

Madison Caucus for Gender Equality

Business Meeting minutes

Madison Union 405

October 18, 2016

Reorganization of subcommittees

- Allyship—still finalizing the details on this one (chaired by Kristen Shrewsbury)
- Social media/PR—provide gender articles, event information, info on other universities, update at least weekly (still need a chair)
- Dominion Lecture—choose a speaker for annual lecture (chaired by Kathy Ott Walter)
- Networking—plan socials and other events (chaired by Misty Newman)
- Professional Development Fund—collect applications and choose recipients (chaired by Nancy Barbour)

Increasing awareness of the MCGE on campus

We've done the following things this year to increase awareness:

- Standing happy hours at Bella Luna (2nd and 4th Thursday of every month)
- Had an information table at New Faculty Orientation
- Sponsored the Brown Bag Workshop with Amy Underwood (Military Science) on Gender and Leadership
- Created a PayPal account to make paying dues easier
- Provided an informational handout for new staff (Perks Fair—Human Resources)
- Co-sponsored a Flashpoint on "The Media, Gender, and the 2016 Elections" with JMU's Center for Faculty Innovation (CFI)

Focus/goals for the year

- Gender climate
 - Ask Matt Lee for data from his climate survey
 - Encourage Caucus members to attend the Provost candidate presentations and wear their MCGE stickers.
 - Send a question to Mark Warner, Chair of Provost Search Committee, that the Caucus would like each candidate to answer. Examples include:
 - What is your plan for gender equality?
 - Describe a problem you encountered and how you resolved it.
 - How have you improved gender/racial diversity at your former workplace?
 - What do you think constitutes a healthy climate for faculty/staff?
- Discussion of Allyship and Advocacy
 - Be a sounding board, coach/prepare before difficult conversations.
 - Accompany someone during a difficult conversation.
 - Show up in support of tenure/promotion.
 - Draft an equality statement for official handbooks.
 - Demographics—reach out to more people of color.

- Gather a list of resources already available and find a gap where help is needed.
- Know what your rights are! Caucus members should study JMU (faculty, AP faculty, staff) handbooks to become familiar with policies. View them through a gendered lens to find gaps.
- Building relationships/networking

Other business

New Caucus members—what are you looking for in the Caucus?

- Community within a community
- Mix of educational and social events
- Service aspect outside of JMU

Upcoming events

Fall Social

Friday, November 11, 2016

5:00-7:00pm @ Stephanie Baller's House