List of UCT members and chair(s):

**Commission for Women**

Linda Klint (Chair)
Sunshine Carter (Co-chair)
Cindy Christian (Treasurer)
Susana Pelayo-Woodward
Angela Nichols
Jessi Eaton
Jennifer Johnson
Gail Trygstad
Connie O’Brein
Julie Etterson
Susan Maher
Paula Tracey
Fizz Forsey

**Number of meetings during 2012-13:** This commission meets twice a month – the second and fourth Wednesdays of the month. We met 17 times.

Jessi Eaton and Julie Etterson served as our representatives for the Campus Change Team during FY13.

**2012-13 UCT priority or priorities (related to your May 2012 report)**

**Action Items for Commission for Women**

1. Promote and support women in positions of leadership across the campus.

1.2 Utilize relevant data from the NSF IT-Catalyst grant process as a method to plan for this action item with additional attention to women in science.

**Outcome:** Remove barriers to the promotion and retention of women in potions of leadership.

**Responsible Parties:** Chancellor, Executive Vice Chancellor of Academics Affairs and Collegiate Units
2. Strong leadership (modeling, inclusivity, transparency, follow-through) on best practice diversity, equity, and socially justice policies that are funded and embedded at every level of the university.

2.1 Support of the propose Head Leadership Program (HELP) which has emerged from the NSF IT-Catalyst grant

Outcome: Ongoing training program for department heads that supports inclusivity, transparency and effective follow through.

Responsible Parties: Chancellor, Executive Vice Chancellor of Academics Affairs, Vice Chancellors and Collegiate Units

3. Inclusive and democratic governance at UMD: every student, staff person, faculty member, and administrator has a voice.

3.1 Creation of an independent Office of Equal Opportunity position separate from Human Resources in order to assure local advocacy to assure a balanced process for the campus, and to avoid conflict of interest situations. (add avoid conflict of interest too

3.2 Focus on social justice, rather than diversity, by critically examining rules, policies, merit and grades for students, staff and faculty

3.2a Insert merit language that supports the work of faculty on behalf of affirmative action and diversity to improve the campus climate.

3.3 Prepare a salary analysis of all women employed at all levels of the university, include years of service, comparable rate and rank.

Outcome: Create an environment on campus that is fair and just for all.

Responsible Parties: Chancellor, Vice Chancellors and Collegiate Unit Deans

Summary of successes and accomplishments. Description of where you were not successful and why.

Accomplishments:

Our goal for FY13 was to set up the forum for anonymous reporting – first for students, hopefully during the Fall orientation, and then follow up with one for faculty and staff. It will involve HR and OEO to help all of us figure out how to use the online reporting system to report all forms of harassment and other hate crimes.

We accomplished this in that the Commission for Women spear headed the group of the UMD Commissions that put together the very successful Reporting Forum “Report it – What would you do if?” held April 4, 2013 in the UMD Ballroom. The forum attracted about 200 people and
the Duluth News Media. The event was very successful with a panel of four key areas on
campus Student Life, Vice Chancellor Lisa Erwin; Human Resources and Equal Opportunity
Cathy Rackliffe; Student Conduct, Cat Riley; and UMD Police, Officer Chris Shovein. This
event was open to all UMD faculty, staff and students.

Are there ways the CCT or others can help?

Help with equity amongst staff and faculty at UMD. Work with the group of UMD
Commissions to help promote reporting and work together to make it easier for all to report
incidents and feel comfortable in the processes and outcomes.

Next steps – 2013-14 work

The UMD Commission for Women would like to continue work with the other UMD
Commissions: Diversity, Disabilities, and GLBTQA, along with the CLA change team and the
Office of Cultural Diversity to continue to make reporting an issue that needs to be addressed
and to work to solve the issues raised at the forum and by UMD community members. We
proposed to the Climate Change Leadership Team and Chancellor Black a new UMD webpage
that may make reporting on campus even easier. The proposed web page would provide an easy
portal for students, faculty, staff and visitors to make a report on a variety of topics including
harassment, sexual assault, incidents that detract from the campus climate, injuries, violations of
university policies/other laws, and a place to report snow/ice problems. Essentially, we see this
as a launch page to many of the already established routes of reporting. We are still waiting to
hear from them about our proposal. The above mentioned groups plan to continue to meet in
FY14 to work on other ideas to make reporting a more streamlined process that is well known to
the entire UMD community. We believe that this is still a very important issue that we need to
dedicate work on in the coming years.

We are also working towards obtaining the data from the NSF IT-Catalyst grant to continue the
work that began from the Commission for Women Climate Committee and work to use this data
to help us to continue to work toward creating an environment on campus that is fair and just for
all and to continue work on Action Items 1 and 2 above.