

# President's Commission on the Status of Women

## Fall 2003 Report

**Co-chairs:** Dala Ramsey-Tooke and Anna Cavinato

**Members:** Tempie Bartell, Rob Cashell, Isaac Ersoff, Jill Gibian, Richard Hughes, Spencer Hughes, LeeAnn McNerney, Gary Moses, Rosemary Powers, Annya Ritchie, Steve Wadner, Jeffrey Wetherill, Erin Wolford.

### **Committee goals for 2003-2004:**

**Goal # 1:** To educate the EOU community about gender issues

**Goal # 2:** To create a safe environment for all members of the EOU community

**Goal# 3:** To provide for special needs of women faculty, staff, and students

### **Subcommittees:**

A. **Listening Committee:** Anna Cavinato, Dala Ramsey-Tooke

B. **Education Committee: Goal # 1**

Anna Cavinato (Chair), Dala Ramsey-Tooke, Jill Gibian, Gary Moses, Steve Wadner

Specific objectives for the 03-04 academic year are as follows:

#### ***1. To educate the EOU community about gender issues.***

a. Inform the President and the EOU community annually about the campus environment as it affects women.

- Co-Chairs meet regularly with the President to discuss climate, initiatives, and concerns related to specific complaints or barriers.
- Provide one assembly access per term
- Complete web page and maintain
- Participate in new faculty/new student orientation
- Participate in general campus information events on the quad.

#### ***2. Continue to educate the campus community (DDE included) about the need for positive attitudes toward women.***

- Develop programs and workshops through WRRC
- Brown bag discussion for returning students
- Establish a firm foundation for WRRC
- Secure work study assistance in staffing the center

***3. Support increased funding and permanent status for gender studies minor program.***

- Support Gender Studies as a program that is closely related to the central mission of PCSW.
- Continue to lobby for a full-time, tenure track position for the Gender Studies program.

***4. Conduct at least one annual forum dealing with women's issues.***

- Host a forum on the topic of recruitment and retention of women at EOU
- Involve campus and community in discussions about EOU policies relative to sexual assault and harassment.

***5. Celebrate International Women's Day and support WRRC in providing leadership and organizing events.***

**C. EOU Community Safety & Environment Committee: Goal # 2**

Dala Ramsey-Tooke(Chair), Erin Wolford, Isaac Ersoff, Rob Cashell, Tempie Bartell, Jeffrey Wetherill, Spencer Hughes, Steve Wadner, Anya Ritchie

Specific objectives for the 03-04 academic year are as follows:

***1. To create a safe environment for all members of the EOU community***

- Participate in the Annual Walk for Campus Safety and Lighting.
- Identify where EOU is currently with the proposed Code of Conduct.
- Write and Recommend a Sexual Assault & Harassment Policy that will respond to prevention and survivors' advocacy.
- Write and propose a grievance policy that responds to all members of the University community. (President Lund's comment was to be more specific about what kind of grievance would be addressed in the policy)

***2. To encourage women to discuss and report gender discrimination, harassment and violence they have experienced at EOU.***

- Clarify the role of the PCSW with respect to reporting issues of sexual assault or harassment. Promote and define the role of the PCSW listening committee.
- Design procedures and packets to be provided to victims of sexual assault or harassment. Make response services that include the DDE campus community.
- Develop an appropriate means of tracking complaints and the results of the process.

**3. *Work with the Shelter from the Storm in helping members of the EOU community to report harassment and violence, publicizing its services on campus and educating the campus about gender issues.***

- Provide ongoing education by updating the website (include DDE links)
- Co-Sponsor training events with Shelter from the Storm.

**4. *To encourage the EOU administration to help create a positive environment for women by regularly scheduling workshops for employees on discrimination and harassment.***

- Work with the diversity committee and our administration to sponsor initiatives in curriculum reform related to gender issues.
- Schedule workshops through H.R. for discrimination and sexual harassment workshops.

**D. Special Needs Committee: Goal # 3**

Rosemary Powers (Chair), Richard Hughes, Annya Ritchie, LeeAnn McNerney

- *Oversight:* At meetings during the first week of December, the structures and processes for this year were discussed. As representatives of PCSW, Rosemary, Richard and Annya will provide oversight for the center. All interested members of the EOU community are invited to participate in working to build the center and its programs.
- *Funding and facility:*
  - a. The center has received a \$5000 grant from AAUW that has been placed in a foundation account for the use of WRRC only. The grant will be used to hire two work-study students for winter and spring quarter--one to coordinate the office and one to be an outreach person who will work with AAUW to help with the April Book-sale as part of the job. Rosemary and Nancy will write up the job descriptions and Richard, Annya, Nancy and Rosemary will conduct the hiring.
  - b. The center also received an \$800 grant from vending committee for new furniture. This money is in the PCSW account earmarked for WRRC. Annya, Christina and Rosemary will get the furniture early in winter quarter
  - c. Pending: Grant for two computers, printer, scanner and software to Tech Fee committee. If we do not receive funding for a computer, we will use part of the \$5000 from AAUW as the equipment currently in the center is almost useless.
  - d. We are seeking a more usable space for the center. Rosemary has had an initial conversation with Dixie on this matter, and we will keep lobbying for a space that provides better access and more space for work.

- *Meeting special identified needs:*
  - a. We will continue to update our WRRC webpage. Cierra Thomas is managing and updating our webpage. The address is <http://www3.eou.edu/womenctr/>. We will ask to have this site added to the searchable list on EOU home page.
  - b. We will provide opportunities for: referral training for WRRC volunteers and staff, opportunity for honors BA, Cornerstone, practica/internships .
  - c. We will support the activities of the student club called : SAGE (Student Advocates for Gender Equity ) Annya is president and Rosemary is faculty advisor. The club may develop a "Safe Zone" decal project (Interested faculty would put a decal on their office door saying they are supportive of students of all sexual orientations/gender identities--or others who might want to know where they would be safe to discuss their questions and concerns). It could also include a sticker/patch for students to use who want to let others know that they are allies. Richard and Annya are researching this.
  - d. We will offer assistance to non-traditional students as they navigate the complexities of campus /academic life. We may offer another set of "brown bag" meetings to provide tips on surviving as an older student, parent with children, etc. Ellen Kreiger will follow up on this with Susan Whitelock.
  - e. We have begun plans for our major yearly event: International Women's Week:--Nancy Knowles will coordinate the plans. The theme for this year will be "The Patchwork of Women's Lives". Dates will be March 1-5. International Women's Day is on March 8, which is a Monday. We suggest having the PCSW awards ceremony on Monday, March 8
  - f. We will continue to investigate the possibilities for affordable child care at EOU. A priority here is to complete the summary report on child care begun last summer so we can move forward with proposals and grant applications as appropriate. In addition, Darlene Capshaw has expressed interest in developing a business plan for a day care center as part of her capstone in business. Several faculty and students have expressed interest in pursuing this goal. We will call a meeting early in the new year to move this forward.