

## **Provost's Advisory Committee on Women's Concerns Meeting**

**February 16, 2023**

### **Attendees**

Julie Bannister  
Sofia Bednez  
April Belback  
Jennifer Brach  
Lorie Johnson-Osho  
India Krug  
Sera Matthew  
Lipika Mazumdar  
Rebecca Roadman  
Laurel Roberts  
Lucy Russell

### **Welcome and December 6<sup>th</sup> Minutes Approved**

Meeting was called to order at 12:06 p.m. Lucy gave a welcome, and the minutes from the meeting held on December 6, 2022, were approved.

### **Update on Anniversary and Newly Promoted Faculty Event**

April provided an update on the PACWC event scheduled for March 1<sup>st</sup>. The day will end with a reception focused on the newly promoted faculty. Lucy asked Sofia to share about the plans for the celebration at the Bradford campus. Sofia said that the program will launch the women's history month activities and will include a virtual option. A space will be reserved for people to gather as a community.

Lucy asked how PACWC can assist with promoting the event. Julie asked if invitations were sent to the Council of Deans and new faculty. Lucy requested that committee members forward the invitation to their contacts. We have 42 people currently registered. The invitation is being shared within the University community. Lucy said that she will meet with Amy Woodall to discuss adding the event to the PACWC website. Sera asked if there is student representation. India said that she will share with her networks.

Lucy said that she is going through photos for a slideshow at the event. Julie said that she can get items to the University Club and the technology is prepared. April is getting talking points together for the plenary session. She said that she is not sure about the provost's welcome and comments for the celebration at the end. Lucy said she will ask Louise to work on the comments for Provost Cudd.

### **Staff Council Resolutions**

Lucy asked if any committee members read over the resolutions that were sent, in preparation for the arrival of the president of the Staff Council, Lindsay Rodzwick. The committee reviewed each of the Staff Council resolution topics, which included lactation rooms, indigenous community, and reproductive rights.

Lucy asked the committee to share their thoughts on the lactation rooms. Rebecca Roadman said that several units are working on action plans associated with this issue. Sera said that individual units are having conversations about lactation rooms. She hopes that the resolution will gain more visibility. A list

of rooms is available on the OEDI webpage, but it is obscure. A map update may be needed. Rebecca said that there may be gap in what she sees and what needs to be done. Julie said it is better than before. The map is a list and google document with pins. Sera said from her own experience the space is not updated and a space is needed for more than one person. April asked is there a way to schedule time for use of the room. Laurel said that she was aware that there was a space in Clapp Hall. She questioned if, as renovations are occurring, lactation rooms would be included. Rebecca is checking into details on new construction and renovations for lactation rooms.

Lucy asked for an update on indigenous people resolution. Julie said that a resolution was discussed for the second Tuesday of October to become an observed holiday at the University. Lucy asked if there is information regarding land acknowledgments. Sera responded that they do have a land acknowledgment.

Lucy asked about the third resolution, about reproductive rights. Julie said that the resolution is about awareness. April said it is basically a statement of support. Lucy asked does the resolution allow for anything to be said about academic freedom. Julie said it references the Plan for Pitt and the gender equity report.

Lindsay Rodzicz, president of staff council, was the guest speaker for the meeting and discussed the Staff Council Resolutions.

Lindsay said that the council is looking at Pitt to become a more family friendly workplace. This includes creating a more holistic policy that addresses lactation for faculty, staff, and students and updating lactation facilities. The resolution has been supported by EIADAC and the council is working on a proposal to initiate the policy development process.

Lindsay said regarding the resolution on reproductive rights, with the overturning of Roe vs Wade, there is a need to give staff and students guidance and information on where to go for resources. There is a plan to partner with community experts and empower others to vote. The council is also working with SGB on the "Go With the Flow" initiative to give resources to student groups.

Lindsay reported that an indigenous people statement, acknowledging indigenous people is available. A powwow was held in fall 2022. OEDI will be putting out a guide regarding the land acknowledgment.

Staff Council would appreciate PACWC's support. Lucy inquired what is needed from PACWC. Lindsay said that assistance with moving to the policy development phase, representation on the committee, and sharing our resources regarding reproductive rights would be helpful.

Rebecca asked if lactation rooms are considered under new construction. Lindsay said that more visibility for a space is needed.

Laurel asked how we would use the land acknowledgment statement moving through the campus community. Lindsay said the groups and units use it in different ways. Usages include on the syllabus, space on campus, in partnership with indigenous community, a plaque, nationality rooms. She said we would need to continue to work with local partners and the indigenous community.

Lucy asked if the lactation map has been improved since the resolution. Lindsay said that it has not, and this is an issue that will need further work. The map is housed under OEDI and they have turnover.

Increased manpower may be needed to provide updates. She said this is a great start, but a comprehensive resource is needed for women re-entering the workforce so that they know where to go. A committee and resources online would better help the women returning to work.

Lindsay said that she would like transparency in equal pay and an emergency crisis fund available for staff. An emergency fund is planned to roll out through Human Resources. This is something that they want to make sure that all employees will know about.

Sera asked whether there are plans that an individual unit could implement regarding the lactation rooms. Lindsay said that it is federally mandated and there are not many other guidelines.

April invited Lindsay to attend the 40<sup>th</sup> anniversary event. She said Staff Council will be happy to partner and promote this initiative that impacts women staff on campus.

The meeting was adjourned at 12:52 p.m.