

UNIVERSITY OF CALIFORNIA  
**MERCED**

CHANCELLOR'S ADVISORY  
COMMITTEE ON THE  
STATUS OF WOMEN

# CACSW 2020-2021 Annual Report

Submitted:  
June 18th, 2021

# Table of Contents

History and Purpose	3
CACSW Membership	4
Committee Work	5
Subcommittees	5
UC Women’s Initiative for Professional Development	5
Random Acts of Kindness	5
Speaker Series	6
Recommendations	6
Special Statement on COVID Impacts and Return to Work	6
Committee Recommendations	6
Lactation Room Recommendations from 2019-2020	6
Expenditures	7
Proposed 2021-2022 Budget	7
Appendix:	9
UC WI Program Report	9
Recommendations regarding Lactation Rooms	10

# History and Purpose

Formed in the fall of 2008, the Chancellor's Advisory Committee on the Status of Women (CACSW) is charged with advising the Chancellor on issues related to the campus climate for women students, faculty, and staff.

The committee draws its membership from faculty, staff and students on campus with standing membership positions including: CARE office representation, Title IX representation, Office of the Ombuds, Academic Personnel representation, two Staff Chairs, one Faculty Chair, Postdoctoral Scholar representation, graduate student representation and undergraduate student representation.

CACSW serves as a coordinating body for groups or individuals concerned with current issues or practices, as well as supporting diversity and equity, and recommends equity and fair access to campus programs and activities to support the mission of the campus and efforts of equity and diversity.

Additionally, CACSW analyzes current policies, procedures and programs that affect such issues and recommends any changes necessary to afford women fair and equal access to programs, activities and opportunities.

# CACSW Membership

## Faculty Chair

Jessica Blois (through Fall 2020)

## Staff Chairs

Amelia Johnson  
Chioma Ndubuisi

## Secretary

Jennifer Heinrich

## CARE Office Representatives

Lynna Cano  
Valara Villanueva

## EEO/AA/Title IX Representative

Joan Rich

## Staff Assembly Representative

Vanessa Hauser

## Office of the Ombuds

Chanelle Reese

## Women's Programs

Lorene Fisher

## General Membership

### **Academic Personnel**

Pamelyn Gingold  
Elizabeth Salmon

### **Faculty**

N/A

### **Staff**

Lorene Fisher  
Michelle Greenwood  
Sarah Hopkins-Chery  
Pam Moody  
Danielle Waite

### **Graduate students**

Josephine Sami  
Saima Aktar Sumaiya  
Irina Birskis Barros

## Unrepresented Positions:

Human Resources  
Postdoctoral student  
Graduate student identified by GSA  
Undergraduate student identified by ASUCM

## *Note:*

*One member resigned during the academic year due to other committee obligations*

# Committee Work

## Subcommittees

### UC Women's Initiative for Professional Development

Members: Pamelyn Gingold, Josephine Sami

Activities: Two cohorts of twenty total participants for the program were recruited during the past academic year (October and April). The recruitment and selection processes are a continued partnership between HR Talent Development, CACSW and UC WI program alumnae. A detailed report on the applicants and selections are included in the appendix.

- Applicant workshops were held in both October and April.
- Streamlined and designed the future program process flow to reflect transparency and inclusivity.
- The number of applicants increased 57% between the 2021 and 2021-22 cohorts.
- Application questions were slightly revised for the 2021-22 cohorts in order to align further with other campus questions.
- Follow-up analysis of the application and selection process are planned for summer 2021 in order to promote equity and inclusion for this opportunity.

Additionally, UC WI program alumnae Sarah Davidson Squibb held a two part Professional Narrative workshop, content directly drawn from the program.

### Random Acts of Kindness

Members: Michelle Greenwood, Vanessa Hauser, Jennifer Heinrich, Chanelle Reese, Joan Rich, Valara Villanueva and Danielle Waite

Activities: Random Acts of Kindness was implemented to provide a platform for peers and colleagues to recognize the hard work of others that identify as womxn. Nominations were submitted on a weekly basis and a voting process was used in the subcommittee to select who would be offered \$10-20 gift certificates to establishments in the Merced community. The purpose of distributing gift certificates was to serve as a way to uplift and raise the spirits of womxn doing great things at UC Merced. Of the 71 nominations received, we had the pleasure of rewarding 22 womxn that were going above and beyond the call of duty. All recognized awardees can be found on our website: <https://cacs.w.ucmerced.edu/form/random-acts-kindness>.

## Speaker Series

Members: Elizabeth Salmon, Sarah Hopkins-Chery, Irina Birskis Barro, Saima Aktar Sumaiya

The Women We Admire speaker series name was changed to Womxn in the Spotlight to encompass a wider range of featured speakers. The series remains focused on career, workplace challenges, and work-life balance issues.

Over the past academic year, CACSW hosted two Womxn in the Spotlight virtual speaker events via Zoom Webinars, one in the fall and one in the spring. In the fall we hosted an internal speaker, Dr. Thelma Hurd, UC Merced Director of Medical Education, and Professor of Public Health. The spring we hosted an external speaker from the Central Valley, Crisantema Gallardo, Director of 99Rootz, a Central Valley based youth organizing project focused on social justice and leadership development. To promote campus involvement in speaker selection and engagement with this series, a new form has been posted to the CACSW website to solicit speaker recommendations for future events.

## Recommendations

### Special Statement on COVID Impacts and Return to Work

The continued coronavirus pandemic had an unprecedented impact on both our home and work lives, our families, communities and the entire world. At the time of this writing, our campus is preparing for return to campus starting in July 2021, with in-person instruction to resume in the fall. While we receive guidance on this transition, we also encourage our leadership to recognize and address the disproportionate impact of COVID-19 on women and BIPOC in plans such as the Working Forward Thought Guide, and provide specialized resources similar to the [resources provided to faculty](#) by the Academic Personnel Office.

## Committee Recommendations

### Lactation Room Recommendations from 2019-2020

The following recommendations were made as a result of the 2019-2020 CACSW workgroup that focused on Lactation rooms on the UC Merced campus. This workgroup did not meet this past academic year with COVID and the reduced need for the spaces on campus. With students, staff, and faculty returning to campus this summer and fall 2021, we wanted to present these recommendations again and stress the need for our work. Coordination, ownership, and cleaning all need to be done in those spaces, so women have a safe and hygienic place to express breastmilk for their infants. The full recommendations are listed in the appendix.

## Expenditures

While working remotely during this past academic year, committee expenditures continued to be lower than in previous years.

Random Acts of Kindness Program	\$400
End of the year celebration at Vista Ranch	\$250
Misc Speaker Thank yous	\$125
<b>Total Spent</b>	<b>\$775</b>

## Proposed 2021-2022 Budget

Given the transitional period of campus related events, we will notify the OEDI if the allotment between budget categories is adjusted to reflect future budgeting decisions.

Women In the Spotlight Events: speaker fees and/or thank you gifts	Fall	\$125
	Spring	\$875
Systemwide Advisory Committee on the Status of Women (SACSW) Meeting travel*	Fall	\$800
	Spring	\$800
Events**	Fall Welcome Reception	\$500

	Spring Recruitment	\$500
Special event cost: Return to work town hall or strategic planning session facilitator, student support, etc (TBD by 12/31/21)		\$1000
Working meeting luncheons		\$400
<b>Total Request</b>		\$5000

\*If the Systemwide Advisory Committee on the Status of Women (SACSW) resumes in-person meetings, travel to these meetings facilitates networking and sharing of best practices between UC campuses.

\*\*Safety and feasibility of in-person events to be evaluated closer to event planning time. It may be possible to include other Chancellor’s advisory groups on this event.



## Appendix:

### UC WI Program Report

	2020 Cycle	2020-2021 Cycle	2021-2022 Cycle
Due dates	October 2019	October 2020	April 2021
Applications Received	38	6	14
Applicants: Staff	33	5	7
Applicants: Faculty	4	1	4
Applicants: Other academic personnel	1		3
Selected/Spots Available (includes alternates placed from previous year)	8	8	12
Selected: Staff	6	7	SNS: 1 SSHA :2 Student Affairs: 1 Other: 2
Selected: Faculty	SSHA: 2	SSHA: 1	SSHA: 1 SoE: 3
Selected: Academic Personnel			SoE: 1 ORED: 1

## Recommendations regarding Lactation Rooms

The following actions would help reduce confusion related to lactation rooms:

- Coordination
  - Identify a single appropriate office or representative on campus who has primary responsibility for coordinating the lactation rooms; OR
  - Create a UCM Lactation Committee, consisting of at least the three individuals/offices currently assigned to handle lactation requests. This committee should meet regularly to discuss supporting lactation rooms, including: maintenance, accessibility, funding to support lactation on campus, room usage, lactation support programs, and to participate in conversations with other campuses around lactation
  - Create a single website for lactation rooms, rather than two separate websites hosted by two different campus offices. This will save valuable time for individuals who are returning to work/school and they need access to the locations on campus. This website should offer tips for users, maps to all locations, and lactation support resources.
  - Create a webform for access requests, rather than asking users to email their requests to different people and/or create a single email address for user enquiries (perhaps [lactation@ucmerced.edu](mailto:lactation@ucmerced.edu)) and then provide multiple people authority to administer this email.
- Resources:
  - Dedicate campus resources to solve some of the immediate access and variability issues (ie, adding a card reader to all rooms so that none of them are dependent on staff availability for access).
  - Seek internal or external funding to support further enhancement of the lactation rooms. Based on conversations with individuals who use the lactation rooms, the greatest need is for lactation pumps. Individuals like to keep their own personal accessories for the pump and cool packs for storage of milk, but carting around the machinery is difficult. UC Davis has installed, through grants, stationary self sanitizing pumps that are in lactation rooms for personal use. This grant was sought out by the Work Life Manager, since the position is responsible for the lactation rooms. This is the benefit of having one person with responsibility, there is ownership and work focused on supporting them.
- Maintenance
  - Engage with campus student organizations and groups to help maintain the lactation rooms. This can even be started as a competition for mini-makeovers of individual rooms to make them more welcoming to users. Campus student organizations and groups are committed to community service and maintaining a lactation room or two is an easy outreach while remaining on campus.

- *Coordinate with custodial services to ensure that the rooms are sanitized after each use during our post-Covid-19 period. This will mean that each room will need to have breaks between use for custodians to get in and prep the room for the next individuals. This increased communication will help ensure that individuals are kept safe.*