COMMITTEE ON GENDER EQUITY

Monday February 14th, 2022

10:00 – 11:00 am

**Members present**: Cara Krieg, Billie Tadros, Pauline Palko, Samantha Gurn, Lucia Alaimo, Maria Marinucci

**Members absent:** Peter Bouraphael, Jennifer Riccardi, Elizabeth Garcia, Donald Bergmann

AGENDA

1. Approval of minutes
2. Open committee positions
   1. Sam Gurn will take over in the empty graduate student position next year
   2. The service/maintenance/technical staff position is still open. Cara will reach out to Staff Senate again.
3. Website photo
   1. Rather than using the abstract image discussed last semester, Sam proposed creating a collage of different women and men who were important in the history of feminism and gender studies.
   2. Committee members discussed the whether selecting a handful of famous individual implicitly sent the message that only these thinkers were important.
   3. The Committee revised the idea to be a collage of non-famous people with a wide variety of gender expressions from a diversity of racial backgrounds. The Committee agreed that this visual would help contextualize the Mission references to gender.
4. Mission and bylaw changes
   1. The Committee approved the changes to the CGE Mission Statement and Bylaws. Bylaws changes included the updated Mission Statement (Section A), updated charge of the committee (Section B), and the replacement of “CSW” with “CGE” wherever it occurred in the document. The updated Mission Statement and charge is listed below.

**A. Mission Statement**

To support the University’s “dedication to the personal development fundamental to the growth in wisdom and integrity of all who share its life,” and to meet the challenge of General Congregation 34 of the Society of Jesus “to listen carefully and courageously to the experience[s] of women,” to work in solidarity with “women in the struggle for a more just relationship between women and men,” and “to end discrimination against people based on … gender,” the Committee promotes and pursues equitable and just treatment for women and all members of the University community.

**B. The CGE seeks to accomplish this mission by:**

* Raising awareness through communication with the University community regarding behaviors, actions, issues, policies, and procedures that impact gender equity, and/or have disparate impacts based on gender;
* Communicating and collaborating with other committees and organizations to provide support, advocacy, and information regarding gender issues;
* Assisting the administration in identifying gender equity concerns at the University that need study, and recommending ways to address these concerns to the appropriate administrative offices
  1. The Chair will send the updated materials to the Provost for approval.

1. Upcoming meetings: Thurs Mar 24th, 10 am, Mon Apr 11th, 10 am, Mon May 16th, 3 pm
   1. The Chair reminded members of the upcoming meetings for the semester.
2. Discussion: Goals for coming semester
   1. The Chair opened the floor for discussion of goals for the coming semester
   2. Billie highlighted the success of the spring forum last academic year and proposed that such a forum could be helpful again, especially in light of the HEDS survey data released in December.
   3. Maria indicated that the CDI will be discussing future steps in light of the HEDS survey data at upcoming meetings. Because few campus members have likely read the full report, a forum may be a way to disseminate the findings. Cara indicated the CGE would be happy to partner with the CDI on any forum.
   4. Sam emphasized the importance of the Committee supporting the work of other office around gender. It would be great to see a CGE presence at the International Women’s Day event (Mar 8th 5-7 pm) and Take Back the Night. Cara will make sure other Committee members are aware of these events.
   5. The Committee discussed developing print materials (Postcards? Handouts?) for use at Preview Day (if appropriate) or other venues to make the rest of the campus community aware of the name change and new charge of the committee.
3. New business
   1. No new business