**BU Women’s Colloquium Meeting**

**March15, 2018**

**MINUTES**

**Announcements**:

* Baylor Digital Scholarship Workshop: [Fuzzy Bible References: Finding that Needle in the Haystack](http://blogs.baylor.edu/digitalscholarship/baylor-digital-scholarship-workshop-series/), 27 March 2018 at 10:30 AM
* Applications for the Baylor Libraries special collections [Teaching Fellows Program](http://sites.baylor.edu/teachingwithspecialcollections/teaching-fellows-program/2018-call-for-proposals/) due 6 April 2018
* Women’s History Month Lecture featuring Dr. Katherine Benton-Cohen, Georgetown University, who will speak on “Immigrant Women and the Rise of the Surveillance State in the Progressive Era,” on Wednesday, 21 March 2018 at 3:30 PM
* Baylor University Libraries, Institute for Oral History, and Women’s and Gender Studies Program [Launch Women’s Collections Site](https://www.baylor.edu/lib/news.php?action=story&story=196459) ([Baylor Press Release Here](https://www.baylor.edu/lib/news.php?action=story&story=196459))

**Conversation with Cheryl Gochis (Vice President & Chief Human Resources Officer)**

* Cheryl shared her philosophy of diversity as well as some thoughts on how to cultivate diversity on campus.
* We don’t just want to meet quotas. How do we create space for women and minorities to “pull up a chair” and participate in the conversation?
* In Cheryl’s experience, forcing the issue is not effective (e.g., telling a search committee they can only interview if they have at least one diverse candidate in their pool). We need to foster commitment, not just compliance.
* We are seeing progress in some areas. The HR team is very diverse and there has been improved diversity among recent staff hires.
* A few concrete steps:
  + HR is studying candidate pools to identify trends
  + HR has a project plan for increasing diversity including a class for campus leaders and training for search committee chairs (though not for the entire committee)
  + HR is eager to partner with the Provost’s Office on faculty searches
  + HR is eager to support affinity and resource groups on campus and to advertise their existence, especially to new and prospective hires. We need to be honest with candidates about the campus culture and point them to resources that can help them flourish.