President's Commission on the Status of Women
Minutes
11/8/16
Submitted by: Mary Beth Ray

PCSW Members Present: Chantalle Forgues, Wendy Palmquist, Mary Beth Ray, Lauren
Lavigne, Jessica Dutille, Casey Krafton, Guest President Birx, Alice Staples

Agenda
1. *Membership*
    a. Pres. Birx would like us to put together an official membership list; Linda
    will probably join
    b. PB, should have an agenda to isolate areas that need work
    c. JD reviews previous work and where we want to head in terms of work
    groups; asks what PB has heard and what we might want to prioritize
    d. **Please notify Lauren / Jess so we can put together a member ship
    list** and then Jess will ask for appointment letters; please appoint Linda
    Birx
    e. Welcome new member Casey Krafton
    f. **Look at recruiting students who might want to get involved in
    PCSW**
    g. Community member who might want to be involved? **Reach out to
    Voices Against Violence to see if anyone is interested**.

2. *Work Groups*
    a. Kalikow awards
    b. YWC in spring 16; set up meeting soon MB, Jess, KH, ?
    c. Work life balance; PB saying yes we should keep this on the table; think
    about connecting with Healthy PSU
    d. **Diversity university group; Katie Herzig involved; check with her
    to see how we can help, what we can add?**
    e. JD asks PB: in terms of challenges, what do you want to see us work on?
    PB responds: I don't think we have a comprehensive picture of what's
    going on in terms of diversity; I don't think we are addressing it, so this is
    an opportunity to think about organizationally how we can put in place
    the ability to move this agenda forward; Currently I feel like we are not
    on top of that; Jess mentioned Linda's observations from previous
    meeting about how PSU compares to other campuses and is behind on a
    number of points;
    PB: where we could really use the help of this group Issues of sexual
    orientation and diversity; **Look at charter as bridging across groups
    dealing with diversity issues and two look at how to get at those
    under the surface issues**;

3. *Open Forum*
    a. Success of IRL forum discussion plus online survey; looking to follow up
    on that and check on progress; what has changed, where is progress

being made, where do we need to focus;

b. Dec 2016 during our regular meeting time, plus online survey for those who can not attend

c. LL: can we do another forum at another time to hear from students; PB thinks that would be a great idea; Check with Res Life/ success coaches

d. WP: mentioning issues of getting students involved; this might be a good way to engage with that issue, also.

4. *General Concerns*

a. CF; sex offender registry; what is the best policy for notifying our community members; student/aggravated assault; concerning issue for the safety of our community members;

b. PB: it's not clear what action we are going to take right now; they've checked with lawyers in the system and the university has no obligation to do that; but we should find some way to get that communication out; Student Affairs is currently think about how to deal with this;

c. CF: might be useful for advisors to know; people working late at night are at a greater risk;

d. LL; if something happens are we liable? PB: no, because we've done everything required under the law; but how do we deal with issues in this grey space; the faculty member we've been able to be proactive about this, but the student is much more recent case;

e. JD; also mentions different harassment complaints; she reached out to Karen Innes, who will send us someone for support;

f. PB: you might think about student affairs and personal come in and talk about what's going on and how we are dealing with them/how we plan on dealing with them; JD also suggests Jeannette W and Jeff F.

g. AS asks PB about PCSDiversity ; PB says it is currently inactive and mentions other groups across campus engaging with diversity issues;

h. LL; work life balance issues, and how these things get worked out (employee and supervisor), can PB state what he wants for our campus community; PB: he's done that but it doesn't seem to stick, he's trying to do things to prime the pump, we're trying; we're trying to train supervisors because we haven't done any sort of training about empowering people so they feel apart of the org and can do good work; it's a work in progress; AS: brings up issues of working from home, and HR forms are not conducive to working from home; PB: that represents a lack of trust, we need to work on that