

Women's Coalition Planning Meeting

Wednesday, September 25, 2013

10 AM- 12 PM

CWC Chamber's Center, Room 350

NOTES

In attendance:

Sable Schultz, CME

Sue Hinkin, Career Services

Amy King, HR

Natley Farris, Alumni Relations, SWAP, ASHE, SOCA

Hava Gordon, GWST

Nashwa Bolling, Financial Aid, SOCA and ASHE

Judith White, HERS

Pat Greer, UCOL

Gillian Kaag, CAPE

Nancy Jones, Academic Commons

Chelsay Scott, UCOL

Johanna Leyba, CME, WLC, Coalition

Katrina Yoshida, USG, CME

Anthea Johnson Rooen, CME and Sista Network

Debbie Mixon Mitchell, Faculty Recruitment, CME

Guests from TIAA Cref – Models of Supportive Institutional Practices for Women

Liz Morris and NAME?

- Model for bringing other women along – through mentorship
- Organization values leadership and developing leadership AND diversity and inclusion together

Within TIAA-Cref what they do to support women and support clients (HR departments and participants in the funds)

- Executive Management Team with a commitment to diversity and inclusion
 - Starting at the top engaged in these initiatives is key
 - President and directors – directors are 50% women and 50% men
 - Executive management went to full day of training on diversity and inclusion by outside consultant
 - Managers are measured on inclusion and diversity – demographics, hiring and mobility, and perception of the managers by employees
 - Quarterly insights report with demographics of their work
 - Twice a year Managers go through talent review across the company including diversity – looking for up and coming managers. I.D. early career

- up to most senior level. Create plans for their future including training, mentoring etc., other prof development opportunities.
 - Culture shift at TIAA-Cref was influenced by a business strategy as women are large participants and senior leadership!
- History of TIAA-Cref is that of a nonprofit and a commitment to Diversity and Inclusion
 - It is not just the right thing to do, but a part of their core business
 - Customers are largely women – 70% women in higher education and 77% women in health care
- Recognition of TIAA-Cref's efforts
 - 2013 third year as 53 of Working Women companies to work.
 - 41 on Diversity Inc.'s top 50
 - Latina Style
 - Top 10 for Female Executives
 - Some of the things they do that help get these rankings
 - Job sharing opportunities
 - 25% of women work from home
 - Childcare subsidies and elder care support
 - Mentoring for women
- Employee Relations Groups (Women, Hispanic, Black, LBGT, Young Professionals, etc.)
 - Women's ERG
 - Networking, leadership, volunteerism (reasons women join)
 - Looking at revamping these groups to be a part of the score card as they impact the bottom line
- Pilot Program – (based on Book *Lean In*)
 - "Lean In" Conversations
 - Safe environment to discuss future
 - Use the book as a starting point for conversations about moving up, mentoring, networking, etc.
 - Plotting a path to get where you want to go.
 - [Download the PowerPoint](#)
- Keith Freazzi – Green Light Website
 - Starting your own board of directors to help guide your future
 - Get to know people as people so that when you get into the harder discussions it is easier
 - Course on Mind Sets and Behaviors – getting to know and respects peoples mindsets and behaviors – creates common language and way to have a entre into dialogues for challenging issues

- Initiative for 2-3 years around Women Specifically (internal and externally)
 - Workshops to approach market for women completely differently
 - Women-to-Women Program
 - Sponsorships and partnerships – community groups such as HERS
 - Importance of Women’s financial health as a means to having power over their life, choices and future
 - Advice and guidance center – open to the public with a locked space for TIAA-Cref participants.
 - Helps model for you based on gender, life stage, etc.
 - What is to come – In January there will be a Women’s Hub with an “ask an expert” section.
 - Workshops called Women to Women
 - 164 workshops 40 institutions
 - results – 73% increase contributions by ave. of \$1,200
 - 37% scheduled 1:1 appointment to get advice about preparing for retirement
 - 33% who participate are not their participants. Not TIAA-Cref participants. They show their commitment to Women outside of TIAA-Cref.
 - TIAA-Cref filled a need in what women needed for financial planning.
- **Oct. 26th Sessions on the DU Campus. Watch for information. Two sessions: 1) For those closer to retirement, 2) For those early in their careers.**

What should we/can we take from this presentation – examples of TIAA-Cref Inclusion work for Women?

Funding and Structural Discussion

- Review of Current funding structure
 - Current suggestion is that each group will submit application to be recognized annually. Those recognized by the coalition based on criteria to be established will receive \$500 operating funds annually. The Coalition (made up of reps from all groups) will approve other special projects throughout the year from pulled fund. Reserves from left over money annually will be set aside for special projects the coalition decides on annually. The Coalition will pay for Town Halls annually and other events that serve all women collectively. This is the current proposal that is still up for discussion. It was determined that active groups including ASHE, WLC and WAND will maintain their current \$2,000 budget given to them this year and any new groups will have to apply for funding under the new guidelines being developed. Next year all groups will move to new system.
 - Nicole Russell and Gillian Kaag agreed to work on some criteria by which groups would apply and be recognized as well as funding applications.

- We will discuss this more at the next meeting in October. Date to be determined. We will be looking for more input between now and then! We would like to have this matter decided on by the end of the Fall quarter.
- See attached notes. The proposal was prepared by Johanna Leyba as a starting point. The notes highlighted in Yellow were additions during the conversation at today's meetings.

Announcements:

- FemiCare – Local nonprofit serving homeless women through local churches. They provide shelter to 20 women per night and give them personal care bags. The organization is seeking donations for personal items including underwear, socks, wipes and a few other items. We agreed to help by collecting items at CME and at the Fall Town Hall meeting in November. We will need to recruit volunteers to assemble bags and deliver them to the churches in November.
- DCB Dean Search – To gain input from diverse constituents, Coalition members have been invited to participate the beginning sessions on Friday for input. Anyone available can attend on **Friday, Sept 27th from 9:30-10:30**
- Hava asked if the Coalition could get behind demanding more transparency on campus about pay equity. Johanna suggested that we (Women's Coalition) try to join together with SAC, SOCA, FOCA, etc. We may also try to work within the system to be able to access data better to move.