

## Gender Discrimination Initiatives (GDI)

Meeting Minutes 5/17/11

Location: 4401 Sennott Square

Meeting began: 1:00 p.m.

In Attendance: K. Marra; I. Frieze; D. Ward; S Hoogendoorn; M. Greenwald; E. Strotmeyer; A. Sbragia; L. Putnam; B. Gaddy

### *Meeting Summary:*

The meeting began with a quick review of the previous meeting.

The group then discussed the following issues:

1. Research track vs. tenure track vs. non-tenure stream
2. Sick child care facilities
3. Dependent care policies
4. HR website updates
5. Sexual harassment issues

In each topic, current progress and future action items were identified:

1. Research track vs. tenure track vs. non-tenure stream (NTS)
  - a. Irene identified that there are differences in upper and lower campus regarding NTS vs 'research' track. Action items include: Maurine will talk with Andy Blair about general policies throughout the university.
2. Sick child care facilities
  - a. Elsa and Kacey updated the committee on their meeting with Ron Frisch, and overall, the budget situation limits expansion of the current daycare system as well as the possibility of a sick child care room. Different options that we will pursue this summer are:
    - i. Kacey will talk to Susan Albrecht in the School of Nursing in mid-June to discuss incorporating the nursing students into a sick child care center. This could be a situation similar to the School of Education students training people in the University Club fitness

center. A major issue will be finding space. We will determine if there is space in Victoria or at Magee.

- ii. Many committee members will utilize *LifeSolutions* to identify sick child care centers in the Pittsburgh area. It was noted that refinement of searches is necessary to adequately identify appropriate locations.
- iii. Elsa will contact Bright Horizons to obtain information on their sick child care program, including possible room rental.

b. Elsa updated the committee on the PACWC luncheon with Provost Beeson that occurred in early May.

- i. Elsa discussed her progress in establishing lactation rooms throughout campus, streamlining the waiting list at UCDC, and also discussed the establishment of this committee. Congratulations to Elsa and her colleagues for their hard work and success!

### 3. Dependent care policies

- a. We briefly discussed the need to further explore the university's policies on dependent care. Elsa will be writing a Senate Matters column on this issue in the fall.

### 4. HR website updates

- a. Stephanie indicated that the Provost's office will be looking into HR website improvements.

### 5. Sexual harassment issues

- a. At this time, no issues were identified.

Other general suggestions include:

- Broadening representation in our subcommittee to include students, staff and post-docs.
- Our members should strongly consider running for a position on the Benefits and Welfare committee.
- Avoid overlap with PACWC, thus focusing on issues that PACWC is not currently addressing.

The next meeting will be held in September 2011. Meeting adjourned: 2:05 p.m.