

**Madison Caucus for Gender Equality
 Business Meeting minutes
 Madison Union 405
 October 14, 2015**

Update on proposed daycare center

Mr. Rick Larson, Assistant Vice President for Human Resources, Training and Performance; and Ms. Diane Yerian, Director of Human Resources were invited to give an update on the daycare center. Many thanks to Mr. Larson for providing the following timeline:

<p>March 29, 2013</p>	<p>Caucus for Gender Equality meets with President Alger, VPs and HR</p>	<p>Mr. Alger requests Diane Yerian to study the feasibility and need for child care</p>
<p>July 16, 2013</p>	<p>Final Child Care Task Force Report completed</p>	<p>Key Findings:</p> <ul style="list-style-type: none"> · Desire for child care exists · Require space for 125 children · Off campus space would have to be used · Cost depends on a variety of factors · Risk management is an important consideration · Lab schools or “demonstration schools” were noted as an option to explore <p>Recommendations:</p> <ul style="list-style-type: none"> · Send a survey to confirm demand for child care · Consider partnership with a local off-site provider · Consider a university sponsored center associated with an academic department (COE?)
<p>October 4, 2013</p>	<p>Survey results received and compiled</p>	<p>Key Findings</p> <ul style="list-style-type: none"> · There continues to be a desire for child care · Respondents were from a diverse demographic · Over 700 children were identified on the survey who may need child care (current and future need) · Half the respondents already use child care · The top four priorities were cost, matching hours of child care with work schedule, quality of care and convenience of location · 71% who responded said they would use a child care facility year-round

		<p>Results discussed</p> <p>Decision is made to conduct a Request for Information (RFI)</p>
		<p>Vendors were given four scenarios to respond to:</p> <ul style="list-style-type: none"> -JMU Lease (Lease with local developer, \$150K rent) -Contractor Lease (Contractor signs lease with local developer) -JMU Renovated space (JMU renovates space and notes cost of rent, housekeeping, telecomm, maintenance) -Contractor Recommendation (any option not reflected above)
June 18, 2014	Request for Information is published	<ul style="list-style-type: none"> · 8/14 -service providers respond (3 national, 1 local) · 10/14 –team meets with vendors who responded · 12/14 –team meets to discuss next steps · First year costs range from \$288K to over \$1M · First three-year costs range from \$844K to \$1.8M · It is determined that vendors cannot provide detailed responses unless the specific child care location is known · Space and cost become key issues
March 26, 2015	Prioritized list of child care recommendations sent to Mr. King	<p>Five most feasible ideas:</p> <ol style="list-style-type: none"> 1. Design a child-care facility into a new or future building 2. Meet with local providers to negotiate a rate and slot strategy. 3. Partner with RMH 4. Establish a partnership between IIHHS and a non-profit child-care provider. 5. Create a focused fundraising effort to obtain money, a building, grants, equipment, etc.
	Other Suggestions	<p>Worth investigating:</p> <ul style="list-style-type: none"> · College of Education Partnership · Expansion of the existing Young Children’s Program is now full-time – expand it to provide more comprehensive childcare

		<p>Other ideas:</p> <ul style="list-style-type: none"> · Employ-a-student Nanny Program referral service · Partner with Downtown Renaissance to brainstorm possibilities <ul style="list-style-type: none"> o Consider any opportunities that may come as a result of Main-Street-Scape · Establish a child-care consortium [a combination of organizations (service receivers or providers) meeting together to establish the service for JMU parents]. This could also be called a co-op. It could happen in many ways...volunteers, groups of universities as customers, groups of daycare providers, etc. · Investigate partnership with a local entity who may have an appropriate space · Stipend for parents
October, 2015		<p>VPs decide not to pursue the establishment of a child care facility for JMU employees</p> <ul style="list-style-type: none"> -no space is available -direct compensation is the priority

When Caucus members asked Rick and Diane what we could do to help, they encouraged the group not to give up, to keep asking and inquiring. Meet with Mr. Alger again. Express concerns that other options can be explored.

The Caucus discussed the following possibilities moving forward:

- Meet with President Alger
- Invite Dr. Charlie King, Diane Stamp and/or someone from the Foundation to the spring business meeting.
- Talk to Advancement about grants/fundraising
- Create a Qualtrics survey to gauge interest among undergraduate students
- Ask to see a 10 year plan for future buildings (Gini Cook/Diane Stamp)
- Reach out to work/life balance groups at other colleges and universities
- Explore a shared partnership with BRCC, EMU, and/or Bridgewater

Dominion Lecture follow-up

The lecture went well. Dr. Heldman was a great speaker. Attendance was great. We should continue to passport events when the topic is appropriate for students. Students had a lot of great questions to ask during Heldman's Q&A.

AJ Morey mentioned that Provost Benson suggested the Caucus partner with the LGBTQ group to select next year's speaker. Provost Benson also mentioned that the person selected could be a performer of some kind, instead of a speaker.

2015-16 Goals

- Follow up on sexual assault
- Focus on family friendliness—gender neutral restrooms, changing tables, daycare center

Upcoming Events

Fall Social

Thurs., November 12, 2015

5:00-7:00pm @ Capital Ale House