

## WFC meeting 032917 minutes

- WFC Research awards being reviewed, hope to have awards made at the beginning of April
- COACHE survey task force established to address concerns in the COACHE survey
  - Have met once to establish the committee's charge
  - Next meeting in early April
- Next WFC event: scholarship reception in the Helmerich Browsing room, Low library at 3:30pm
- Ideas for next year's agenda
  - Need a new vice-chair and secretary/treasurer; please think of nominees and send to WFC officers; elections will be upcoming
  - Suggestions for fall activities
    - Meeting with HR re: family leave, official policies, etc.
    - Financial planning/retirement, maybe get one of the TIAA Cref reps
    - Panel on sexual harassment
    - Interest in women's leadership training techniques, perhaps as an outside research week speaker
- Panel discussion (Estella Atekwana, Kitty Cardwell, Shelia Kennison)
  - To set up the discussion, the panel presented some data about implicit bias, diversity in award nominations and recipients, and suggestions for actions that can help combat the disparity
    - Implicit bias: not intentional, it's subconscious and reflects personal/cultural lenses regarding 'norms' in society and experience even as most of us would like to think we are fair and unbiased
    - Data show that this is particularly acute for women and ethnic minorities; see in expectations and evaluations; impede career advancement, recognition, lower wages, hiring
    - Need to identify implicit biases vs. cultural norms, and can figure out how to remediate them
    - Awards and honors: at OSU and nationally, women are represented at a % rate similar to % women members, but women are less likely to be nominated for 'intellectual' or research awards and fellowships and more likely to be nominated for service/teaching awards; fewer women at higher administrative ranks
    - At OSU, have increased the number of women on faculty council and committee leadership in the last 5 years, reflecting a conscious change
  - Awareness on campus action plan
    - A&S is having a diversity workshop/training from a WV group; like to expand to whole campus and all search committees

- Establish proactive committees to get women to be nominated for awards and positions, crowdsource nominations and assist in developing strong applications/support letters
  - Increase promotion of women for awards, leadership positions
  - Find ways to mitigate bias in terms of women being limited due to being primary childcare and caregiver
- Group discussion
  - Need to speak up about getting men involved; need to speak up about topics that concern and upset us
  - Even teaching awards/teaching focus in terms of evaluation can be biased in terms of respect for the job and student biases; need to tackle the concept of awards as being the things that count as the counting of items that are important can be biased as well
  - Young faculty should find someone to help you navigate process, and create a team of multiple mentors (women and men) that can assist depending on the specific task
  - With regards to nominations: nominate self for awards, ask higher-ranked people for letters and suggest topics you would like them to emphasize; who writes important as what it says
  - Speaking up and advocating for self can result in some pushback that can impact women's actions
  - Training in implicit bias and mentorship can help as well; as education improves, we can focus on the next layer of topics/needs
  - How to combat systemic bias against women in funding agencies? Education of the program officers, and increasing the number of women are in those positions; try to not be discouraged if proposals don't get funded and keep submitting
  - Diversity office deals with equal opportunity; Dean Kirksey and his staff have had a lot of conversations about this topic, and can serve as sources of advice and education; part of his office's job to have these conversations and assist with the follow-up; don't need a formal complaint and drawn out process