Commission on Women
Action Items May 2011

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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 positions of leadership.

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 proposed 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.

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.
   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.