up with Jarrod, Faculty Assembly Chair and send a follow-up email
2:38-2:43pm CSW website	We would like to be able to update our own website with monthly meetings and membership list. ACTION: Maryam will follow up to see if Beth Allen can use her current knowledge and permission to update our committee

	website or she will participate in training that will allow her to edit our website
2:43-2:46pm Update on affinity group networking	Edelina provided an explanation of the affinity group network through the DEI office and an update that she has reached out to them so that we, as CSW, can be a part of the affinity group network. There has been no other work on the network. Issues such as the parental leave policy may be something to bring to the network.
2:46-2:49pm Update on participation on Presidential Search Committee	Maryam is a faculty rep on the Presidential Search committee. They meet with the search firm on 12/14/21 for the first time.
2:49-2:55pm Equal work for equal pay	<p>Equal work for equal pay act and its implications for us and whether this is an area for us to discuss. Discussion of current lack of transparency around salary ranges.</p> <p>ACTION: Edelina will follow up with HR and see if they come to a future CSW meeting; Joann Brennan may be another idea for a guest to come to a future meeting</p>
2:55-3:11pm Next meeting agenda topics Meeting adjourned 3:11pm	<p>Beth is the leader and will draft the agenda for our February 11th, 2022 meeting from 2-3:30pm.</p> <p><u>Items for the February 2022 agenda:</u></p> <ul style="list-style-type: none"> • Update on parental leave policy actions • Update on what is happening next with university guidelines for faculty supports and gender disparities • Update on CSW website • Update on affinity group network • Update on Presidential search • Touch base on equal work for equal pay • Brainstorming and strategizing for additional issues we want to address in the spring

Committee on the Status of Women

December meeting
12/10/21 2:00-3:30 pm

Location: Zoom- <https://ucdenver.zoom.us/j/99427914092>

Leader: Stephanie Santorico

Faculty Present: Beth Allen, Jenny Steffel Johnson, Katy DiVittorio, Carol Golemboski, Elizabeth Steed, Edelina Burciaga, Summer Cao

Activity or Discussion Topic	Notes
2:00-2:11pm Review and approve October and November minutes	Reviewed and approved October minutes. Reviewed and approved November minutes.
2:11-2:30pm Update on parental leave policy actions	Discussion focused on understanding current policy, understanding HR and administrative processes regarding implementation, possible inconsistency regarding implementation of policy, and historical CSW action regarding parental leave. ACTION: Edelina will provide an update at our next meeting in February after speaking with Human Resources and the DEI committee.
2:30-2:38pm Update on university guidelines for faculty supports and gender disparities	CSW proposal was endorsed by CU Denver Faculty Assembly (95% approval with 5% abstaining). CSW discussed next steps in review of recommendations. ACTION: Maryam will inform CSW about process following FA vote.
2:38-2:43pm CSW website	We would like to be able to update our own website with monthly meetings and membership list. Current plan is for Maryam to get training and have authority to make direct updates. ACTION: Maryam will follow up with Lee and if possible, can delegate this to Beth
2:43-2:46pm Update on affinity group networking	Edelina has volunteered to be CSW representative on the affinity group network. Issues such as the parental leave policy may be something to bring to the network.
2:46-2:49pm Update on participation on Presidential Search Committee	Maryam is a faculty rep on the Presidential Search committee. They meet with the search firm on 12/14/21 for the first time.
2:49-2:55pm Equal work for equal pay	Discussed equal work for equal pay act, its implications, and reports of lack of transparency around salary ranges.

Committee on the Status of Women

AGENDA: February 11, 2020

1. Review and approve minutes from prior meeting
2. Welcome to Jill Rubin and learning about the WGC. Use this time to share with Jill the CSW website (including scope and goals). Use this time to also get update on website, given that there is still some incorrect info (e.g. Elizabeth Allen listed twice, once as Coordinator, once misspelled; Elizabeth Steed and Edelina Burciaga not listed; Danielle Varda is listed, other errors?) and it is out of date (no minutes since September)
3. Regents Policy 10E: Beth
4. Update on parental leave policy actions: Edelina
5. Update on what is happening next with university guidelines for faculty supports and gender disparities: Maryam in relation to rep work with Faculty Assembly
6. Update on affinity group network: Edelina
7. Update on Presidential search: Maryam
8. Touch base on equal work for equal pay: Edelina
9. New issues/open forum

Link provided by Jill: Call for Programs Women's History Month:
https://ucdenver.co1.qualtrics.com/jfe/form/SV_0uYsvmXRTGQXxK6

To: Allen, Elizabeth <Elizabeth.Allen@ucdenver.edu>
Cc: Beck, Thomas <THOMAS.J.BECK@UCDENVER.EDU>
Subject: FW: Regents Policy 10E

Hi Elizabeth,

I want to bring something to your and CSW's attention. A proposed revision to **Regent Policy 10E** (formerly entitled "Salary Review to Determine Inequities) is being considered by the Regents: <https://www.cu.edu/doc/policy-10e-draftpdf>. The original concern with this revision, as you'll see under the above link, was that its vague and short on detail (it's only a paragraph long), and the sections in the prior version of the policy addressing how to file a salary grievance have been deleted.

I've asked Jarrod Hanson, Chair of Faculty Assembly, to check on the status of this revision. There is relatively little he was able to find out, but what there is you'll see below:

- Information about Regent Policy 10E ("Salary Review to Determine Inequities") currently stands at what Grant Street has posted at the [Regent Laws and Policies Review](#) page. The [justification document](#) for a host of Regent Policy changes includes a brief comment on 10E; this justification file was last updated on December 20, 2021. The update seems more substantial for the changes in December to Regent Policy 11B ("Faculty Salary") than to Regent Policy 10E – in fact, it's uncertain that 10E's justification was edited at all in December – if it was, the change was virtually imperceptible.
- Some of the material in 11B could potentially come to bear on issues in 10E, but that is unclear at this point.
- Regarding 10E ("Salary Review to Determine Inequities"), the policy has been rewritten as "Compensation Principles" and the question now is where will the current content of 10E go since the policy has been revised.

As more information comes available, I'll share it with you. If you have any questions, please let me know.

Thanks,

Tom

Committee on the Status of Women

February meeting

2/11/22 2:00-3:30 pm

Location: Zoom- <https://ucdenver.zoom.us/j/99427914092>

Leader: Beth Allen

Faculty Present: Beth Allen, Edelina Burciaga, Katy DiVitorrio, Summer Cao, Julia Kantor, Carol Golembowski, Jenny Steffel Johnson, Maryam Darbeheshti

Guest: Jill Rubin from WGC

Planned Agenda

- Review and approve minutes from prior meeting
- Welcome to Jill Rubin and learn about the WGC. Use this time to share with Jill the CSW website (including scope and goals). Use this time to also get update on CSW website, given that there is still some incorrect info (e.g. Elizabeth Allen listed twice, once as Coordinator, once misspelled; Elizabeth Steed and Edelina Burciaga not listed; Danielle Varda is listed, other errors?) and it is out of date (no minutes since September)
- Regents Policy 10E: Beth share screen, all comment
- Update on parental leave policy actions: Edelina
- Update on what is happening next with university guidelines for faculty supports and gender disparities: Maryam in relation to rep work with Faculty Assembly
- Update on affinity group network: Edelina
- Update on Presidential search: Maryam
- Touch base on equal work for equal pay: Edelina
- New issues/open forum

Activity or Discussion Topic	Notes
2:00-2:06	Review and approve Dec 2021 minutes (with only one name revision)
2:06-2:33	Welcome Jill Rubin from the Women and Gender Center. Goal of discussion: <i>How can we all work together?</i> Jill: WGS funded through student fees and input; she's been here for about 3 months <ul style="list-style-type: none">• Now part of the Center for Identity and Inclusion- starting to hire on more staff• Main goals:

	<ul style="list-style-type: none"> ○ Touch base with as many folks as possible to see what needs are (“supportive of what students need and want”); putting together campus events and resources; find ways to support efforts CSW has going on ● A lot of physical resources in their space right now (lactation resources, menstrual etc.). <p>Beth explains our charge as CSW</p> <ul style="list-style-type: none"> - We don’t have a great way of knowing about faculty issues; we get looped in but don’t have a systematic conduit <p>Katy: How do we get menstrual products in libraries bathrooms since it is now a CU Denver building?</p> <p>Edelina: Meeting with Jill; Jill considering starting an advisory board for the WGC; <i>can some of CSW members be on this board?</i></p> <p>What are the most pressing issues from WGC standpoint?</p> <p>Jill: Right now, focus on data collection of students to figure out needs (sexual assault, sexual health, body image, etc.); what physical resources can the center provide (snacks etc.); finding out what’s already happening?, how can the center play a role in what’s happening?; what policies can Jill know about and support?</p> <p>Katy: Support for transgender faculty and students?</p> <p>Jill: There are some limitations to this; we’re still defining where some of the boundaries are with this (WGC serves women and femme right now); women centers typically help connect with resources; invites us to help define this</p> <p>ACTION: Visit the WGC website (needs updates!) and https://ucdenver.co1.qualtrics.com/jfe/form/SV_0uYsvmXRTGQXxK6</p>
2:33- 2:34	<p>Website updates- we now have permission to update ourselves Maryam will communicate around this and cc Beth</p> <p>ACTION: Maryam will communicate to confirm this</p>
2:34-2:35	<p>Danielle Vardas likely not on this committee</p> <p>ACTION: Beth will reach out to confirm this</p>
2:35- 2:48	<p>Regents Policy 10E (new text with principles)</p> <p>Discussion of the new policy text:</p>

	<ul style="list-style-type: none"> - This has been approved but doesn't necessarily mean it will go further - The new paragraph is "fine", but wondering about next steps and how this will actually play out - "Task force": One faculty member from each school; tasked with identifying solutions to inequalities <p><i>How do we make sure things are put into place more quickly?</i></p> <p>ACTION: Julia will connect with AAA group around 10E and their movement with this.</p>
2:48- 3:01	<p>Edelina: Equal Work for Equal Pay Act update</p> <ul style="list-style-type: none"> - S. Swagger- union started for UCD faculty; spreadsheet that shows salaries that everyone does make- public on Swagger's website (through Twitter) - Data- NO self-identified gender info on it - Pay equity may not be as rampant a problem as we think - Only 3% of employees had meaningful gap - Salary compression and inversion concerns - University doesn't need to share the audit data - We'll stay in loop on this
3:01-3:03	<p>Edelina other updates:</p> <ul style="list-style-type: none"> - Affinity group meeting next week. - Emailed HR about parental leave policies; waiting to hear back <p>ACTION: Edelina will continue to reach out about this.</p>
3:03- 3:09	<p>Maryam: Presidential Search Committee</p> <ul style="list-style-type: none"> - In progress, first stages, applicants from all over US - Committee has diverse points of view, different needs etc. - Will continue through Spring and early summer - Committee is "cautious" given what happened with last President
3:12-3:27	<p>Open forum:</p> <ul style="list-style-type: none"> - Beth will be willing to do the Rep meetings next year (taking over for Maryam) - Beth: Wondering about flexibility with paid parental leave; how do we help people negotiate this policy? - Next meeting on March 11 will be at 1pm