UNIVERSITY OF CALIFORNIA, MERCED

CHANCELLOR'S ADVISORY COMMITTEE ON THE STATUS OF WOMEN

UC Merced Chancellor's Advisory Committee on the Status of Women (CACSW)

2019-2020 Annual Report

Submitted:
June 15, 2020

Table of Contents

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, 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

Committee Advisor
De Acker

Faculty Chair
Jessica Blois

Staff Chair
Amelia Johnson

Secretary
unfilled

CARE Office Representatives
Lynna Cano
Valara Villanueva

EEO/AA/Title IX Representative
Joan Rich

Staff Assembly Representative
Vanessa Hauser

Ombudsman
Callale Concon

Ex-Officio
Jennifer Quiralte

General Membership
Academic Personnel
Pamelyn Gingold
Elizabeth Salmon

Faculty
Rowena Gray
Staff
Alexandra Chavez
Jennifer Heinrich
Sierra Long
Michelle Greenwood
Sarah Schorle
Valerie Anderson
Chioma Ndubuisi
Danielle Waite
Graduate students
Taylor Fugere
Josephine Sami
Saima Aktar Sumaiya
Undergraduates
Kenya Duronte
Jessica Stokes
Brianna Barajas
Karla Serrano

Unfilled Representative Positions:
Human Resources
Women's Programs
Postdoctoral student
Graduate student identified by GSA
Undergraduate student identified by ASUCM

Note:
Four members resigned during the academic year

Committee Work

General work

Charter revisions

During the June committee meeting, the CACSW charter was revised to include updates to the officer nomination and approval process.

Women We Admire Series

In Fall 2019, CACSW hosted Vice Provost and Professor of Cognitive Science Teenie Matlock. Professor Matlock shared very personal stories from her life and career to a standing room only group of attendees. In Spring 2020, the planned special event to host UC President Janet Napolitano was canceled due to the COVID-19 emergency.

The full committee decided in the March 2020 meeting to rename this series to better reflect the objectives and purpose of the talks. A final name has not been chosen yet, but will be something reflecting the purpose of the event: Conversation/Dialogue with Women in Leadership or similar

Subcommittees

Professional Development

Members: Rowena Gray, Jennifer Heinrich

Activities

Our main task during 2019-2020 was to promote the UC Women's Initiative for Professional Development and administer the applications, selecting the UCM participants for this cycle. We promoted it in September and applications were due on October 10th 2019. It wasn't possible to put together a panel of previous WI participants for the Fall round, given the tight deadline for applications. We had 30 applications for 8 spots, with only 2 applications from faculty. Staff demand for this program and for professional development opportunities in general remains high. Previous years had selection committees of 4-5 people. This year we invited some alumni of the program to also review applications and each application was ranked by at least 2 people on the selection committee. The selection process could be streamlined further in future years.

We held a panel with 3 staff graduates of the WI program at UCM on February 21, 2019, organized by Jennifer Heinrich and Amelia Johnson. Faculty did not participate on the panel due

to scheduling conflicts. The event had low attendance but was very informative for participants. The graduates discussed what their experience of the program was like and how it has helped their careers. Perhaps in the future, this could be combined with another event to boost attendance and get information out to a wider audience. Early and frequent advertisement is also recommended.

Due to COVID-19 the next UC WI application period has been pushed to August 2020.

In the next year, we plan to pursue a professional narrative workshop led by UC WI graduates.

Family Policies and Resources

Members: Pamelyn Gingold, Danielle Waite, Karla Serrano

Activities

This year, the subcommittee on Family Policies and Resources decided to look into lactation rooms here at UC Merced. We found that there are enough rooms (as prescribed for the number of buildings/locations) throughout the campus, including the DCC and 2020 Project. We ran into difficulties, however, in finding out who was responsible for maintaining them and identified a number of ways in which management of the lactation rooms could be improved across campus.

In general, any campus affiliate can reserve the space and have access to the lactation rooms on campus. Currently, information is posted to two websites, with highly overlapping but not necessarily the same information:
- CARE office:
  https://care.ucmerced.edu/pregnancyexpecting-parent-resources/lactation-rooms
- HR: https://hr.ucmerced.edu/benefits/accommodations/lactation

There are three points of access for individuals depending on their affiliation/role (posted here: https://hr.ucmerced.edu/files/page/documents/access_request_for_lactation_rooms.pdf). Access management may benefit by moving to a centralized webform and email address for requesting access. Currently the lactation rooms are only managed for accessibility and cleaning. Custodial does general cleaning.

Through our inquiry into the lactation rooms, we found substantial variation in minor and major ways across rooms: some are more welcoming and nicer than others, and some are more secure than others (some are known to be unlocked). Other than access and general cleaning, no one on campus seems to take any ownership of the lactation rooms, so standardizing the rooms aesthetically may be difficult and it is unclear who would possibly take on grant writing and other initiatives to improve them.

Other UC campuses approach managing lactation rooms in a different way. Ownership is by building ownership (UCB and UCI), by department (UCLA Student Affairs and UCR Human

Resources) or by position (Work Life Coordinator at UCSB and UCD). On these campuses, the individual, department or building owner is responsible for not only access, but maintaining the rooms.

While we were working on this (fall semester 2019), we found out that UC Davis was reaching out to all campuses to find out the point person for lactation rooms systemwide. We compiled the following for contacts on the various campuses:

Campus	Contact	Title	Dept. Affiliation	email
UC Berkeley	Cori Evans		Wellness	corievans@berkeley.edu
UC Davis & UCDHealth	Sandy Batchelor	WorkLife Manager	WorkLife in Human Resources	sbatchelor@ucdavis.edu
UC Irvine	Dyan Hall	Engagement & Wellness Specialist	HR/Wellness	dyhall@uci.edu
UCLA	Susan Shahoda		Human Resources	sshahoda@chr.ucla.edu
UC Merced	Ali Kalmin & Sana Raman		Human Resources & CARE	akalmin@ucmerced.edu; sramzan2@ucmerced.edu
UC Riverside	Kathy Mosley & Veronica Luna	Kathy, Administrative Asst/ Veronica, Return to Work Coordinator	Human Resources, Disability	kathy.mosley@ucr.edu veronica.luna@ucr.edu
UC San Diego	Brandon Chulaluxsiriboon & Baeley Reed		WorkLife in Human Resources	bchulaluxsiriboon@ucsd.edu, bareed@UCSD.EDU
UC San Diego Health	Serena Floquet & Deanna Syrek		Human Resources	sfloquet@ucsd.edu, dsyrek@health.ucsd.edu
UC San Francisco	Carolyn Wick		Family Services, Campus Life Svcs.	Caroline.Wick@ucsf.edu
UC San Francisco Fresno	Andrew Field			AField@fresno.ucsf.edu
UC Santa Barbara	Shira Minerd	Work-Life Resources Coordinator	Human Resources	shira.minerd@hr.ucsb.edu
UC Santa Cruz	Tanya Guerrara	Associate Architect	Physical Planning, Development & Operations	tanyag@ucsc.edu

As you can see from the table, there seems to be only HR representation presented from UC Merced.

Outreach and Communications & Events

Members: Sierra Long, Michelle Greenwood, Josephine Sami, Kenya Duronte, Brianna Barajas, Alexandra Chavez, Elizabeth Salmon, Chioma Ndubuisi, Jessica Stokes

Activities

This committee was formed to support the ongoing communication needs of CACSW. For example, the promotional materials for Professor Matlock's Women We Admire talk were developed by this committee.

- A periodic electronic newsletter is sent to current and former members, campus stakeholders and interested recipients. While the newsletter has not so far been a collaborative product, any subcommittee members are welcome to contribute as their schedules allow.
- Explored logo change: Within the coming months (summer 2020) Chancellor advisory board chairs, including CCCI and CACQI, will meet with campus graphic designer to

develop updated logos. This subcommittee will be asked for feedback on proposed graphics.
  ● Currently the only forum for communication between committee members is email, with the current list of members maintained by leadership. A campus listserve was considered, which would need at least one person to set up and maintain, as well as a Slack channel.

Data

Members: Sarah Schrole, Valerie Anderson, Taylor Fugere, Saima Sumaiya

Activities

While our committee lacked the bandwidth to make continued progress in this area, there is interest in continuing this work. CACSW plans to utilize partnerships with other advisory committees to strategize regarding data analysis.

Collaborations

CCCI and CACQI

Through the generous support of the Office of Equity, Diversity and Inclusion, the three chancellor's advisory committees co-presented a 2020 Research Week workshop, Improving Work Climate with Professor Asmeret Berhe. 28 campus community members attended.

CARE Office

Film Screening of California's Forgotten Children. A long standing partner of CACSW, $500 was donated to the CARE Office to present a locally produced documentary about the impacts of human trafficking. An expert panel also spoke after the film. Almost 50 attendees participated.

Recommendations

General recommendations

Membership

Of the Chancellor's advisory committees, CACSW has the most long-standing formal processes to support its functions (bylaws, membership application, website). Between the representatives (8 currently participating actively) and general members (21) there were **29 women on our roster.** While we support the inclusivity of all interested members, we have

begun discussions of how to best engage interested members of the committee. Possible changes include:

A. Updating the list of represented positions based on interest and availability
B. Limiting the number of general members (past practice has been to accept all who have applied)
C. Ensuring those departments with representatives clearly communicate the expectations to attend meetings and engage with the committee
D. Increasing the opportunities of the wider campus to engage with our committee by opening meetings to anyone, with any business being discussed before/after in a private session.

Subcommittees

Consider altering or streamliving the CACSW subcommittee structure

- In the last year, the Outreach and Communications & Events committees were merged, leading to a very large 'supercommittee'. CACSW leadership and members should assess whether this change is positive and whether the charge for this committee needs to be clarified.
- The Data subcommittee suffered from lack of engagement. Query members to determine the reasons underlying this lack of engagement, which could include lack of time, lack of clear charge, or perhaps lack of data availability. Additionally, discuss ways in which this subcommittee can partner with other CAC's to tackle data analysis.

Professional Development Committee Recommendations

UC Women's Initiative Recommendations

To promote transparency and sustainability of this very competitive professional development opportunity, Staff Co-Chair Amelia Johnson is working with the Professional Development Committee to revise and document the application and selection process. The appendix lists a suggested timeline for the next rounds of applications starting in fall 2020.

During the last two years, two faculty participants dropped out of the program without UCOP being able to identify a replacement. Not only did this incur a financial cost, but the slot for this very in-demand program was not able to be filled. It is recommended to convey particularly to faculty participants the commitment being made and the timeline for withdrawing (ie within 2-4 weeks BEFORE commencement of the first session of their cohort so an alternate can be notified)

Family Policies and Resources Committee

Lactation Room Recommendations

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) 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.

Expenditures

Notes on expenditures: COVID related cancellations impacted spending we would have requested in normal circumstances including keynote spring speaker and year-end concluding committee luncheon. Support from the Office of Diversity Equity and Inclusion also allowed us to present the 2020 Research Week workshop Improving Work Climate with no direct costs to our committee.

Actual	
Fall WWA Matlock + Chancellors Meeting	$378.70
Feb 2020 UC WI Alum Panel (catering and thank you gifts)	$125
1 traveler to UCI	$424
CARE film sponsorship	$500
Total Spent	$1427.70

Proposed 2020-21 Budget

Women We Admire Events*	Fall	$500
	Spring	$500
Systemwide Advisory Committee on the Status of Women Meeting travel*	Fall	$800
	Spring	$800
Events*	Fall Welcome Reception	$500
	Spring Recruitment	$500
Co-Sponsorships		$500
Outreach Items and Giveaways		$500
Committee Welcome/closing luncheon		$400
Total Request		$5000

*This summer, CACSW will develop a revised budget to anticipate the likelihood that in-person events or travel will not be able to be held in fall 2020.

Appendix

UC Women's Initiative 2020-2021 Proposed Timeline

July	August	One week after applications due	One-two weeks before deadline	Before deadline
Finalize application updates, solicit members of selection committee	Application opens. Announcements made through CACSW and HR	Applications screened	Selection committee: 1. Meets to norm scoring 2. Participants and alternates identified	Final selections sent to Chancellor and CDO