

President's Commission on the Status of Women

Minutes

3/8/16

Submitted by: Jessica Dutille

PCSW Members Present: Gail Carr, Jessica Dutille (Chair), Chantalle Forgues, Debbie Grotheer, Kathleen Herzig, Wendy Palmquist, Callie Pomeroy, Mary Beth Ray, Meagan Shedd, Alice Staples, Ava Tyler

Guests Present: Jeff Furlone, Janette Wiggett

Agenda

1. Theo Kalikow Awards Ceremony Update
2. Title IX

The meeting began at 12:30pm.

Jess welcomed everyone to the meeting and thanked everyone for coming.

1. Theo Kalikow Awards Ceremony Update

The call for nominations went out over the past week. We will hold a special meeting on March 22nd at 12:30pm to review applications.

Alice reached out to Martha Richards in regards to speaking at the event, and Martha confirmed her attendance. Alice will order the same refreshments as last year.

Introductions

2. Title IX: Jeff Furlone and Janette Wiggett

Janette updated the commission on Title IX efforts over the past year, which has changed culture on campus.

Update over the past year:

- 1,019 people went through Title IX training (644 students, 351 faculty and staff)
- Jeff noted that PSU has responded very well with these trainings
- Association of Title IX administrators oversee the team on our campus
- Providing support for residential life staff, campus police, and any staff on the front lines of working with victims. Over the past year- found some intersections in violence and discrimination. How might investigate other forms of discrimination?

Jeff discussed the sexual misconduct policy. Work of taskforces from the past was looked at in developing the misconduct policy.

- Our reporting structure is strong.

- A few students have been expelled this year for nonconsensual penetration –students can be held liable based on policies.
- Presentations to departments has been helpful in advancing this work.
- Just because a student comes forward, doesn't mean they decide to move forward with the misconduct process.
- Our relationship with Voices Against Violence is really strong and is working well.
- Resource referral and support is given to all victims, administrative no contact requirement is at request, and students opt into the misconduct process.
- Emergent patterns have to be reported.
- HR, Student Affairs, Faculty, Athletics represented for faculty/staff panel members- Voices Against Violence is also involved with this process.
- The vision is to have information on Title IX webpage.

Chantalle asked if this information is broken down into different populations of students.

Janette explained that a social work practicum student is working with her this semester on how to report out on demographics.

Katie discussed the importance of communicating information in regards to same sex assaults.

Jeff agreed with this.

Janette discussed the challenge in working with a student when the other party is not a student. There is no campus process to hold this person accountable. There is a way to prevent such an individual from being accepted as a PSU student in the future.

Jeff explained that there is nothing the office can do to speed up the law enforcement process, but the office does have a close relationship law enforcement. The NH Consortium to End Violence Against Women on Campus is a group the office is connected with.

Janette discussed the refocused grant efforts- Violence Against Women grant

- As the Title IX focus broadened- refocused the grant- (311 hours toward the grant in 2015- We will be reapplying for 2016 with a proposal that speaks to the multidisciplinary support in addressing Title IX issues.
- The office is collaborating with other campuses in USNH for consistency of practice across the system.
- Fortunate to be invited into the first year seminar courses- great access point for students.
- Shifting format for Fall 16- Panther Days student orientation- instead of going into all first seminar courses. There will be two longer presentations to the incoming class. This will allow the office to work within capacity and will give all students access to this information face-to-face prior to classes starting

Alice asks how much of the training is preventive in nature.

Jeff discussed the content in regards to consent in the presentation. This also comes up in conversation.

Debbie asked about transfer students who don't have to take first year seminar.

Jeff noted that Wendy helped to gain access into first year seminar, which was a great step. They have also been invited into other courses. At least in this way, the majority of students receive the presentation. Unfortunately not all transfer students are reached.

Janette discussed that our partnership with Voices Against Violence has meant an increase in their workload. A remaining \$5,000 from this grant cycle is going to Voices Against Violence so they can hire a part-time staff member.

Jess asked if Jeff and Janette could discuss ways that the PCSW could support Title IX work.

Janette explained that she feels that the PCSW could serve as body that receives a Title IX report twice a year for peer review purposes. Once there is a USNH tool in place, this group could help advance the use of the tool. Janette explained that to have a group to discuss Title IX efforts with is helpful. In the majority of cases both parties are students here at PSU, and it is important to maintain the integrity of the process.

Chantalle discussed the determinant of not having a process of integrity.

Jeff noted that many students in the Title IX process have shown up in the CARE process. He stressed the importance in our connection and collaboration throughout the campus.

Janette discussed that the CARE process has impacted our reporting culture. Reporting has increased across the board.

Debbie noted that she is extremely impressed with the way that Title IX has been handled.

Ava asked if the use of technology is a part of the training process.

Jeff explained that currently there is no technology component in the training. Technology can be really expensive. The mandate is for a face-to-face training. Jeff invited all suggestions. There is a lot of potential for more content and resources on the website. How do we as PSU shape the message?

Chantalle noted that the taskforce discussed how to address issues of suspended students returning back to the campus community and how to balance privacy issues.

Jeff and Janette explained that it is an interesting question, and we don't currently have a process for this specific situation. If a student is on probation, they will be on probation for the remainder of their time at PSU.

Jess thanked Jeff and Janette for the great work they do and for presenting at our meeting.

Katie motioned to accept the request Janette put forth in regards to receiving a Title IX report for review twice a year.

Mary Beth seconded.

All were in favor.

Special Meeting: **March 22nd at 12:30 pm in Lamson 217 to review Theo Kalikow Award Nominees**

Next Meeting: **April 12th**