

President's Commission on the Status of Women

October 14, 2020 General Membership Meeting

Attendance: Joy Jorgensen, Mealoha McFadden, Diana Ulrey, Urmila Mali, Brittany Nefcy, Yvette Spitz, Sara Smith, Tiah Edmunson-Morton, Sushma Naithani, Katie Reinhardt, Kate Schilke, Shiao-Ling Yu, Benita Blessing, Robynn Pease, Keahi McFadden

- I. Meetings will be virtual through this academic year. Re-evaluation will occur if the campus re-opens. Committee meetings should continue to offer a zoom option when in-person meetings continue when we transition back to campus.
- II. Open leadership positions
 - a. Treasurer, Communications and/or membership positions
 - b. Can express interest through survey
 - c. Mealoha McFadden is flexible to stay in her current position or move to communications depending on interest
- III. Debrief initial meeting with President Alexander – Diana Ulrey
 - a. After pandemic would like to reconvene in-person fall mingle; confirmed that president wants to continue this tradition
 - b. Is open to adding winter quarter check-in with the Leadership Team – may move to quarterly check-in
 - c. Next deliverable – Work Priority document; sub-committee sign-up survey will be sent by end of today; may carry over last year's priorities; pandemic has impacted women, women of color and working parents; even a small engaged group
- IV. Reminder that Box holds many resources (agendas, minutes, meeting recordings, etc.)
 - a. Need to add new members to Box
 - b. Let leadership team know if you need access to Box
- V. Subcommittee meetings
 - a. Last 30 min. of general meeting will be dedicated to committee meetings
 - b. Express interest in being a co-convenor through survey, must be in 2nd year of service or later
- VI. Subcommittees should send monthly updates to general membership
- VII. End of the year annual report – conveners should keep this on their radar
- VIII. Subcommittee Work & 2020-21 Work Priorities Document
 - a. Integration around the intersection of racial justice with gender equity work – throughout this year, committees should be mindful of integration within committee priorities
 - b. Draft a 5 year strategic plan to present to president in June 2021.
 - c. See the work priorities document in Box at <https://oregonstate.box.com/s/jsxatfm0lzoeim4zrhx5yt8gr9uqq1x0>.
 - d. Work-Life subcommittee:
 - i. Robynn Pease is also the liaison with FRC with International Mom's Group.
 - ii. Kate Schilke suggested an email or letter to thank/recognize sacrifices the extra work families are taking on right now. Shared COE "Stay at Home Heroes" email from COE

leadership (example was uploaded to Box); Willing to draft a “Thanks, families!” letter that can be offered to university leadership. Suggested re-instating the Transgender Task Force...Cindy Konrad @ PRIDE Center was leading that previously.

- iii. Sushma Naithani – recognition or celebration for “unsung heroes” either in OSU Today or in other ways
- iv. Yvette Spitz – don’t forget to look at single people or those living alone that are suffering right now during pandemic since there are less social opportunities and are in isolation. Robynn suggested that the work-life committee may be the best committee to work on this issue. This may become even more difficult as winter approaches as there are less outdoor opportunities. The name of the speaker is Anne Massey, Dean, Isenberg School of Management, University of Massachusetts Amherst. She spoke at the LEADING DURING COVID-19 SUPPORTING WOMEN IN HIGHER EDUCATION. Robynn will also contact College/University Work Life Association. Would like to assess ways people are financially impacted by working from home – internet upgrades, power bill increases
- e. Career Advancement and Pay Equity subcommittee:
 - i. Yvette – How does the new faculty union affect things now? Not all faculty are able to join union and professional faculty are not represented. Suggested a talk on how to effectively negotiate salaries.
 - ii. Benita Blessing is active in faculty union. Will ask the union to present to PCOSW. How can we partner with faculty union?
- f. Status of Gender Equity Subcommittee
 - i. No additions

IX. Sushma – needs commission letter from last year sent to her.

Fall Monthly Meetings (location on zoom):

Monday November 16; 1 – 2:30pm

Friday December 11; 10 – 11:30am

Fun activity

Topics for November Meeting

Overview of PCOSW for new members

Budget updates