

Women's Coalition Business Meeting
March 28, 2014

Present:

Nashwa Bolling - ASHE (Financial Aid)
Lindsey Feitz – (Gender and Women's Studies –
Post doc) for Hava Gordon
Pat Greer – Steering Committee
Katherine Grove
Amanda Hayden
Theresa Hernandez
Aly Higgins
Sue Hinkin
Johanna Leyba – WLC, Steering Committee

Debbie Mixon Mitchell
Julie Reeves – WLC
Nicole Russell – Sistah Network, Steering
Committee
Kathy Sandoval – WAND (Bursar's Office)
Nancy Sasaki – WLC (NSEM)
Shelly Smith-Acuna – WLC
Andrea Sullivan – WAND
Katrina Yoshida – USG

Discussion: Do you think you have a role in advancing a larger agenda for women at DU?

The group agreed they have a role. The roles include:

1. Being a role model,
2. Encourage and commitment to established groups,
3. Time,
4. Mentoring,
5. Provide structure and creativity, and
6. Have tough conversations.

Issues on Campus

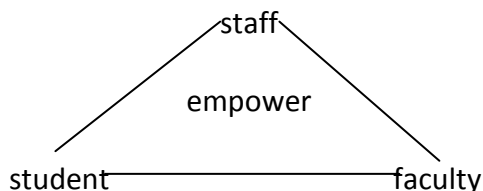
Members of the group have seen great progress for women but there is still work that needs to be done on campus since there is:

1. Resistance,
2. Visual high 5 when women are not included,
3. No allies in the room, and
4. Women's Advancement has stalled.
5. It is frightening to be a student woman leader on campus
6. Women are "pigeonholed,"
7. When women are in "leadership position" – different reception that women who are not
8. Young students of color need to get more classes to understand.
9. No tenure line in GWST (Liberal Arts). GWST is undergrad only with 1 FT person (may be increased 2014-15).
10. Identify Allies, especially men, to make the changes.

Mentorship and Empowerment Discussion

Needs to be both Partnership <-> mentorship

It takes all of group for empowerment empower



Opportunities

Role – Higher Commitment

- Raise awareness
- Impact Culture – remain professional by addressing issues
- How to hold each other accountable
- How to challenge colleagues in a professional environment
- Train search committee
- Create Allies
- Create mentorships
- Build support systems

Tough Conversations

- Recognize when you push and when you can't
- Reputation “that feminist club”
- Women, gender, color, equalizing empower
- Want to make space for conversations
- Want mentorships, staff-student-faculty

Ideas to Implement:

1. Add a link to the listserv for GWST webpage. Currently there is a Multi-culture feminist program.
2. Continue the work with the Board of Trustees (BOT). Some progress has been made on the makeup and tenure of the BOT; now members have term limits. Matrix has been developed for new BOT members.
3. Develop Inclusive Excellence Institutional culture beginning with PEDS; Women's Coalition write can contributions for each member.
4. Develop concrete ways to demonstrate value; write a letter to each Dean identifying the WC members who have contributed.
5. Develop a Diversity Certificate using Derrick Bell – Critical Race Theory [Definition of Inclusive Excellence]
6. Strategic – identify how this work benefits this university.
7. Add a Core competency of IE-select it to measure for PEDs.

8. Need to be concrete to help those in majority way to measure contribution and inclusion.
9. Tie into the need of employers who want individuals in global community relevant and competitive.
10. Email – marketing “DU Brand” (Help Julie identify events, happenings, and accomplishments on campus).
11. Identify and recruit Allies for retention of women and students of color
12. Connect with people on a human level, not on a label issue.
13. Have Courageous conversation – One person at a time.
14. Mentoring when the opportunity presents itself.
15. Continually define concrete ways to demonstrate how this work is important.
16. Get people credit for doing this work.
17. Develop a Speakers Bureau for the WC.
18. Put the application for the new groups on Qualtrics – have Lisa put on website (DONE)

Suggestions for 2014-15 WC Goal

1. Mentoring.
2. Concrete ways to demonstrate how this work is important.
3. Have people get credit for this important work.

Questions for all Women’s Groups:

- What are the contributions to the WC (Women’s Coalition)
- How can we see our work as an add
- What is “larger” agenda (in your realm)?
- What is the bigger goal? (Diversity?) How can we work together?
 - ◆ Build coalitions and hear about women’s needs
 - ◆ What is happening for women up the road?
 - Example “confidential” selection process and screening bias

Thank you to everyone for the First Annual Business Meeting!!