

**President's Commission on the Status of Women  
Annual Report  
Fall 2013 – Spring 2014**

**Committee Work**

Members adopted revisions to their by-laws to include the re-development of existing standing committees. During AY 2013-2014, committees focused their efforts on the following:

- **Women's Health Related Concerns Committee**
  - Working on project that would bring more awareness on misconceptions of mental health issues. Looking into collaboration with Active Minds student organization, and the Social Work Department.
- **Workplace Equity Committee**
  - **ADVANCE IT grant** – commission representatives are now working as part of the ADVANCE Leadership Team, Career Life Balance group. This group is focused on building more consistency with regard to family leave policies into the next round of faculty contract negotiations.
- **Academics and Curriculum Committee**
  - Concentrating their efforts on identifying first-year experience programs that would provide more in-depth discussion on matters of race, equity, gender bias, and other areas of cultural competency through academics in the UNH Community.
- **Programming Committee**
  - Collaborated with University Advising and Career Center – members worked with this office and developed a panel discussion “College to Career, Navigating Salaries and Raises”.
  - Held the Annual Women's Celebration and Awards event. Revised the format of the program and placed more emphasis on socializing with members of the community along with learning more about the work of the award recipients.
  - Held the first “Sextober” – a month-long series of programs and events centered on building safe, respectful healthy relationships, positive decision-making and self-esteem. This was a partnership with various student organizations and campus departments from across the campus.

**Collaborations:**

**Women's Studies** – participatory event, “Celebration of Feminist Leadership at UNH”.

**University Council for Inclusive Excellence and Equity** – members have been working as part of the council advocating for the inclusion of the Social Identity attribute in general education courses of the Discovery Program.

**University staff councils** – development of a workplace, anti-bullying policy. Survey was distributed to staff and faculty, and recommendations based on the survey data were sent to the President.

**MOSAICO** - provided financial support for *Women of Ciudad Juarez*, theater production event.

**SHARPP** – provided financial support for Anti-Violence Rally & Walk, Stepping out to End Violence at UNH

**Health Services** - participation in Women's Expo event to promote local and campus resources for women's health and wellness.

## **Challenges to Equity:**

### **Title IX Conversation**

The commission advocated for review of the interpretation of the Title IX protocol around the “Dear Colleagues” Letter. Members held meetings with the other commission co-chairs, Chief Paul Dean, Donna Marie Sorrentino, and Mark Rubinstein to understand the UNH protocol under the new rules of and UNH interpretation of, Title IX and “Dear Colleagues” Letter. Questions that developed during the discussions included (1) that training be developed to familiarize faculty and staff with the new guidelines, (2) that the draft of the protocol be reviewed/vetted by the various governance groups on campus such as the staff councils, Faculty Senate, Student Senate, etc., (3) that students receive notice about the protocol and that the protocol include procedures on how a survivor could protect their identity by reporting an incident anonymously, and (4) that we keep the survivor need at the forefront. The commission has respectfully submitted its request that the protocol/policy empower – and not inadvertently disenfranchise the survivor through application of an interpretation screened solely through a legal lens.

### **Campus Climate Discussion**

In partnership with the other commissions, a letter was sent to the owner of Durham’s Red Carpet floral business to discuss a Valentine’s Day advertisement that was placed in *The New Hampshire*. Members also met with the owner to find common ground as to why the advertisement appeared offensive to members of the campus community. *TNH* has subsequently agreed to run a Social Justice Education feature column to highlight issues of bias.

### **Membership Bylaw Changes**

Confining the commission to the current membership specifications as outlined in the bylaws (4 students, 4 staff, and 4 faculty) is not sustainable for the advancement of the initiatives and goals of this commission. As department budgets are stressed, staff and faculty are being asked to do more; consequently, their volunteer time is limited for in-depth discussions or project assignments. Therefore, the commission will look into amending its by-laws (with the approval of the President) and proposing for an addition of 4-6 more persons.

### **Goals for Fall 2014 – Spring 2015**

The commission will continue most of the initiatives as outlined in the standing committees stated on Page 1. In addition, the commission will hold a mini-retreat in September to outline the work ahead. As always, the commission will continue to examine issues of bias as they arise from students, staff and faculty.

## **Women’s Commission 2013-2014 Membership**

Mary Banach (Co-Chair), Tricia Hanley (Co-Chair), Hannah Blake Dooling, Jennifer Borda, Faina Bukher, Michelle Bronner, Amy Cunningham, Amanda Daly, Emily Dickman, Barbara Jago, Stephanie Kuhn, Audrey Mulliner, Kassie Sarr-Dietershagen, Raelene Shippee-Rice, Jill Varney

Ex-officio: Stacey Gabriel, Maggie Wells, Donna Marie Sorrentino, Sylvia Foster, Janice Pierson