

COSW Minutes
February 27, 2015

Present: Jill Adelson, Delaina Amos, Jennie Burnet, Valerie Casey, Ginevra Courtade, Sherry Duffy, Kamla Gant, Heather Fox, Jeanne Guerrero, Jennifer Hall, Faye Jones, Michele Kosiewicz, Amy Lueck, Tawana McWhorter, Desrie Nisbett, David Owen, Mechelle Stoner, Zihui Sun, Deborah Wade, Dianna Zink and **Guests:** Brian Buford, Kathy Garrison and Jamieca Jones

Absent: Mimi Bell, Beth Boehm, Sally Evans, Seana Golder, Bob Goldstein, Erica Gray, Marcia Hern, Ann Larson, Kim Maffet, Wendy Metcalf, Bridgette Pregliasco, Amy Reid, Jessica Roth, Melissa Shuter, Judith Singleton, Mordean Taylor-Archer and Nancy Theriot,

Vice Chair's Welcome and Updates: Vice Chair Guerrero updated the Commission on the Chair and Vice Chair meeting with the President, Provost and Associate Vice Provost Taylor-Archer.

LGBT Presentation – Brian Buford and Kelly Garrison

Brian Buford and Kelly Garrison presented LGBT's Feast on Equality Film. In the film students expressed their experiences in personal life and at UofL.

Feast on Equality is a part of UofL's Charting Our Course comprehensive campaign, to provide ongoing support for LGBT students at UofL. Fund money will be used to support the LGBT Center's daily operation; support for students coming out of or into a crisis, training for faculty, staff and student participation in national conferences. Other updates:

- LGBT Center Satellite Office at the Health Sciences Center.
- Louisville Medicine Magazine did a really nice story about the LGBT Center's collaboration with the School of Medicine to infuse LGBT competencies into the curriculum. Thanks to the vision of Dean Ganzel, Faye Jones, and others at the Health Sciences Center, UofL will be the first school in the country to take this step.
- Show your Support at: <http://louisville.edu/lgbt/faculty-and-staff-allies-at-u-of-l>.

Committee Updates

Communications Update – Spring Newsletter, Nomination Committee and partnership with IT

2015 COSW Spring Newsletter with a deadline of May 29th to be on our website. We will spotlight the following:

- Pathways
- ELC Accreditation
- Women's Empowerment Luncheon
- Deborah Dietzler – Assoc VP Advancement
- Crit Luallen Ky. Lt Governor
- HERS
- Women and Gender Studies Celebrates 40yrs
- Get Healthy Now – Patricia Benson

- Derby City Swish – (tentative) They fundraise and donate gently used clothing to the Center for Women’s and Families

2. The nomination committee this year will consist of:

- Sherry Duffy (chair)
- Beth Boehm
- Jeanne Guerrero
- Melissa Long-Shuter
- Georgette Moore

Commissioners are asked to think of colleagues to go on commissions. Send information to Sherry.

3. Working on a partnership with IT for a dedicated resource for COSW

IWF Update – This committee will meet in two weeks. Committee members talked with GPTW (members) to make sure duplicating work is not occurring. Goals will be set and possibly a name change.

RRR Update – Met two weeks ago. Leadership Louisville and Focus Louisville

- The COSW will sponsor two women: 1) Dr. Margath Walker for Leadership Louisville. Dr. Walker is faculty in the Department of Geography & Geosciences. 2) Katherine Linzy for Focus Louisville. Ms. Linzy is a Technology Specialist in our Social Work Department.
- The data from the 2009 Task Force brochures will be compared to now.
- Will meet with Bob Goldstein for 2014 Cohort data.

Budget Ad Hoc - No update.

GPTW – Will preserve a modified version of the group.

Faculty Senate Update – Title IX and the Clery Act

At the February 4th, 2015 Faculty Senate meeting Mary Elizabeth Miles and Amy Shoemaker made a presentation regarding Mandatory Reporting Guidelines related to Title IX and the Clery Act. I have included a copy of the handout that was provided by Ms. Miles and Ms. Shoemaker to the Faculty Senators. Per Title IX and the Clery Act, “responsible employees” of the University are required to report to certain incidents of victimization and/or harassment when they hear about them/gain this knowledge (detailed in the attachment). “Responsible employees” include:

- Vice Presidents, Deans, Department Chairs, Directors and Coaches
- Assistant or Associate Vice Presidents, Deans and Provosts
- Any employee in a supervisory or management role
- All Faculty
- University of Louisville Police Officers and any contracted security personal

Subsequent to this presentation, Dr. Pam Feldhoff, President of the Faculty Senate, distributed a template of syllabus language for Title IX/Cleary that was sent to her from Mary Elizabeth Miles with a copy to Amy Shoemaker.

Sexual misconduct (sexual harassment, sexual assault, and sexual/dating/domestic violence) and sex discrimination are violations of University policies. Anyone experiencing sexual misconduct and/or sex discrimination has the right to obtain confidential support from the PEACC Program 852-2663, Counseling Center 852-6585 and Campus Health Services 852-6479. Reporting your incident to any other University employee (including, but not limited to, professors and instructors) is an official, non-confidential report to the University.

To file an official report, please contact the Dean of Student's Office 852-5787 and/or the University of Louisville Police Department 852-6111. For more information regarding your rights as a victim of sexual misconduct, visit the Office for Civil Rights (<http://www2.ed.gov/about/offices/list/ocr/docs/know-rights-201404-title-ix.pdf>) and for more information about resources and reporting at UofL, visit the Sexual Misconduct Resource Guide (<http://louisville.edu/hr/employeerelations/sexual-misconduct-brochure>).

HRAC Update – Harlan Sands attended and spoke with the group. He also plans to attend the Staff Senate.

CODRE Update - met with the President, Provost and Associate Vice Provost Taylor-Archer.

- Diversity Study – the EC must prioritize recommendation
- Multi-cultural Teaching Award – award criteria to be announced
- Multi-cultural Diversity Staff Award – award criteria to be announced
- Disability Symposium will begin March 30; flyers will be going out next week. A full week of activities have been planned. Kathleen M. Smith (President's Office) will facilitate a panel discussion on HSC.

PEACC Update – no information reported.

Staff Senate - Day of Service

- The University of Louisville allows all employees to take one day a year off to volunteer in the community. While employees are allowed to take any day of their choosing, the Office of Community Engagement is organizing a UofL Day of Service on Friday, April 17. Employees who opt to participate in the April 17 event will have several sites in the city as options. Some sites are in West Louisville, where UofL has had a longtime commitment to service through the Signature Partnership Initiative.

Women's Center Updates - March is Women's History Month.

- The Fifth Annual Human Trafficking Awareness Conference took place on February 4th, 2015 in the Student Activities Center Multipurpose Room.

- Global trip to Morocco will be May 18-29, 2015. For more information contact Valerie Casey or Jamieca Jones.
- Campus talks will focus on domestic violence, sexual harassment, etc.
- Women's Center Newsletter will be posted and include Women's History information.
- Kentucky Women's Book Festival on March 7th.
- U of L Women's Center will present, "Sundown Towns and the History of Housing Segregation in KY and Beyond A Conversation", with Mr. Raoul Cunningham, Louisville NAACP chapter President on March 25, 2015 from 11:00AM-12:30PM in Ekstrom Library W210.
The event will provide a brief history and open conversation around Sundown Towns, racially motivated city ordinances aimed at making places "All-White," and the violent consequences of being in these places after dark as a person of color. Coffee and snacks will be provided.
Note: Sara Pickett is offering extra credit to students who attend.
- The Women 4 Women group will meet on March 2nd from 1-4PM.
- Black Female Feminism presentation on March 2nd from noon until 1PM
- College Women's Leadership Conference on June 5-7.

Pathways Update – The Pathways Women's Leadership Conference will be held on Friday, May 15, 2015 from 9:30AM to 5PM. The conference is open to all University of Louisville employees. The conference will focus on leadership development, critical and strategic thinking and personal goal setting. Fee: \$99

HR Update – No report.

Old Business – None.

New Business – COSW Nominations: Send names of nominees to Sherry Duffy.

Announcement - *The Invention of Race and Its Misuse in Medicine in Biomedical Research: A Lecture in Honor and Celebration of Black History Month* will be presented on February 25, 2015 from noon until 1PM by Dr. John Chenault. The lecture will be held in Kornhauser Library.