

PCOSW General Membership Zoom Meeting May 8, 2020

Attendance (May be inaccurate do to starting with subcommittees and some people may have needed to leave before attendance was taken): Brittany Nefcy, Kim Hack, Erin McIlraith, Whitney Archer, Grace Atebe, Cecily Bishop, Brittany Griffin, Joy Jorgensen, Yvette Spitz, Mealoha McFadden, Diana Ulrey, Cari Maes, Amy Luhn, Tiah Edmunson Morton, Nichole Duplaix, Katie Reinhardt, Vanessa Petroj, Benita Blessing

- 1) Subcommittees update
 - a) **Deadline for subcommittee portion of annual report: Tuesday, May 26th**
 - b) Speaker Series: Many events canceled, leftover money to Breaking Barriers video or Kidspirit, working on report
 - c) Gender Equity: no update
 - d) Work Life Fit: Amy and Cari went to Cultures of Care meeting and hoping to capture how pandemic highlights need for flexibility (remote work, childcare, etc.)
 - e) Career Advancement: lots of transitions in committee, focus on working with HR, met with Cathy Hasenflug this year to ensure equity in hiring and retention
 - f) Scholarship Application deadline passed, but will reopen application for Fall specifically
 - i) **Please encourage people to apply!**
 - ii) Meeting on monday to make selections for University Day award and summer term applicants
- 2) Breaking Barriers
 - a) **Extended nomination period: May 15th deadline**
 - i) Also updated language in the award descriptions to be more inclusive
 - ii) Leadership Team will review nominations
 - b) No reception this year
 - c) Coordinating a video to honor recipients instead
- 3) Election Nominations
 - a) Please let us know if you would like to be considered for any of the leadership positions
 - i) You can email leadership team if interested or would like to nominate someone
 - ii) Please let us know within a week! Then will send out voting form to group
 - b) Co-chair needed, as well as other positions and subcommittee chairs
- 4) Remaining Budget
 - a) Left over funding from Scholarships will go to International Moms Group and Kid Spirit
 - i) Leadership Team also reached out to HSRC and they did not have a need for these funds at this time
 - b) Speaker Series leftover money will go to Breaking Barriers video production
 - c) Please let us know if you have other ideas!
- 5) Annual Report
 - a) Will provide to president at end of academic year
 - b) Diana will send out template and last year's report to help committees with writing their portion
 - c) Diana and Whitney will compile for final report
- 6) Website Updates
 - a) Erin is redoing website this summer (email additional suggestions)
 - i) Do we want to put minutes on website? (currently says we do, but we don't)

- ii) Main page needs to have more clear information about the commission
- iii) Other social media? Will look into old Facebook page
- iv) List of Committees, including email for committee (not committee chair name)
- v) How to join
- vi) Update resources
- vii) Update form for speaker series applications
- viii) Update photos
- ix) Link to special collections

President's Commission on the Status of Women

April 13, 2020 General Membership Meeting

Attendance: Whitney Archer, Diana Ulrey, Kim Hack, Tiah Edmunson-Morton, Erin McIlraith, Mealoha McFadden, Angee Doerr, Brittany Nefcy, Grace Atebe, Cecily Bishop, Brittany Griffin, Joy Jorgensen, Cari Maes, Urmila Mali, Rachel Lilley, Katherin Reinhardt, Christina Schaaf, Todd Cross, Yvette, Anna Dvorak, Kate Schilke, Mary Chuinard

- I. Breaking Barrier updates
 - a. Postpone, NOT cancel event (summer or fall term)
 - i. Waiting until back together for reception
 - b. Moving forward with awards: deadline extended to May 1
 - i. Plan to create a video to acknowledge recipients and share with community
 - ii. Please share call for nominations, including the University Day award
 - c.
- II. May scholarship/award presentation updates
 - a. Initially planned for the meeting to be dedicated to presentations by scholarship and awards recipients: offering opportunity to hold this remotely!
 - b. Diana reaching out to President Ray about his participation, or we can record and share
 - c. Many of the scholarships for this term are not able to be used due to pandemic
 - d. Call for summer/fall scholarships out via OSU Today
 - e.
- III. Budget updates
 - a. A lot of awards returned due to pandemic
 - b. Thinking of plan to help people in other ways to use the funds (money will not carry over to next year)
 - i. What are needs right now to help with spending down funds?
 - ii. Webinar speakers?
 - iii. Look into support for Family Resource Center child care, International Mom's Group?
 - iv.
 - c. One award from Speaker Series returned
 - d. See budget in Box for more details
- IV. End of Year Report Template
 - a. Every year, commission publishes a report to cover the work done by the commission and subcommittees
 - b. Will send this request for report information in May
 - c. Need from Subcommittee (template will be in Box)
 - i. Summary of focus of the work
 - ii. Subcommittee activities and process
 - iii. Recommendations for policy and practice changes, new collaborations
 - d.
- V. PCOSW Archival Presentation – Tiah Edmunson-Morton
 - a. OSU PCOSW History

- b. Presentation was recorded if you would like to watch it!
 - c. Thank you Tiah, Anna, and Rachel for putting this presentation together for us!
 - d. <https://www.oregondigital.org/sets/osu-scarc>
 - e. <http://scarc.library.oregonstate.edu/findingaids/index.php?p=collections/findingaid&id=2768>
 - f.
- VI. Subcommittee Breakouts
- a. Some committees experienced technical difficulties, sorry about that! We will try something different for next time

PCOSW GENERAL MEETING - FEBRUARY 19, 2020; SEC 112; 1-2:30pm

Attendance: Kim Hack, Whitney Archer, Brittany Nefcy, Diana Ulrey, Mealoha McFadden, Maria Davila Ash, Joy Jorgensen, Tiah Edmonson Morton, Cari Maes, Sara Dalotto, Nichole Duplaix, Amy McLaughlin, Erin McIlraith, Scout, Sushma Naithani, Todd Cross, Any Luhn, Kate Schilke, Angee Doerr, Cindy Alexis, Christina Schaaf, Sarah Henkel, Janette Byrd

- I. Debrief from President's and Provost's LC Meeting with AFAPC/QueerPros (15 min)
 - a. Presented on history of PCOSW, current structure, vision forward
 - b. Tomorrow giving similar presentation with AFAPC
 - c. Partnership with AFAPC/QueerPros and continue to work with President/Provost's office
 - d. Plan to bring together a report regarding options for retention and recruitment

- II. Breaking Barriers (10 min): Partnership event with PCOSW, OID, Provost's, Athletics to celebrate womxn on campus, give out awards
 - a. 2/17 – Live nomination form, please share call for nominations
 - b. 3/20 – Deadline to submit nominations
 - c. End of Week 1 – Recipients chosen (scholarships and awards committee)
 - d. April 21 – Breaking Barriers Event; Reser Club**

- III. Director of Talent Acquisition Search invitation to participate in needs assessment
 - a. HR reached out to receive feedback on this role, which is a new position
 - b. Talent Acquisition role to work on recruitment and there will also be a separate role for Retention
 - c. Looking for input on job description, hopes for the role, marketing for this position/OSU
 - d. Provided information to HR on our past reports, hopes for coalition-building from this role
 - e. Cathy Hasenflug from HR is our guest for March! What questions do you have...?
 - i. Concerns about Office of Work Life moving from Faculty Affairs to HR and future of this
 - ii. Search advocates
 - iii. Current scope and vision for HR considering movement in and out of this office
 - iv. Professional Development
 - v. How will this inform our own strategic planning?
 - vi. PCOSW as resource to HR: what is a process for collaboration?
 - vii. Please be conscientious of how we are asking questions to continue to nurture this relationship!
 - viii. Any other questions and comments? Please send to pcosw@oregonstate.edu

- IV. Position of Commission on-campus & Protocol for General Membership presenters (10 min)

- V. Subcommittee Work – Setting Objectives for the Year (20 min)
 - a. Confirm Subcommittee roster – Communicate with Mealoha

- b. Ad hoc committee Strategic Planning with Diana regarding institutional connections, future planning, sustainability, etc.: let us know what you think, even if you are not on the committee
- VI. Scholarships/Awards Announcements (10 min)
- a. 12 applicants (1 for summer and asked them to reapply)
 - b. 11 people received awards
 - c. University Development and Mentoring Award: call for nominations sent out. Includes monetary award and presented at University Day. Please nominate!
- VII. Budget Update (10 min): See Box for updated information!
- VIII. OSU is hosting a group from Cambodia and would like to organize a panel discussion and meet-n-greet: look for announcement in OSU Today and please participate
- IX. International Women's Day events!
- X. **Meetings:**
- a. **March 13th 11:30-1 in MU 215 with Cathy Hasenflug**
 - b. **April 13th 12-1:30 in Library Archives**
 - c. **Breaking Barriers April 21st 5:30-7:30 in Reser Club**
 - d. **May TBD with President Ray and scholarship recipients**

PCOSW General Membership Meeting Agenda
January 28, 2020 11am-12:30pm, SEC 354

Attendance: Cindy A (zoom), Whitney Archer, Diana Ulrey, Brittany Nefcy, Erin McIlraith, Scout, Kim Hack, Christina Shaw, Grace Atebe, Kate Schilke, Sarah Dalotto, Joy Jorgensen, Todd Cross, Maria Davila-Ash, Susham Naithani, Janette Byrd, Mealoha McFadden, Angee Doerr, Cari Maes

1. Updates on Leadership Team transitions
 - a. Diana Ulrey is new Co-Chair
 - b. Erin McIlraith is new Communications Coordinator
 - c. Mealoha McFadden is new Membership Coordinator
2. Membership updates and retreat reflection
 - a. Do you have access to Box? Receiving emails?
 - b. Brittany will add members to box
 - c. Diana typing up notes from retreat idea boards/group assets and will share on box
3. Group discussion on invitation to President and Provost's Leadership Council on February 12th:
 - a. Co-Chairs will be presenting on PCOSW and how it has enhanced faculty and staff retention
 - i. Christina is on the committee! Group is working on developing toolkits for recruitment and retention for diverse faculty
 - ii. PCOSW Scholarships and Awards promote retention
 - iii. Are our benefits and other start up incentives competitive with other institutions?
 - iv. Support for when grant/contracts end? (I.e. Janette and Advance Grant)
 - v. Speaker Series supports professional development events
 - vi. Breaking Barriers
 - vii. Child care for events
 - viii. International Moms Group
 - ix. Would like to hear from new president about support for programs
 - x. Transgender task force reappointment (we can highlight affinity work on campus)
 - xi. Career Development Committee working with HR/Cathy Hasenflug, advocating for training for staff transitioning to new roles
 - xii. Enhance spousal hire program
 - xiii. PNT (Promotion and Tenure) and different messages across university about "service" (recognize service on PCOSW with PNT)
4. Topical ideas for discussion, activities or guest speakers for future PCOSW meetings
 - a. Asked Tiah Edmondson about possibility of hosting meeting at Library Archive
 - b. Diana will reach out to Cathy at HR
 - c. Invite Provost's office to speak at meeting
 - d. Title IX or SARC
 - e. Campus Security (will work together to keep everyone updated on campus updates around policing!)
 - f. Childcare
5. Subcommittee Updates:

- a. Establish Committee Rosters and Co-Coveners
 - i. Listservs updated
 - ii. New members added to both groups listed on membership forms
 - iii. Let us know if you no longer want to be on that committee or only one of the committees by emailing pcosw@oregonstate.edu
 - b. Speaker Series: awarded all of the remaining money
 - i. Need assistance with follow up on events, end of year report, new request form, plans for next year
 - c. Scholarships and Awards: gathering applications
 - i. Next week determining awards for next term
 - ii. Promote the scholarships, please!
 - d. Career Advancement: met with Cathy H. from HR in December
 - i. Will set committee meeting
 - e. Status of Gender Equity: need to set up a meeting
 - f. Work/Life Fit: Amy working on setting up a meeting
 - g. Ad Hoc Subcommittee on Strategic Planning: Diana will set up a meeting
 - h. Also see notes in Box from our work at the retreat
6. Budget Updates from Brittany
- a. Scholarship and Awards has some flexibility
 - b. Speaker Series has allotted almost all funds
7. Other Announcements:
- a. *Intersectionality at Work Presented by Ashleigh Shelby Rosette, Ph.D.*: Wednesday, February 5th at 7pm, LaSells Stewart Center Free, RSVP at bit.ly/McGregor2020
 - b. *Oregon Women in Higher Ed Conference*: January 31-February 1 at Salishan Resort. See PCOSW member, Joy Jorgensen present!
 - c. Please share information about scholarships through PCOSW!
 - d. Breaking Barriers: PCOSW will be promoting nominations for awards
 - e. Leadership Award on University Day: PCOSW chooses this person along with Breaking Barriers awards
8. Upcoming Meetings (Locations may change)
- a. Wednesday, February 19th 1-2:30pm, SEC 112
 - b. Friday, March 13th 11:30am-1pm, SEC 112
 - c. Monday, April 13th 12-1:30pm, SEC 112
 - d. Save the Date: Breaking Barriers Reception Tuesday, April 21st
 - e. May meeting to be determined based on President's schedule

Agenda: PCOSW General Meeting December 6th 11-12:30pm SEC 112

Attendance: Whitney Archer, Kim Hack, Joy Jorgenson, Maria Davila-Ash, Brittany Nefcy, Katie Reinhardt, Diana Ulrey, Tiah Edmunson Morton, Angee Doerr, Sushma Naithani, Benita Blessing, Amanda Kibbler, Nicole Duplaix, Todd Cross, Amy Luhn, Margarita Zamora Saunders, Valerie Biaz, Yvette (on zoom), Erin McIlraith, Jeanette Bird, Urmila Mali, Amy McLaughlin, Vanessa Petroj

- **Welcome**
 - Welcome any new potential members *have new member interest forms
 - Quick Intros – depending on attendance numbers

- **Overview of PCOSW for Potential New Members**
 - About PCOSW: Federal commission started in 1961 by President Kennedy. Eleanor Roosevelt asked and accepted the role of chairing the commission. Universities followed suit. PCOSW at OSU started in 1972. Highlights of work: pay equity, lactation rooms, work-life office, family resource center work, shifting campus culture, supporting speakers coming to campus, scholarships
 - Membership responsibilities: attend meetings and events, participate on subcommittee (speaker series, scholarships, career advancement, pay equity, work-life fit)
 - Membership Expectations: It is expected that general members are attending the monthly PCOSW meetings as often as possible, actively participating on a sub-committee, and attending PCOSW planned or sponsored events. Ideally, general members hold a leadership role sometime during their second or third year of their appointment. General members have voting rights on all PCOSW matters that call for a vote. *We also have ex-officio and other members (i.e. community, student)

- **Debrief the President's House Reception (November 20th)**
 - What struck you?
 - Asked by President to keep gathering informal
 - Did not have the opportunity to ask many questions
 - Different format than last year (mixer vs. group conversation)
 - Questions about transition to new leadership: How do we voice our priorities to current president and new president?
 - Suggestion to collect questions from members ahead of time
 - Suggestion to arrange a meeting with new president as soon as possible
 - New president announcement next Friday, December 13. Board of Trustees meeting in MU Horizon Room at 10am, then reception in main MU Lounge at 10:45am.
 - What is missing on our priority work document (this will guide our work but will also be shared with the President) (located in BOX under "Co-Chairs" folder)
 - Interest in an ad-hoc group to work on a 5-year strategic plan for the Commission?
 - Group showed support for this effort!
 - Change narrative about priorities to amplify needs on campus (i.e. childcare)
 - Suggestion for each sub-committees to take on strategic plan priorities: Please complete sub-committee worksheet for operational/procedural knowledge
 - Marianne interested in convening this ad-hoc group

- **International Mom's Group**

- Updates from Amy: Started by Sandy Goeke about 6 years ago and partnered with Family Resource Center. Group is in need of more consistent funding for time and materials (group has received small grants in past and pursued numerous avenues for funding). Predominantly OSU affiliated members, but also serves community members. Hosted at Orchard Court weekly throughout academic year. Amy will send more information about the program.
- Suggestion to include this as a priority to new president
- Suggestion to address at the college level to contribute funding to support visiting scholars, instructors, etc.
- Ed Feser's Response:

*Dear Whitney and Mary,
I'm following up on a request PCOSW made last spring for OSU funding for the International Moms Group, an independent entity providing services to the Corvallis community (including members of the OSU community). While IMG appears to be offering a valuable service, limited resources as well as our desire to develop university-managed programming and services in this area preclude our providing financial support to this private entity.*

Vice Provost for Student Affairs Dan Larson and Senior Advisor to the Provost for International Affairs Kendra Sharp will be exploring ways to best serve international student and faculty parents through university programming. I know they will welcome PCOSW's advice on these needs.

- Next steps our advocacy
- **Cari's Maes request from CARDV**
*It would be excellent if CARDV could combine forces with the President's Commission on the Status of Women and get Chanel Miller, the young woman from Stanford (survivor of the Brock Turner assault), and whose book "Know My Name" has just come out, and whose survivor statement went viral.
CARDV is willing to make a direct appeal to Ed Ray to see if CARDV can partner with OSU to make this happen. My idea would be for the President's Commission to sponsor Chanel's visit. She could speak at the CARDV SFB and then do an evening presentation on campus.*
- Speaker series will discuss
- **Budget Updates w/ Brittany**
 - Have estimate on Jackson Katz event: about \$10,000
 - Will use remainder in Speaker Series budget to fund applications
- **Sub-Committee Updates/Announcements**
 - Scholarship & Awards: application open for Spring Term, also announced in OSU Today, please spread the word. Due date is February 5th, decisions by end of week 7.
 - Speaker Series: updated budget following Jackson Katz event
 - Career Advancement: upcoming meeting with Cathy Hasenflug from HR on Monday.
 - Pay Equity:
 - Work-Life Fit:

- **Other Announcements:**
 - Mary Chuinard is needing to step down from Co-Chair position. Thank you, Mary for all of your hard work this term! If anyone is interested in this role, please let Co-Chair Whitney know.
 - Still in need of Communications Coordinator

- **Upcoming Dates**
 - ***Board Meeting & Reception Announcing OSU's Next President***
 - The board meeting begins at 10 a.m. on Friday, Dec. 13, in the Memorial Union Horizon Room on the OSU Corvallis campus.
 - Following the board meeting, trustees will host a reception at 10:45am in the main lounge of the Memorial Union. Please attend and mention PCOSW to get this on their radar! Maybe we have nametags to identify us as PCOSW?
 - ***Annual PCOSW Retreat: Thursday, January 2nd, 12-3pm*** (new members invited to join beforehand, 11am-12pm, for an intro welcome session) – more details to come
 - ***Breaking Barriers: Tuesday, April 21st, time and location TBD*** (Save the Date! Usually in the evening)

Agenda: PCOSW General Meeting November 4th 12-1:30pm SEC 112

Attendance: Whitney Archer, Tia Edmondson Morton, Todd Cross, Joy Jorgensen, Erin McIlrath, Roger the Dog, Brittany Griffin, Brittany Nefcy, Vanessa Petroy, Jeanette Bird, Mary Chuinard, Collie O'Dell, Grace Atebe, Maria Davila-Ash, Mae Lien, Mealoha McFadden, Sarah Delado, Keahi McFadden, Valerie Biaz, Brooke Kaye, Eve Selby, Benita Blessing, Cari Maes

1. Icebreaker (25mins)
 - a) Agenda Overview
 - b) Intros – Name; Pronouns; Affiliation; Current/Prospective Member
 - c) Activity –
 - i. Respond to the following to prompts on the provided notecards
 - ii. Why are you interest in the work of PCOSW?
 - iii. Who is a woman and/or feminist who has influenced you?
 - iv. We will shuffle and re-hand out the notecards (let us know if you get your own)
 - v. Move around the room asking the prompts to others to help you find the author your notecard. Not a race to find match fastest but chance to get to know one another and a bit about our collective interests/motivations for this work.
2. Welcome New Interested Members (10mins)
 - a) Overview of PCOSW: Federal commission started in the 1960's then universities followed suit. PCOSW at OSU started in 1972. Highlights of work: pay equity, lactation rooms, work-life office, family resource center work, shifting campus culture, supporting speakers coming to campus, scholarships
 - b) Overview of Membership responsibilities: attend meetings and events, participate on subcommittee (speaker series, scholarships, career advancement, pay equity, work-life fit)
 - c) Membership Expectations
 - General Members
It is expected that general members are attending the monthly PCOSW meetings as often as possible, actively participating on a sub-committee, and attending PCOSW planned or sponsored events. Ideally, general members hold a leadership role sometime during their second or third year of their appointment. General members have voting rights on all PCOSW matters that call for a vote.
 - Ex-officio Members
It is expected that ex-officio members present at least once per year on their functional area and how it ties to PCOSW and attend the monthly PCOSW meetings as often as possible. Ex-officio members have voting rights on all PCOSW matters that call for a vote.
 - Other Members
It is expected that other members are attending monthly PCOSW meetings as often as possible, participating in sub-committee work as they are able, and attending PCOSW planned or sponsored events as they are able.
 - d) Please complete interest form if you would still like to be considered for PCOSW membership
3. Recap on Kick-off Meeting: October 3rd (10mins)

- a) By Law Updates: updated by-laws to match our current practices and change on-boarding process for new members, hope to capture historical knowledge about PCOSW
 - i. AdHoc Committee to review our Mission & Purpose (Article II): If you are interested in participating and/or leading this committee, email PCOSW to let us know
 - b) Access to Box Folder – We will add the current membership, please use to help with passing on knowledge!
 - c) Jackson Katz Event Update: Occurred October 22nd and it was a success! Good work Speaker Series committee!
4. Announcements (5mins)
- a) PCOSW Reception with President Ray: Wednesday, November 20th 5:30-7pm (RSVP by November 13th)
 - i. Childcare assistance available if you would like to attend the event, please let us know through the RSVP
 - b) Basketball Tickets Available: Game tonight! Let Mary or Whitney know if you would like to go.
 - c) Communication Coordinator position open: Coordinator would be responsible for website edits, communicating externally about our work, new members can serve in this role but we will wait until January
 - d) Scholarship deadline was on November 1st
 - e) Upcoming Dates:
 - i. **General meeting: Friday, December 6th, 11am-12:30pm, SEC 112** (meeting dates/times move around so that more people can have availability to attend)
 - ii. **Annual PCOSW Retreat: Thursday, January 2nd, 12-3pm** (new members invited to join beforehand, 11am-12pm, for an intro welcome session) – more details to come
 - iii. **Breaking Barriers: Tuesday, April 21st, time and location TBD** (Save the Date! Usually in the evening)
5. Budget Update (5mins): PCOSW funding comes from Office of Institutional Diversity and Office of the President/Provost
- a) Access to budget is available through Box
 - b) Waiting on final numbers from Jackson Katz event to determine available funds for Speaker Series
6. Subcommittees
- a) Overview of subcommittees (visitors please sit in on a committee)
 - b) Set priorities to share with President Ray
 - c) Complete Committee Form (provided at last meeting and available on Box) to help with update to Standard Operating Procedures
 - d) Please update forms to Box or send to PCOSW@oregonstate.edu
7. Reminders
- a) Next Meeting: Friday, December 6th 11am-12:30pm SEC 112
 - b) Interest forms for potential members

PCOSW Kick-Off Meeting 10/3/19 11am

Attendance: Whitney Archer, Brittany Nefcy, Mary Chuinard, Joy Jorgenson, Cari Mayes, Yvette Spritz, Amy Luhn, Kim Hack, Brooke Kaye, Sarah Ankel, Robin Pappas, Robin Pease, Maria Davila-Ash, Meredith Williams, Grace Atebe, Michelle Kutzler

Announcements and Share-outs:

- Maria Davila-Ash will be serving as Membership Coordinator. Thank you!
- Still need a Communications Coordinator! Includes website management and broader communication for PCOSW. Please let us know if you are interested.
- Meredith Williams, Speaker Series Update: Dr. Jackson Katz 10/22/19 6:30pm: Please attend and please spread the word!
- Michelle Kutzler, PCOSW member and chair of Oregon Women in Higher Education (OWHE) update:
 - Conference 2020: January 31-February 1 at Salishan Resort in Gleneden Beach. Early registration ends October 31st. Early registration \$169 for non-students, \$65 for students. Goes up after that.
 - Soliciting proposals for 2021 conference. Deadline for submissions is October 25th, 2019.
- Question: Can we revisit last year's report to keep working on the recommendations? Answer: Next meeting we can review this along with new timeline.
- Question: Timeline on setting priorities for PCOSW due to timeline changes? Answer: Next meeting we will work on this and draw out timeline.
- Robin Pappas: Faculty Senate is changing E-Sets to a new model
- Cari Maes: Received suggestion/info from Pamela Johnson at OID to house "how to get child care at your event" on PCOSW website

By-laws Discussion:

- Leadership Team worked on making changes to by-laws that incorporates updates and current practices.
- On-boarding time lime to follow calendar year instead of academic year. People can express interest and learn more about PCOSW before committing to join. Hope for more intentionality around participation. Will have a retreat later on when welcoming in new folks.
- Consensus decision-making model in the by-laws, but does not capture what would work best for PCOSW. Changed to more collaborative simple majority model.
- Ex-Officio Partner list outdated. Updated to consider functional areas instead of certain individuals as who we need to be included in Commission.
- Overall streamlining about membership by-laws. General membership appointed by President and other membership will be 1 year by appointment by Commission. Changed term limits for membership so members can remain active and engaged.
- Subcommittee groups have changed to capture the work that we are doing and allow ability to be more fluid. Speaker Series, Scholarships, Campus Climate and Institutional Change, Status of Gender Equity, Work-life Fit. Can add ad hoc committees.
- Voting changes: Allow people to vote electronically instead of only in person.
- Elections: Commission can appoint positions if unfilled during elections.

Group discussion before voting on changes...

- Group decided to suspend Article II Mission and Purpose to allow more time for edits. Will vote at next meeting.

Voting: Consensus for YES. By law changes passed.

Comments on anonymous voting slips included:

- changing Article II
- More information on electronic voting (record conversations and chat on Zoom so members can review if not at the meeting?)

NEW PCOSW Box Folder: Moved everything to Box for better organization, efficiency, and accessibility. (Canvas was not as accessible for everyone.) Captures historical information and provides space for current and future work. Will provide access to everyone.

Sub-Committees:

- Templates provided for sub-committees to complete to document practices and share knowledge. Please complete with committee and put into Box!
- Also need to update listservs so that members can stay updated and engaged.
- Question about timeline for subcommittees with membership changes: Continuing members will carry subcommittees through Fall term until new members on-boarded in Winter.

Budget Review:

- Provost's Office: Funds for Scholarships and Awards. See Budget spreadsheet for updated information.
- Would like to invite the University Day Mentor Award Winner (David Hendrix) to spring meeting with other awardees.
- OID Funds: OID agreed to fund that events that were not covered last year and provided \$15000 for the year. Funds covering Jackson Katz event and Breaking Barriers.
- All in favor of passing the budget!

Next time:

- Look at what came out of last year's report
- Review timeline for this year's work
- Share thoughts on how we can work on systemic issues as PCOSW (maybe in January when reassessing subcommittee work?)
- **Come to see Jackson Katz! Tuesday, October 22nd 6:30-8:30pm**
- **Next meeting: Monday, November 4th 12-1:30pm SEC 112 Lounge**