

## **Gender and Diversity Committee Report, 2018-19**

The Gender and Diversity committee primarily worked on three issues during the 2017-18 year.

- 1 Pronouns. Responding to complaints from faculty members, some of whom had distinctly negative experiences during onboarding, G&D members researched the University's policies and procedures whereby faculty members indicate their preferred names and pronouns. The G&D Chair attended a workgroup meeting called by HR to discuss options made possible by Banner 9 for indicated name/pronouns. Confusion reigned at that meeting; the workgroup has not met again. G&D continues to collect reports of negative faculty experiences.
- 2 Bathrooms. Responding to complaints from faculty members, the G&D committee met with Kris Willis and April Skurka from Facilities to discuss the lack of gender-neutral or "single stall" bathrooms on campus. With the updated facilities list they provided, G&D members checked that all single stall bathrooms were accessible and visibly labeled, letting Facilities know where that was not the case.
- 3 Family Leave Policy. Responding to faculty concerns that the Family Leave Policy is not formalized and does not include caregivers, G&D members researched whether the Family Leave Policy is in effect and, in discussions with members of the Handbook Committee, investigated why it is currently not included in the Faculty Handbook. Discussions are ongoing. G&D members worked on drafting an additional policy that deals with caregiving leave.

Also, the G&D Chair and one G&D member served on the university-wide Inclusive Excellence Strategic Planning workgroup, which resulted in a Strategic Plan that has been approved by the Board. The Chair will continue to be involved in the implementation of the Plan.

Respectfully submitted by K. Tobey