

UCD Committee on the Status of Women, meeting, November 13, 2020, Minutes

Attending via Zoom: Elizabeth (Beth) Allen, Co-coordinator (Psychology), Maryam Darbeheshti, Co-coordinator (Engineering), Linda Fried (Business), Julia Kantor (Education), Carol Golemboski (Fine Arts), Summer Cao (Business), Stephanie Santorico (Math) Nikki McCaslin (Secretary, Auraria Library)

- 1) Minutes for 10/9/2020 were approved with amendment.
- 2) Discussion of the following benefit now provided to all faculty, staff and full-time students at Anschutz, with additional research on this reported back from Dr. Golemboski:

<https://www.cuanschutz.edu/caregivers>

Carol reported on the "Care at Work" and family care programs at Anschutz and Boulder. These are COVID-related discounts for students and employees and can be used for either child or adult care. The programs will end after summer 2021 and we do not have anything similar at UCD. Our HR maintains a list of care resources on its COVID section. Basic membership at Care.com is free and we can also use it to identify campus-connected caregivers. The premium membership provides background screening information, but the free version does not.

We should frame a message from CSW to encourage our respective deans to note the HR resource page in their next mass outreach or update. The committee member who goes to Faculty Assembly is asked to comment on the family support benefits at the other campuses.

- 3) Ongoing planning of the goals for the committee for the coming year. To date these are:
  - a. Collation of materials regarding gender issues that may affect RTP, particularly as these intersect with other aspects of identity (e.g., race) and the pandemic.

We will make folders in the shared drive and start gathering information.

- b. Salary compression and stagnation examination.

Laura Argys is doing an analysis of pay. Ask about the scope of her research, such as gender, race, age and length of service. If the scope is relevant to us, invite her to come and talk with us at one of our meetings.

An equity task force was formed in October and is school wide. Should we connect with them? Julia's colleague, Antwan Jefferson, is on the task force and she will reach out to him.

- c. Growing membership.

We currently have representatives from all colleges and the library, except Architecture and Planning. We can also invite anyone who would like to attend to either the first or last half hour of each meeting.

The meeting time on Fridays will be extended into the Spring Semester.

Next meeting: Friday, December 11, 2020, 2-3:30 via Zoom. Julia will conduct meeting.

Respectfully submitted, Nikki McCaslin