

Fall 10-1-2013

2013-10-01 CRSW meeting minutes

CSRW

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CSRW General Meeting

October 1, 2013

Introductions: Name, department and officer position if any

1. Becky Woodrick: Explanation of new “duty to report” policy
 - Significant revision to policy for all universities considered federal contractors
 - Office of Civil Rights (OCR): oversees implementation of Title IX on college campuses
 - Title IX is responsible for how gender discrimination on college campuses is handled
 - After Penn State and University of Montana incident, OCR has become extremely involved on how universities handle student reports of sexual misconduct
 - Every employee (including graduate students in capacity of work assignments) of a university that receives federal funds has a responsibility to directly report a Title IX incident to Title IX coordinator that involves a student and another student or an employee**
 - Reporter can be anonymous
 - Title IX coordinator (Becky Woodrick at USM) must launch investigation, regardless of victim’s wish, because of expectation of safety to larger community
 - Will be keeping better records and isolate areas where sexual misconduct tends to occur
 - Sexual misconduct tends to be underreported
 - In first few weeks of class, 8 incidents reported by students, 2 university employees no longer employed at USM
 - New website to explain policies: www.usm.edu/sexual-misconduct**
 - Sexual misconduct: anything from inappropriate comments to sexual assault**
 - This semester, 2 sexual assaults, 2 sexual fondling incidents, 2 instances of sexual harassments between students, 2 instances of inappropriate conversations from professors at students
 - Becky Woodrick believes that 6 of these incidents would not have been reported without greater awareness of new policies through training, convocations
 - Reported to RA, night supervisors, often freshman female students who mentioned it to someone else who knew to follow up
 - OCR judicial board members trained in issues such as domestic violence, LGBTQ+ intimate violence, rape kit exam procedures, technology based stalking and other issues
 - Employees also have similar resources so they can also contact Becky Woodrick for equivalent resources
 - Can e-mail Becky Woodrick for policy
 - What can you do about retaliation? Cannot guarantee anyone cannot be retaliated against. If someone is retaliated against during the process of reporting a civil rights violation, Becky Woodrick and council will remove retaliation threat
 - Students can go directly to Becky Woodrick
 - Supreme Court case about sexual harassment defined as just perpetrated by supervisor? USM will go by OCR definitions, will wait to see how litigation resolves
 - All of this applies even online students
 - Will have more active police presence to deter heckling of female students, please call Becky Woodrick/UPD when it occurs
 - What if something happens to something happens to a student by a community member during a USM project? Let Becky Woodrick know, USM will help follow up with HPD/relevant authority. Regardless of where it occurs, if misconduct occurs between USM-affiliated individuals, it is a USM issue and should be reported to USM.

-Regardless of what happens in the criminal system, sexual misconduct should be reported to authorities at USM since USM can take actions against perpetrator independent of what happens in the criminal justice system.

-Becky Woodrick (601)-266-6618 rebecca.woodrick@usm.edu

2. Space committee meeting scheduled with Dr. Burke. What would members like to see us have for a meeting space/permanent home for the center?
 - Meeting with Dr. Burke is to get on the space list
 - Used to have a space in McMillan Hall (now Thad Cochran), then in Counseling Center, which was revoked
 - Something in the nursing building? Building to be vacated and no decision yet made as to what will go in there
 - Ideal space thoughts?
 - Breastfeeding area (possibly required by federal/state law)
Space might not be central enough, possibly work on making more centralized space with library or other departments
 - Have space open certain amounts of time during the week as resource center
 - May or may not be big enough to house monthly meeting or receptions
 - At least areas to house materials, small committees/meetings with students
 - Use cubicles to section off areas
 - Possibly raise funds to put towards center? All other committees and centers are defunded, may want to stress that we had a room rather than how well centers are funded at other schools
3. Website/web presence: Julie Reid has met with iTech about our options. What sort of content do we want to have on our placeholder page on USM's site?
 - Tabled to next meeting do to absence of Julie Reid
4. Recruitment of faculty, staff, and students from department/collects that are under-represented or not represented at all. Ideas?
 - Send letters to business and science chairs to recommend faculty for committees
5. Women's History Month. Possible speaker – Jesmyne Ward, winner of the 2011 book award for *Salvage the Bones*. Possibility to partner with Honors College Forum but two lectures are already scheduled in March.
 - Honors College director may be open to schedule another lecture
 - English, Honors, other groups interested in this lecture, has not be scheduled yet
 - Book reflects Hurricane Katrina experience of African-American Gulf Coast family
 - Group is interested in having her speak, would be representative of our community
 - Negotiations ongoing on speakers' fee and scheduling with Honors College
 - Agreed on significant co-sponsorship and it really needs to be in March
 - Needs to start brain storming other events
 - Faculty members at other universities willing to travel and present for small fees?
 - First female Choctaw Chief (group is very enthusiastic, Tammy will contact)
 - First female State Superintendent (group is very enthusiastic, Bethany)
 - Must reinstate brown bag panel where grant recipients present research briefly

6. Gender and employment discussion.

-Tammy and Kate will meet with Andrew Haley who has data for report

-Will be first on agenda for November

-Even if just get policy of equal treatment codified, that will help

Next Meeting is Tuesday, November 5th at 12:15 pm in Writing Conference Center of Cook Library