CFW Meeting Minutes  
Thursday, October 3, 2019  

Attendees: [to be inserted]

Rachel Chen began the meeting promptly at 12:00pm, welcomed the attendees and approved the minutes. All were in favor and there were no oppositions in terms of approving the minutes.

Dr. Chen thanked everyone for attending the meeting. There was a highlight of the new member(s) Matthew Scoggins, Chief of Staff. Rachel Chen along with the members of the CFW congratulated him. Mr. Scoggins is a former General Council, expert attorney on board. Matthew briefly introduced himself, and wanted to come back and serve the campus, holds two degrees from the university, advising Chancellor on new initiatives. Further discussion revealed that Women represent 49 percent of staff/faculty and 51 percent of students on campus.

Rachel Chen provided a brief report regarding the first Women’s Leadership Conference slated to begin at 11:30-12PM on Friday, October 4, 2019 in the Baker Center Toyota Auditorium. There are 130 people registered and we anticipate a fully packed out event/space. The session is from 12pm-1pm and real time webcasting will be available for those who cannot attend. The video is saved at the link. Rachel Chen asked the group to assist in helping and being active and working together as a team.

The 2019-2020 focus is as follows:
2019-2020 Focused Priorities:
[1] Promote women’s leadership by supporting and enhancing mentoring and professional development  
[2] Prepare & Celebrate the 100th Anniversary of Women's voting rights in 2020  
[3] Women’s History Month (March)  
• Highlight accomplishments of prominent alumni and promote/support UT women's scholarship/research/service

Continuous Priorities:  
[1] Promote women's leadership by supporting and enhancing mentoring and professional development  
[2] Advocate for sexual assault awareness and prevention and bully-free workplaces and contribute to the evaluation of relevant policies/programs/implementations  
[3] Advocate for pay equity across genders  
[4] Women’s History Month  
• Highlight accomplishments of prominent alumni and promote/support scholarship/research on campus that is related to women  
• Particular focus on staff and graduate students
[6] Support the Women in STEM Committee of the Commission for Women
[7] Promote and support efforts to increase campus diversity and inclusion

Regarding the 2\textsuperscript{nd} one: Celebrate 100\textsuperscript{th} anniversary of women’s voting rights will be in the week of August 18-22, 2020. Tennessee is last state to make the move in terms of women acquiring voting rights. The goal is to promote celebration, and to do so, we are in need of ideas, notable women leaders, etc. Rachel Chen asked to include Deans and women in leadership positions as major resources; Wanda Sobieski, responsible for Statue/historic center was mentioned as an excellent resource to provide additional information regarding providing dense historical context and provides a direct link to someone who has a deep historical knowledge regarding women’s rights.

Javiette Samuel, mentioned having something at the Market square, connecting with the city of Knoxville to create additional visibility, putting all ideas together and what we can do as a group, emphasizing the fact that we don’t gloss over the truth that women of color did not immediately benefit from the right, and not to ignore the intersectionality of this phenomena.

Additional commentary by Janelle Coleman emphasized that markers of good leadership includes giving back to support women as well. Joan Heminway mentioned the relevancy to big historical moments, highlighting the legal history is such that black men got the right to vote before black women, intersecting the supreme court center, historical anomalies and examining the intersection of gender and race, as well as the importance of voter registration. Additional commentary highlighted the various contributions and provided ways in which we could highlight the pioneers who’ve contributed to the movement.

Rachel Chen asked for any ideas and members were asked to provide names, ideas, and links for specific ideas.

Further, there was discussion regarding the Bully-Free working place/working group. Rachel Chen expressed excitement and being proud of the commission as we’ve had our bully-free workplace policy enforced. With the support of the Provost David Manderscheid, a group of CFW representatives met with John Zomchick. Joan Hemminway agreed to serve and cover the education side, two ex-officio members, Mary Luca, Ombudsperson, and Jenny Richter are on committee (policy side). A detailed announcement will be make in November 2019.

A presentation was facilitated by Ashley Blamey and Jenny Ritcher highlighting research regarding sexual harassment and gender discrimination. The objectives and discussions point are as follows:

- National collaborative special reports
- Started by national academy of science and engineering and medicine
Specific group in DC issued report studied problem of sexual harassment and gender discrimination.

Professional academic organizations and national labs, practices about what worked and what hasn’t worked; decided that there was a need for a look at what’s going on with the Me Too movement, engage the academic side of the house, policies and procedures need to be more open, more data than we had 5 years ago, NSA said we’d like to start think tank about certain issues. UTK is the only large southeast institution that’s involved with this effort, one of the founding members, national academy website, under action collaborative and interesting to see who else is involved. UTK represents a demographic that’s not represented.

Lots of dialogue, lots of recognition, issues of fear of retaliation, relationship between faculty advisor and graduate students, national academies, open public meeting that’s coming up in Seattle Washington, and we’ve had full support from Chancellor and Provost. And wants to bring knowledge to our campus

Level of research on how to manage problem, and how to impact things

Resources and stats are accessible, defining data,

Themes that have come out regarding harassment

Productivity and financial consequence of sexual harassment

Known secrets of anonymous workplace, people tend to want things to stay the same human beings like homeostasis, wanting everything to stay the same.

Potent predictor of sexual harassment is the work climate

Moved from environment over time

No screening for sexual harassment, taking ownership of our environment

Dignity based community

Chancellor sent memo regarding geography and sexual harassment, what can we do with collaboration on campus

Establishing working group, wrote (3) versions

5 major recommendations regarding 20 action collaboratives

Creating an environment where students don’t have certain experiences

Action collaborative, vehicle for many opportunities and very easy to discuss

Recommendation to chancellor is asked for recommendation from the Deans and serve as a service component

Action collaborative recognize damage of gender discrimination

Better trained, giving data, having a civil community focusing our efforts, and expectations moving forward

Experiences has been great with small groups

Every college and university has something to add and everyone is looking at different pieces, and term about passing harasser, collaborative opportunities for faculty and staff

Need better mechanism on engaging information and passing on the information, how to address and keep records, where does it fit in the evaluation process, not responding, getting to the point in time where this not tolerated, people becoming indignant, about classroom being named after a harasser
● People don’t like to file complaints so we are exploring those areas and figuring out ways to strengthen the process.
● Is there a relationship to age for sexual harassment, thought it would move on and move out, not age related or power based
● Harassers do not believe that they are harassing, they believe they have that kind of relationship
● Fine line that exists is bullying, age based, size based,
● Sexual harassment has some legal content
● Big task is to define bullying and understand the many intersections
● Commonality is inside orientation, low level prevention can be productive and people test boundaries, establish a culture and a department and emotional intelligence
● Complexity intersecting with things you’ve already done and seen them doing something else, colors the way you think about reporting the incident, cumulative evidence, processing protocol, raising issues in a way that doesn’t exacerbate behavior
● Recipient of behavior is not the only one that affected
● Relationships in academic last forever…
● Me too academia database excel spreadsheet, includes names and hearings
● Only situations that have gone through the entire process, reasons of why people are removed due to abuse
● Looking at certification or a person not leaving during an investigation, violation of policy
● Not knowing anything about the person you hire is not a good idea
● Need advocacy and movements, reporting and following the process
● Every hire is a way to build a network
● We don’t have to use the references you provide, we can go outside of our network
● Nov. 7 last year, we had the discussion
● Advisory committee wanting to be part of educational discussion, and highlighting the fact that harassers are not always women

Each committee provided the following commentary:

Safety Advisory Committee: Working with women’s council and Taking Back the Night Event. A guest speaker is confirmed for the event. The event will happen on October 24, 2019. There will be a silent march and a candle light vigil beginning at 5PM. The committee would like for the CFW to participate, and has emphasized needing fundraising assistance. Any organization that anyone can think of that they can approach for funding, please be sure to share the information. The committee is working with Planned Parenthood, YCWA, and mentioned any additional ideas of community organizations, etc, email jamie@utk.edu

Highlights from the Professional Development Committee: no meeting since last meeting, but working on spring event and keynote speech by our speaker on bullying
and spend more time discussing the complexities. Meeting is scheduled for October 17, 2019 to discuss potential Fall programming, following up on themes and comments and way in which more systemic change can be fostered, we would like to leave a legacy and find ways to connect the dots. There is a need not just through campus admin, but through CFW, hoping committee will help develop themes.

Awards Committee went over awards and filling in gaps in terms of knowledge recommended to contact Hillary Founts. Catherine Luther has created a database and has suggested that the roles rotate, as there was an initial meeting to get to know each other and discuss awards and we still need to figure out who should be in categories, the idea is that it is sustainable for the next person to come on board.

Equity Committee hasn’t met at this time, are waiting for responses and thinking about the kind of analyses they would like OIRA to do, brainstorming ideas, have contacted OIRA to schedule meeting with them to further the analyses.

Work and Family Committee met October 2, 2019 and reviewed where they’ve been and checking with faculty senate.

Announcement from HR: encourage and support efforts for inclusion events across campus
Monday, October 7, 2019 is wear blue day in an effort to participate in World Wide Anti-bullying initiatives. Additionally, October 24, 2019 is wear purple day for Domestic Violence Awareness. HR will have a table on the Pettway between 10am and 1PM on October 24, 2019 passing out information and giveaways for Domestic Violence Awareness. Further, in conjunction with the Pride Center Wednesday, October 23, 2019 HR be hosting a panel for the LGBTQ community and we will discuss generational differences and perceptions. Events for November 11, 2019 including the panel and other events will be highlighting veteran students and employees.

Rachel Chen adjourned the meeting at 1:03pm.