UNIVERSITY OF DENVER WOMEN'S COALITION LUNCHEON / COLORADO WOMEN'S COLLEGE TOWN HALL

Driscoll Ballroom
October 6, 2015

AGENDA:

- Welcome and Current CWC Status
- The Future CWC: Transforming for Relevance
- Vision 2025 Exercise
- Newly CWC Table Discussions
- Closing Remarks: What Happens Next

1. WELCOME

- Co-facilitators of the town hall, Karla Raines, principal of Corona Insights and Linda Olson, Interim Dean of Colorado Women's College, welcomed attendees.
- Linda thanked Johanna Leyba and Erin Whinnery for coordinating the luncheon, and CWC staff for coordinating the town hall portion.
- The sixty-nine town hall attendees' knowledge of CWC ranged from very limited, to extensive, the latter group including CWC students, alumnae and adjunct faculty.

2. BACKGROUND

- CWC is not closed or closing! Staff are currently assisting 118 students to be able to complete their undergraduate degrees at DU. This involves providing advise re study programs, financial aid, scholarships, number of courses to take, etc. A full-time advisor has been appointed to provide more cohesive assistance.
- CWC will teach out the four-year degree by the end of June 2016, after which approximately 60 CWC students will complete their studies through UCOL. Financial aid and scholarships from the CWC endowment will continue to be provided to students after June 2016.
    - Programs planned for the coming year include: Agnes Igoye event on Human Trafficking (Oct 6), Half the Sky Fair (Oct 17), One Book One College, Talent Show, etc.
- CWC needs to consider what it could be in the light of DU's draft report *Impact 2025*. A small team consisting of Linda Olson, Art Jones and Michele Tyson have been consulting with Karla Raines, doing research, and Linda met with over 50 women leaders in the community. A series of town halls and individual discussions are also in progress.
- The input received from town halls, individuals and other sources will be consolidated, and work done by the committee in late 2014 will also be integrated into a proposal for a sustainable CWC, to be submitted to the Chancellor and Provost early in 2016.

3. FUTURE OF CWC

- The challenge is to think in 21st century ways, and align with *Impact 2025*:
    - Transformative directions
        - Students striving for success
        - Accelerating knowledge
        - Impact Global Denver
        - One DU
    - What this means for CWC – our options and potential
        - Bust out of our silo
        - Be embraced by entire DU campus while we maintain (and strengthen) a community of and for women
- CWC's current mission fits into this vision: To educate women to boldly lead in the communities where they live, work and engage.

- The name will not change – it will remain Colorado Women's College and the college will have a dean. It is encouraging the university has a great passion to see CWC be a significant place and play an important role on campus and in the community.
- The Chambers Center for Women is deeded and structured for women. The challenge is to determine how to expand on this.
- Only one item is **off the table** (per Linda's discussion with the provost): A recruitment-to-diploma stand-alone college.
- **On the table** / ideas to be considered for a future CWC:
  - Academic support for all women students: mentoring, internships, study groups
  - Women's Global Leadership Institute e.g. with Korbel
  - CWC Leadership Scholars program, undergrad and graduate
  - DU Women's Resource Center-workshops and skill building; convening groups, mentors, women/men together in workforce
  - Research Center and Post-docs
  - Colorado Women's Collaborative
  - Majors such as GWST
  - Minors such as LDRS
  - Etc.

4. GUIDED VISION 2025 EXERCISE

Participants were guided through a visioning exercise foreseeing what CWC might be in 2025. Themes that arose were similar to those proposed for "on-the-table" mentioned above, with childcare and women's health issues, international outreach, internships, technology/STE(A)M, community, educating underserved women (and men) of all ages, also coming to the forefront.

5. GROUP DISCUSSION

Attendees broke into nine subgroups and were requested to focus on two areas – Women's Resource Center and Global Women's Leadership (and Advancement) Institute. Some examples for each were provided:

- Women's Resource Center
  - Collaborative for women's groups on campus, and already in building (CWC, HERS, WEPAN, WFCO)
  - Revamped space for convening, support, training
  - Women's health and safety programming
  - Convene and catalyze women's special interest groups at DU (8+ groups on campus)
  - Speakers series to highlight women as thought leaders
  - HR program for women's development
  - Safe place to study
  - Repurposed spaces
- Global Women's Leadership (and Advancement) Institute
  - Global Denver in Impact 2025
    - Focus on need gap areas to move the needle
    - Entrepreneurship, Tech and STEM fields?
    - Workplace advancement programs
    - Host of women's orgs in Denver and CO – other colleges; what else is possible for us to advance DU women
- The questions and group responses are summarized in Appendix 1.

6. NEXT STEPS

- Attendees were requested to provide any additional input or questions to Linda, Art and Michele.
- Comments made at this town hall will be consulted for incorporation into the draft document to be provided to the chancellor and provost in 2016.

APPENDIX 1 – SUGGESTIONS FOR A WOMEN'S RESOURCE CENTER, AND GLOBAL WOMEN'S LEADERSHIP (AND ADVANCEMENT) INSTITUTE

QUESTIONS:

1) What assets do women bring to the leadership table as you see it in your own discipline, work area, or view of the world (community)? Brainstorm quickly together and record.

2) What obstacles do women encounter at DU and beyond to live lives of influence and impact? Brainstorm quickly together and record.

3) What would a DU Women's Center entail to become a catalyst for women leading more impactful lives at DU and beyond?

- What could make this uniquely CWC/DU?
- What is most exciting about this idea?
- What could make it powerful in its impact?

4) What would a Global Women's Leadership Institute offer to address the obstacles for women as well as provide opportunities for women to become better equipped to be change leaders and utilize their passions and resources for the public good?

- What could make this uniquely CWC/DU?
- What is most exciting about this idea?
- What could make it powerful in its impact?

RESPONSES:

Each group shared one asset, obstacle and idea (in bold). All the suggestions resulting from the group discussions were also captured and will inform the final report.

Group 1

Asset: Women function as connectors in work and home, provide linkages. Being multitaskers, they have an ability to look at both big and small picture and connect them together.

Obstacle: Guilt! Realize we can't do everything and do everything at the same time.

Idea: Boot camps for certification, focused training, professional development, short term goals, etc.

Group 2:

Asset: Women are holistic thinkers, empathetic, connection, policy and process.

Obstacle: Men's perspectives of women and women's perspectives of women. Women don't always have the confidence to speak mind in male dominated field – left behind in having their perspectives heard and moving up the ladder.

Idea: Have place where men and women mentors can come together. Work together with men AND women – don't live in women's bubble. Need both pieces.

Group 3:

Asset: This is a difficult question to answer, it implies certain assets are unique to women (or men) only and other assets are not.

Obstacle: Cultural and societal frameworks around different applications of standards and opinions towards men and women, based on similar types of behaviors - women seen as aggressive, men confident and assertive.

Idea: Having an appropriate name is important and should be reflective of what a women's leadership institute could do, e.g. Women's Development Institute, or Advocacy Institute. Women are not deficient in leadership, it is systemic, hierarchical problem.

Group 4:

Asset: Emotional intelligence – tend to be labeled

Obstacle: Cultural stereotypes, finding childcare – primary caretaker wearing multiple hats, societal stereotypes, and empowering women – how to engage with and change that. Interrupt stereotype development.

Idea: Childcare – look at individuals' needs, not just one model. Healthy meal options, nap rooms, special childcare education, beneficial to student and children.

Group 5:

Asset: Ditto other groups, practice of wearing many hats, bringing empathy, inclusivity and harmony into workplace (and home).

Obstacle: Access – there is an intimate link between access and diversity. Discrepancy - what it means at DU? CWC will need to work with UA, graduate and undergraduate admissions to provide scholarships.

Idea: Focus on development of women and men.

Group 6:

Asset: Being able to promote group and group's ideas, also an obstacle, not self-promoting own ideas.

Obstacle: Access Programs that facilitate creative persistence to meet challenges of life – multiple hats / multi-tasking. Problem solver - provide something and develop ability to go around or through.

Idea: Title of Global Women's Leadership Institute: Is "global" right – challenges around the world including poverty, hunger, reproductive rights and women's health in general. Suggest something like "Women's institute for impact, change, and environment". Does every woman need to be a leader to be successful and to have a meaningful life?

Group 7:

Asset: Emotional intelligence

Obstacle: Responsibility without authority, extra-curricular activities not outlined in job descriptions and employees not credited for this. Way that spheres diagram is set up – Women's Resource Center can be seen as a continuum leading up to Global Leadership Center.

Idea: WRC is to take care of DU, and global shouldn't happen until WRC in place.

Group 8:

Asset: Broad variety of experiences, empathy, listening, grounded.

Obstacle: Lack of childcare and elder/parent care.

Idea: WRC – welcoming center for entire Denver community – Impact 2025. GWLI: provide innovative co-curricular programming, mentorship with industries / businesses – open to all women on campus.

Group 9:

Asset: Discomfort with stereotyping women. Women's experience very diverse – color, LGBTQ. Being a woman is only one part of a multifaceted identity.

Obstacle: Childcare, parental leave for mothers/fathers – equitable and flexibility – bosses, professors, bring child to class or work. Should apply to all - faculty, students, and fulltime staff, also hourly and cleaning staff who are often excluded from certain benefits.

Idea: DU a hub for community and a place for women who want to make difference in their own communities to learn how to do so.