**BU Women’s Colloquium Meeting Minutes**

**September 13, 2018**

**Members Present**: Meghan DiLuzio (Classics), Kristen Pond (English), Julia Hejduk (Classics), Nicole Kenley (English), Candi Cann (BIC), Adrienne Harris (MLC, Russian), Lisa Turner (General Counsel), Shirl Brown (Equity), Brittney Wardlaw (Equity), Riz Klausmeyer (Prehealth), Ivy Hamerly (Political Science), Robyn Driskell, Monique Ingalls (Music), Christina Chan-Park (Libraries), Lorynn Divita (Family and Consumer Science), Ellen Filgo (Libraries), Kelly Johnston (Curriculum and Instruction)

**Announcements:**

* Upcoming meetings: this semester we will structure our research meeting around collaboration. Please let us know if you would be willing to share about ways that you have formed collaborations across campus. Building from this meeting, we would like to request a brief statement of research interest from each member that can be published on our [website](http://sites.baylor.edu/bu-womens-colloquium/).
* This marks the beginning of our seventh year. How can we grow and become more visible on campus? If you have ideas about the future of the Women’s Colloquium, please share them with Kristen Pond (Kristen\_Pond@baylor.edu).
* WGS Announcements:
* Boundary Breaking Women’s Panel today at 3:30 pm.
* The Start Smart Salary Negotiation Workshop filled with 50 registrations several days early.
* Our Student American Association of University Women chapter is up running a meeting twice a month.
* Please identify freshmen and sophomore students who are researching and interested in women’s and gender studies topics, and tell them about the WGS minor. We still seem to be one of the best kept secrets on campus. Attached to this e-mail are some fun new flyers developed by Lisa Shaver’s student intern.

**Robyn Driskell, Vice President for Internal Administration and Compliance and Chief of Staff:**

* Robyn has been a member and supporter of our group from its very beginnings. Although Robyn hails from the department of sociology, she has also served in many different key capacities for the University. Most recently she has been Chief of staff to Interim President David Garland and President Livingstone. Prior to that she was Divisional Dean for the Humanities and Social Sciences in the College of Arts and Sciences. She continues her role as chief of staff, but has also recently taken on the role of Vice President of Internal Administration and Compliance. In that capacity, she joined the group to provide an update on equity and diversity initiatives on campus.
* Baylor conducted a search for an Assistant Vice President of Equity and brought three candidates to campus for day-long interviews. We did not find the right person. The Search Firm suggested that the position needed to be at the Vice President’s level.
* President Livingstone did some restructuring over the summer and assigned the Equity Office and responsibilities to Robyn. Her title has changed to reflect her new duties.
	+ The budgetary needs of the new Equity Office will be evaluated over the course of the Fall semester. Baylor has a Chief Compliance Officer, and so Robyn is spending most of her time on equity issues.
	+ Brittney Wardlaw and Shirl Brown have moved out from under HR and are now under Robyn in the Equity Office. They will continue in some of their roles related to equity and civil rights issues and add new trainings and seminars about bias, diversity, and equity.
	+ The goal of the Equity Office is to be proactive in changing the culture on campus through education, training, and dialogue.
* The Diversity Council has been meeting for a year. The Council currently includes individuals whose official job title and assignment is related to diversity: Robyn Driskell, Brittney Wardlaw, Shirl Brown, Liz Palacios, Lori Baker, Kim Kellison, and Leslie Hahner.
	+ The six members of the Council will form the executive committee of an expanded Diversity Council that will include representatives from each college and school as well as representatives from Student Life, HR, and Media & Communications. Members will serve a three-year term.
	+ The Council will meet twice each semester to educate everyone on what is going on. Currently people are working in silos. The Diversity Council will support other groups on campus and ensure that no one is reinventing the wheel. How can we be more influential if groups are talking to one another?
	+ Faculty representatives will serve as liaisons to their colleges and schools; they will be “deputized” with additional training to inform and help with faculty searches in their units.
* Baylor’s student population is becoming more diverse, but we need to increase faculty diversity through hiring and retention. This year’s new faculty class is more diverse, but we still have work to do.
	+ The faculty search process is one of the places where we face the most challenges and have the most room to grow.
	+ The Equity Office will be working with the interview process to ensure that search committees are reaching out of their networks to find more diverse candidates and that candidates are meeting the right people during their campus visits.
	+ Brittney Wardlaw and Shirl Brown will offer bias training to members of search committees. There are three possible dates and all search committee members have been invited to attend one of the trainings. This training is provided through the Provost office and Dr. Jim Bennighof. Robyn will assist in the training.
	+ We need to ensure that candidates are not only meeting with individuals based on title or position, but also meeting with others across campus.
	+ Robyn and Lori Baker will be sitting in on Pat Neff interviews to ensure that there is a more diverse representation of our leadership.
	+ The Provost’s Office has a [Faculty Recruiting Enhancement Grant](https://www.baylor.edu/provost/index.php?id=948251) to supports departments that propose innovative and creative search techniques demonstrating active recruiting strategies.
	+ Baylor also has an [Opportunity Hiring Program](https://www.baylor.edu/content/services/document.php?id=302330). Several offers were extended last year.
	+ The June Review process may be restructured to ensure that Baylor can be more strategic about hiring decisions.
* Internally, it would be good to allow for nominations and applications in the process to choose administrative leaders, such as department chairs, and thus it may improve equity and diversity across our leadership.
* The Climate Survey conducted in 2017 revealed two areas of concern:
	+ (1) students reporting that faculty had made biased/discriminatory remarks in class.
	+ (2) students reporting that they had been treated differently because of race, ethnicity, or gender (several female students reported that they had been treated differently)
	+ These results suggest that we need to improve training and maybe target education efforts. Robyn and Jim Bennighof are looking for patterns of behavior and can prescribe training.
	+ The survey will be administered again in order to measure improvement.
	+ We are reviewing possible new modules (and appropriate for our Baylor mission) of online training for both Title IX and Diversity training.
	+ As with the Title IX Survey administered in 2017, awareness about these issues and reports are up.
	+ The goal is to become more proactive through training and education efforts.
* The Bias Response Team ensures that reports that come in from the various online reporting systems are forwarded to the right office.