

## **Reports: IUPUI Commission on Women Action Agenda for 1997-1998**

### **Background:**

In order for IUPUI to become the model urban university for the twenty-first century, the campus will need to utilize the full talents of all its faculty, staff, and students. Improved equity of opportunity and support will be the pre-requisite for attaining excellence. During the last academic year, the IUPUI Office for Women and the Commission on Women were established to help the campus improve the workplace and learning environment for women. The commission's vision for IUPUI is that the campus become a model community, one in which all hard-working members are made welcome, respected, supported, and given a truly equal opportunity to participate. This vision goes beyond what is good just for women. The goal is not to take from one group in order to give to another, but to insist on equitable treatment and to encourage the utilization of our diversity to enrich the campus community for everyone. Building on the strength inherent in our diversity will allow IUPUI to be more productive through both individual effort and teamwork, to achieve innovative solutions to old and new problems, and to enjoy the calm that comes with a tolerant environment. Goals for the campus, shown at the end of this document, had been previously set by the IUPUI Task Force on the Status of Women in 1996. The Steering Committee of the Commission on Women has set the following short-term agenda for 1997-1998 in order to move us forward toward becoming a more equitable and productive institution. The Chancellor and his staff have endorsed this action agenda. **All faculty, staff, and students in all units and programs are asked to join in the effort to implement the agenda and achieve the campus goals.**

### **1997-1998 Commission Projects and Initiatives**

#### **Pay Equity for Women and Racial Minorities**

- Complete the Faculty/Librarian Pay Equity Study.
- Review departmental compliance with Indiana University Salary Policy.
- Initiate corrective remedies as needed.
- Initiate the Staff Pay Equity Study.

#### **Recruitment of Women and Minorities in Under-Represented Areas**

- Review campus Search and Screen Policy and practices to ensure equitable representation of gender and race on committees.
- Develop strategies and share best practices for equitable recruitment at IUPUI with all departments and divisions.
- Encourage and assist departments with over-representation of men to find and retain women to promote the excellence of the department.

#### **Retention and Development of Women Faculty and Staff**

- Encourage equitable work assignments and support so that women have an equal opportunity to advance in their careers.

- Share strategies and plans with deans, directors, and departmental chairs to focus attention on "growing" future women deans, directors, and chairs.
- Focus campus attention on mentoring: whose job is it, what rewards are given?
- Explore instituting centralized exit interviews for women faculty.
- Provide new mentoring sessions for women faculty.
- Monthly brown bag lunch series for tenure probationary women faculty.
- Workshop on promotion and tenure for women faculty.
- Workshop about entering academic administration.
- Provide new mentoring sessions for women staff.
- Workshop on career development for clerical staff.
- Workshop on career development for professional staff.
- Focus on workplace flexibility where feasible to increase productivity and morale.
- Encourage the re-examination of administrative policies in light of their effect on faculty and staff who are the primary care givers for children and dependent adults.
- Promote the use of flex-time, job sharing.
- Explore the creation of part-time positions with prorated benefits.
- Give commission honors recognition to departments and programs that are models of gender/minority equity.
- Distribute information on upcoming events and opportunities of special interest to women and men who are interested in women's careers via the OFW-Commission Web Page and hard copy postings of Promoting a More Effective Learning Environment for Women and Minorities.
- Increase faculty and student awareness about the elements of "the chilly classroom climate" and share strategies to establish gender equity in the learning environment.
- Encourage faculty to assess their course curricula for inclusion of gender and racial/cultural diversity.
- Provide self-assessment guidelines; share strategies and examples.
- Provide access to information via the libraries and the Office for Women.
- Provide grant support for diversity issue course revision through the Office for Faculty and Senior Professional Staff Development.
- Give commission honors recognition to course sections that are models of gender equity.

- Increase the visibility of the achievements of women and minorities in the artwork and other displays on campus.
- Host prominent women and minority speakers on campus.
- Education regarding eliminating sexual harassment.
- To increase understanding about what sexual harassment is and its effects on the campus.
- Ask that the campus require sexual harassment educational programming for all current faculty and staff to be completed during this academic year.
- Ask that the campus require sexual harassment educational programming for all new employees.
- Provide sexual harassment educational materials to the student body via *The Sagamore*, IUPUI TV, and printed material.
- Encourage the reporting of all incidents of sexual harassment.
- Participate in the revision of the Indiana University Sexual Harassment Policy.
- Increase options for child care.
- See the beginning of construction on the new IUPUI Child Care Center.
- Compile a directory of all child care options currently available, including summer camp programs.
- Explore the creation of an IUPUI full-time summer camp program for school age children of IUPUI employees and/or students.
- Explore the creation of an almost-well-child day care facility for IUPUI employees.

### **Monitoring the Campus Climate for Women**

- Establish a baseline reading of the campus climate for women against which progress can be measured.
- Ask the Program Review and Assessment Committee to include and highlight climate and the status of women issues in their ongoing review process for academic programs at IUPUI.
- Give honors recognition to departments that are models of an equitable climate.

### **Long Range Goals for the Campus Set by the Task Force on the Status of Women**

#### **"By the year 2000, IUPUI will**

1. Increase the number of women in all faculty ranks and at all administrative levels, with particular focus on the areas of under-representation.

2. Insure that women throughout the IUPUI campus receive support commensurate with men.
3. Recruit and retain women, and recognize their accomplishments at IUPUI.
4. Improve women's salaries and the conditions of work for all women on the campus.
5. Coordinate educational programs for administrators, faculty, librarians, staff, and students relating to the campus climate for women.
6. Deepen the gender content of courses and insure that a hospitable classroom climate exists for all women.
7. Challenge prevailing norms, values, and attitudes that demean or devalue women.
8. Hold faculty, librarians, staff, and administrators accountable for creating and maintaining humane, productive work environments for all members of the IUPUI community.