**Committee of the Status of Women**

**May 13, 2021 Minutes**

**Committee Members Present:** Amy Atkinson, Don Bergmann, Liz Garcia, Samantha Gurn, Cara Krieg, Julia Leighow, Maria Marinucci, Billie Tadros

**Committee Members Absent:**  Peter Bouraphael, Kristi Klien

**Community Members Present**: Geri Barber, Marzia Caporale, Claire Carrera, Victoria Castellanos, Ovidiu Cocieru, Paul Datti, Jason Graham, Julia Hack, Maeve Kelly, Hannah Kohrn, Jean Lenville, Jaime Meilan Del Rio, Tabbi Miller-Scandle, Eileen Monahan, Stacey Muir, Elif Onat, Disha Patel, Himani Patel, Virginia Picchietti, Sheli Pratt-McHugh, Scott Reilly, Jose Sanchez, Ashley Walker, Lori Walton

**Agenda:**

* Introductions
* Consent to Recording
	+ Attendees indicated discomfort with recording, so meeting was not recorded
* Overview of the Committee
	+ Review of mission, purpose
* Opening the Meeting—Concerns, Questions
	+ Many indicated theyattended out of curiosity—do not know what to expect, but want to show support, came to listen and learn what committee does
	+ Question about what has the committee accomplished recently
		- Discussed gender pay equity study with staff—some noted it was important to look at with faculty as well (Liz to contact Patti about that)
		- Others requested a review of the gender breakdown of people making about 85% of what they should be based on time at University/staff pay grades
	+ Question about HEDS survey and breakdown of student experience in classroom—sub-committee with review that
* Feminism Conversation
	+ Billie Tadros presented on connotations and denotations of feminism
	+ Described feminism as advocacy for equality of the sexes and genders (and connected this to the Committee name, which may need to be reviewed again)
	+ Acknowledged we have a bit of a branding problem: what do we mean when we say “we” to ensure all voices are heard?
	+ Open Reactions
		- Folks discussed how they want to help people understand that feminism is about equity for all people
		- Attendee connected feminism to the Jesuit mission and Apostolic Preferences (walking with the excluded)
		- Attendee indicated struggling with backlash against feminism or use of feminism to discriminate against some people (like with JK Rowling)—feminism should not be used to discriminate against any one
		- Attendee brought up concern with family leave—faculty men get 2 weeks, women get 10; staff do not get any for new kids outside of sick/STD, vacation time
			* And folks who adopt are allowed to take 2 weeks
			* Maybe some clarity is needed on family leave
		- Question arose about who holds decision-making power? (referenced book: Feminism for the 99%)
			* Who holds power in a cultural context
		- Faculty noted they are treated differently based on gender
		- Concern about JKWC and its impact on gender: formerly was in Fitch and that was a great space—could gather, was safe, was comfortable
			* When moved to DeNaples, access to space shrunk; need a place to be in community, and the space is important
		- Students noted OT major is dominated by women, but special treatment for those who are presumed to be men; things that would not be acceptable for women
			* KSOM is predominantly men; women are not getting special treatment in KSOM—feel more is expected of them, and men expect women to share more with them
			* WGS trying to identify WGS classes in KSOM
		- Important to look at ways where we are trying to be inclusive, but are not with language in particular (e.g., men and women for others)
		- Students noted pronouns are being used more, but that does not necessarily translate to those people being inclusive in their use of them for others
		- When women try to talk about issues, we open ourselves up to attack
			* Also, when folks talk about gender, LGTBQ, racial justice, etc. in the classroom, faculty are targeted in the class by students and other faculty.
				+ Do evaluations reflect more negatively on faculty or female faculty who talk about this? What other communities exist on campus to foster a sense of empowerment?

Something to explore

* + - * For staff, it is worse because you don’t have the support of as many colleagues. Also if you participate in a group, how will your supervisor perceive it? Need resources for folks.
		- Maybe invite Fr. Marina in to CSW meeting
* Committee Business
	+ Leaving Committee
		- Julia (full time professional staff)
		- Sam (undergraduate student)
		- Kristi (clerical staff)
		- Vacant: service/maintenance/technical staff