

Gender Issues and Social Equity Committee Minutes
Monday, 28 September 2009
1:00—2:00 p.m.

Members Present: Muhammad Aslam, Nicole Burkholder-Mosco, Elizabeth Gruber, Melinda Hodge, Annjane Ross, and Rick Schulze.

I. Announcements

- A. R. Schulze started the meeting by making announcements regarding current issues our committee has been asked to examine
 - 1. Dr. Tara Mitchell, as Chair of the Faculty Issues Committee, had it brought to her attention that Albert Jones sent out an e-mail mandating that the Sexual Harassment/Gender Discrimination Panel members were to be kept confidential. This is in direct contradiction to the published Gender Discrimination/Sexual Harassment Policies and Procedures guidelines where it is stated that “[n]ames of members of [this group] will be publicized widely by the University.” This issue discussed under New Business.
 - 2. The Executive Committee wanted our committee to explore how Lock Haven University handles time off for elder care and care of children. They also wanted our committee to discuss how to increase publicity of downtown Lock Haven caregiver organizations. This issue discussed under New Business.

II. New Business

- A. N. Burkholder-Mosco suggested a Chair be nominated for the Gender Issues and Social Equity Committee. A. Ross said having held the position before, she was willing to do so again. N. Burkholder-Mosco made the nomination. The motion was approved unanimously.
- B. Sexual Harassment/Gender Discrimination Panel Confidentiality
 - 1. First, the committee consulted the University guidelines and procedures (found online as well as reproduced in the current “Gender Discrimination/Sexual Harassment Policy and Procedure” manual). As is stated above, the policy requires that names of both the Gender Discrimination/Sexual Harassment Board of Advisors and Panel members should be widely publicized.
 - 2. Discussion ensued as to whether the policy should be changed or if Albert Jones should be brought into the discussion with our recommendation that the standing policy be adhered to. After much discussion, the committee unanimously agreed that there was no benefit to keeping Panel member names confidential and, on the contrary, in the ongoing quest for transparency on such issues, these names should be widely publicized.
 - 3. Upon one final review of Albert Jones’ initial e-mail, N. Burkholder-Mosco noted that Albert’s original message could have been miscommunicated: the e-mail reads “their identity is kept

- confidential.” The pronoun “their” could refer to the panel OR the complainants. Therefore, it was suggested that the first step should be to speak with Albert and confirm his original thoughts on this subject.
4. M. Hodge made a motion that we should first clarify this point with Albert (A. Ross will do this), and, if he does suggest that Panel names be kept confidential, we should recommend that the names be widely disseminated, as the policy states, in order to make the process as accessible as possible to those who need it.
- B. Elder Care, Child Care, and the FMLA
1. A. Ross is going to send the committee information about a study done at other state schools regarding care giving, the Family Medical Leave Act, and how it is used at each institution. This is administered through Survey Monkey; N. Burkholder-Mosco will ask Tara Mitchell how to go about utilizing this service. A. Ross said that the other schools who have participated in this survey are Slippery Rock, Edinboro, Clarion, Kutztown, and Mansfield.
 2. A. Ross, who is a member of the statewide APSCUF Gender Issues and Social Justice Committee, said that APSCUF has found inconsistencies in how the FMLA works between state schools. Gathering information will help the act be used consistently and help us know who is using it and how. Since our school is also concerned with questions regarding child and elder care, A. Ross suggested adding a short, second part to the standing survey that asks questions about these issues as well as questions regarding accessibility to daycare options in and around LHU.
 3. A. Ross relayed to the committee that the statewide Gender Issues and Social Justice Committee has stressed the importance of a “family friendly” work environment at our campuses. The committee agreed that this is something that needs re-visited at LHU in light of the recent changes on campus regarding the presence of children in university buildings. The committee agreed that we might be able to craft a question about the standing policy regarding children and include it on the above mentioned survey.
- C. A. Ross will contact Albert Jones and inquire about an issue the committee worked on over the past couple years, which was to break up the Gender Discrimination and Sexual Harassment policy into two separate policies. The last A. Ross had heard, A. Jones’s office was planning to do this (summer 2008), but as far as we know this hasn’t been done yet. She will see if he still plans to go ahead with this task, or if he’d like to further deliberate and, if so, she’ll invite him to attend our next meeting.
- D. A. Ross suggested we might speak with Provost Erickson about publicity of gender and social equity related events. This will be something that can be discussed at future meetings.
- E. R. Schulze brought up an issue relating to the LGBT and Safe Zone projects. He said that at some state schools, participation and training is required of all faculty and campus security (IUP and West Chester, specifically) and release time is provided in some cases. While the funding for things like release time is sure to

shrink in the near future, the committee agreed that the recognition and support at these other schools is possibly just as important as monetary reimbursement. This is another issue the committee would like to revisit in the future.

F. Time for Meetings

1. It was decided that Mondays are good meeting times, though we might start at 1:30 and try to wrap up by 2:15 in order to better accommodate all schedules.
2. The next meeting was scheduled for Monday, October 19 at 1:30. In advance of the meeting, A. Ross will forward the FMLA survey information she has to the entire committee. We will all examine the existing survey and the next meeting will be largely devoted to creating the supplementary questions we would like to include in the LHU version of the survey. Our goal is to have the survey ready to go by Christmas.

Meeting adjourned at 2:00 p.m. N. Burkholder-Mosco moved; A. Ross seconded.

Respectfully Submitted,
Nicole Burkholder-Mosco