

PCSW: Open Forum December 6, 2016

Present: Jess Dutille, Laura Dykstra, Chantalle Forgues, Caryn Ines, Lauren Lavigne, Anne Jung Mathews, Wendy Palmquist, Robyn Parker, Paige Schoppmann, Alice Staples, Janette Wiggett

- President's Commission on Diversity meeting again
- Diversity and Inclusion Working Group exists now
- Lauren- spoke with Dr. Birx about hosting forum for students
- Paige- as a student- told other students about this- no one else came- difficult time of day for students in afternoon- 6 or 7pm good for students
- Campus communication of events- "rough" –residential directors send out a monthly newsletter, and student activities also sends out weekly newsletter (Nicole Connelly and Edye Levin sends out emails and posts on social media)
- Talk to Marylena about community
- Jess- boys will be boys mentality post election- personal experience about daughter at school
- Lauren- boys will be boys mentality
- April- sexual assault awareness month- Take Back the Night- April 26th- what does love and care look like?
- Students feelings of being fearful post election
- Anne- history of attacks on campus- victim blaming- How do you teach responsible choices without victim blaming
- Wendy- people feel nationwide about verbalizing things more freely- hate speech
- Paige- division among age group post election
- Lauren- more violence and more fights in Athletics
- Laura- All of these things are not necessarily something our students see- general perception among students about things like sexual assault- that doesn't happen at PSU
- Lauren- very confusing messages in media this generation sees
- Paige-this is the reason she started student group for sexual assault
- Caryn- been in HR for decades- Title IX investigations- reported by saying, "I think I might have been sexually assaulted- common language and understanding is important
- Wendy- ongoing discussion in other places- interesting timing that things got a lot better for a while- had SAGE Center- went away, because use dropped off, things were better- but now things are getting worse again.
- Robyn- Diversity and Inclusion Working Group- integrated approach, student affairs, academic affairs. Do students need a place? The print shop is now going to be converted into diversity center. If you don't continue to exercise the voice, we tend to think things are better. Katie Herzig and Meagan Shedd in this group.
- Wendy- blue lights went away and now they are back. SAGE Center did other things that now don't have a home- like workshops. Safe Zone materials.
- Robyn asked that Wendy asked that to bring that to the working group.
- Laura- Panthers for Peace group- trying to address some of these issues.
- Chantalle noted that there were much different concerns raised last year- maternity and paternity leave, work life balance, flexible work environments, etc.
- Laura- heard concern about how unionization impacts benefits

- Anne- quality and affordable childcare- leave without pay for sick children- childcare issues especially for young babies- Center for Young Children and Families- resource not only for women, but also fathers and grandparents- need resources
- Send open forum notes and report to Robyn from last year
- Caryn spoke to policy variance among policies in USNH system- data looking at childcare policies- hopefully for July 1- includes family medical leave, vacation, sick, bereavement, paid time off, holidays, flex time
- Conversation about childcare challenges- summer care challenges, and infant care challenges
- Laura- personal experience with childcare challenges
- Jess- personal experience with childcare issues in August
- Janette- people in her office alternate taking time off to take care of all kids
- Anne- glad to hear that we are sharing stories and supporting each other
- Laura- how having a child impacts the tenure clock
- Lauren- we are a much better place now- campus use to be less flexible with childcare arrangements
- Lauren- around the clock work- checking emails on weekends and at nights
- Caryn- really depends on the nature of the job- need to meet the needs of students
- Lauren- are we expected to respond to emails on the weekends?
- Robyn- comes down to communication- educational component to some of these concerns
- Alice- arbitrariness left to supervisors- if you don't have to be here to do your job
- Caryn- it isn't just the job, but it is also performance as well –other considerations- want to work from home on Fridays- but then rest of department cannot take Friday off- not a one size fits all for flexible work issues
- Janette- want people to feel supported in campus community- but that means that sometimes having difficult conversations about accountability don't happen- asked if rationale is always communicated
- Caryn- if accommodations have been made, cannot communicate that to another employee- every single situation is different- so individualized
- Robyn- hoping the Center for Teacher Transformation will help with these supervisors- “I support you, but I cannot support this request because...”
- Wendy asked Janette about harassment post election- Steady increase of harassment of all kinds- Have seen increase in this semester and increase over last year's academic year total. Some information difficult to categorize- Title IX perspective- receiving opportunities to intervene at earlier level. Harassing behavior is not only happening to women. Seeing behavior impact all community members. We are making inroads with ways in which we are structuring Title IX outreach and approaches. In student affairs- what types of training and education are we providing for student employees, student organizations, and incoming students about what it means to be a Panther? How do we engage in prevention and education in a way that it is part of the work we are already doing with students. On track to receive additional funding from state for training efforts. Voices Against Violence MOU renewed for third year. Efforts to bring Title IX into curriculum and classrooms. Not everything goes to conduct- encourages students to proceed in a way that protects their rights, but respect that students don't always wish to proceed. When we frame communication as looking for praise, this means that someone is always the victim. We need to continue conversations like this.

- Chantalle- question about policy on sex offenders on campus that goes beyond minimum of checking sex offender register
- Janette- what a policy looks like and what a practice looks like are different- questions on the admission application about conviction of crime- when it is discovered that students are not forthcoming about this information- could revoke students admission- also look at the time in which the behavior occurred. Challenge with sex offender registry- no detail of nature of incident. Dean of Students works with Admissions to make determination about a student.
- Sexual violence goes unreported- likely that there are sexual offenders that we don't know about who are not on the registry.
- Chantalle- need for a consistent policy- more specified address listing
- Paige- didn't realize the registry website was a resource- she would like to know- keeping a safe and open campus
- Caryn- HR does extensive background checks on all staff, adjuncts included

Thank you for helping to hold space for this important dialog and for engaging in this conversation.

Our open survey link was sent out, we are always available to hear concerns, we meet every second Tuesday of each month- happy to have new members.