**BU Women’s Colloquium Meeting Minutes**

**March 20, 2017**

**Members Present**: Jill Lens, Kara Alexander, Meghan DiLuzio, Leah Teague, Brooke Blevins, Karon LeCompte, Andrea Turpin, Tiffany Hogue, Lori Kanitz, Elesha Coffman, Sinda Vanderpool, Natalie Carnes

**Announcements:**

* Women’s History Month Lecture: “Who Fought for Women’s Suffrage? A More Diverse View,” by Prof. Cathleen Cahill of the University of New Mexico on **Tuesday, 21 March** at 3:30 pm in Morrison Hall 100
* Opportunity to Mentor Women Graduate Students (copied from the e-mail sent out by the EVP Office):

The Women in the Academy (WITA) Committee invites all full-time, women faculty members with terminal degrees to participate in a new program designed for women faculty to mentor women graduate students aspiring to academic careers.  The Women in the Academy Mentorship Program seeks to develop women graduate students as leaders, scholars, and educators. Two mentors will facilitate monthly conversations with small groups of five to six graduate student women about a variety of topics pertaining to the experiences of women in university life.

If you would like to participate, please fill out the mentor application form found at the link below.  We will use your responses on the application to match you and a co-facilitator with an interdisciplinary group of women graduate students. For more information about the WITA Mentorship Program, please see the [WITA website](http://www.baylor.edu/graduate/currentstudents/index.php?id=98896).

You can access the mentor application form [here](https://baylor.qualtrics.com/jfe/form/SV_ey3VgUiNhNGI8Dj).  The deadline to apply is Monday, **April 17, 2017**.  All faculty mentors will be invited to participate in a program orientation and lunch on Tuesday, May 2nd, (Reading Day) from 12:00 to 3:00 p. m. in the Baines Room at the SUB.

If you have questions, please email Dr. Laine Scales (Laine\_Scales@baylor.edu).

* Congratulations to those who earned tenure this year, including Brooke Blevins, Natalie Carnes, Candi Cann, and Andrea Turpin (in attendance at today’s meeting).

* What should we do to publicize the BU Women’s Colloquium to ensure that we being are as inclusive as possible?
	+ Announcement at New Faculty Orientation
	+ E-mail announcement to all faculty
	+ Website (in progress)

**Kristan Tucker, Title IX Coordinator:**

* Kristan joined the Title IX office in January 2016 and has served as the Title IX Coordinator since October 2016. She was joined at today’s meeting by Sarah McPherson, a Training and Prevention Specialist in the Title IX Office. Kristan spoke about Baylor’s new Title IX policy and answered questions from the group.
* **Baylor’s Title IX Policy**
	+ Prior to the Pepper Hamilton report, the Title IX office had been in the process of reviewing Baylor’s policy and improving its internal protocols (August 2015)
	+ This process included looking at best practices and court cases, including those addressing due process rights
	+ The office had also been working on a social climate survey and on bolstering training initiatives
	+ Additional changes were implemented after the Pepper Hamilton report was released in May 2016
	+ An updated Sexual and Gender-Based Harassment and Interpersonal Violence Policy was released in January 2017
* **Process for Handling Complaints**
	+ Both complainants and respondents have rights and are entitled to certain resources
	+ A complaint does not always trigger an investigation
	+ The Title IX Office wants to ensure that complainants have control of their situation (including in some cases the decision about whether or not to proceed), that they are safe, and that they can continue to succeed academically
	+ Sometimes Baylor is obligated to go forward with an investigation even against the wishes of the complainant for the safety of the campus community (e.g, if there have been multiple complaints about same individual or if the complaint involves a weapon)
	+ There are two possible processes: the first is envisioned as an “educational opportunity” (e.g., explaining to the respondent why his or her behavior was inappropriate)
	+ A second process for more serious complaints that may result in sanctions
	+ The Title IX Office is trying to educate students about the amnesty policy, which states that the university will not pursue disciplinary actions against students for “reasonable” violations of Baylor’s alcohol, drug, or sexual conduct policies (in effect since 2015)
	+ Kristan emphasized that she strives to create a “judgement-free zone” in office
* **Our Role as Mandatory Reporters**
	+ Faculty are mandatory reporters: we must forward all reports of sexual assault or other behavior that violates the Title IX policy to the Title IX Office
	+ Mandatory reporter cards outlining steps to take and providing contact information for importance resources are available
	+ First: make sure the student is safe and contact police if they are unsafe (but do not force them to talk to police)
	+ Second: offer to connect the student with resources (perhaps bring them to the counseling center if in crisis mode)
	+ The counseling center offers free counseling and can be reached 24 hours/day
	+ Complainants and respondents have the right to continue their education unless the respondent has been interim suspended
	+ The Title IX Office may request that faculty facilitate limited contact between complainants and respondents (e.g., placing them in separate groups)
* **Resources Available to Students**
	+ The counseling center offers free counseling to students (including witnesses)
	+ This is the best first step for students in crisis mode as the Title IX Office may not be able to see students immediately
	+ Baylor does not have legal resources available to assist students in need of alternative house situations, but Baylor PD has been known to help students renegotiate lease agreements with their landlords or finding alternative living arrangements
* **Size and Structure of the Title IX Office**
	+ Kristan was asked if the Title IX office is under-resourced, or if they are getting the support they need from the administration
	+ Kristan emphasized that it is not a question of support, but a question of the applicant pool
	+ She feels that Baylor is probably better resourced than any office across the nation
	+ The office currently consists of the following staff:
		- Kristan (Title IX Coordinator)
		- A Deputy Title IX Coordinator (hired on Feb 1 but currently on maternity leave) who will oversee investigation work and alleviate some of Kristan’s responsibilities
		- Kristan’s assistant, who also manages the front desk
		- An administrative case manager, who oversees interim measures and resources and coordinates hearing panels
		- Three investigators (one with a legal background, one with a law enforcement background, and one with an academic/student affairs background) + external investigators
		- Sarah McPherson (Training and Prevention Specialist)
		- A doctoral student who works about 20 hours/week
	+ In addition, they have received approval to hire a second trainer and a second administrative assistant/budget coordinator
	+ The office also recently moved into its own office space on the second floor of Robinson Tower
* **Number of Complaints**
	+ There has been a substantial increase in reporting since the Title IX Office was established and again since August
	+ By the end of January/mid February they had already surpassed all previous fiscal years
	+ Currently Kristan is unable to give specific numbers
	+ The office also receives reports about racial bias and passes those along to the appropriate office
* **Resistance**
	+ Some faculty and students have complained about mandatory training