

April 25, 2012

COMMISSION ON THE STATUS OF WOMEN:
2011-2012 ACADEMIC YEAR FINAL REPORT TO THE SENATE

Profs. Jenny Davidson & Maya Tolstoy (*Co-Chairs*)

Consensual Relationship Policy: We are very pleased to report that the Consensual Relationship Policy that the CSW has been working on for over 5 years was approved by the senate at its March 30 meeting, bringing our policy more in line with our peers, and providing a better and more protected work environment. This is a major accomplishment and we thank the senate for their support, and in particular the faculty affairs committee and student affairs committee, which co-sponsored the policy.

Mandatory Reporting on Sexual Assaults: The committee met with Melissa Rooker (Exec. Director, Office of Equal Opportunity & Affirmative Action) and Melissa Tihinen (Sr. Manager, Student Services for Gender-Based and Sexual Misconduct) to discuss the implementation of the new mandatory reporting policy regarding sexual assault. The committee expressed concern about how the new policy will be communicated so that everyone is aware of their responsibilities. There was also concern about potential retaliation against reporters and the lack of protection from the university for reporters, putting them in the difficult position of having to choose between breaking the law by not reporting something or damaging their career by having to. As part of their efforts to get the word out about the new policy Melissa Tihinen spoke to the senate this Spring on student-student assaults, and Melissa Rooker will speak at a later date.

New Pipeline Report: In collaboration with Andy Davidson's office the Commission has initiated a new pipeline study covering the 2001-2010 time period. The previous pipeline report covered 1992-2001, so it is time to look at how the pipeline has changed in the last decade. We are focusing our efforts on Arts & Sciences, (with data separated into Humanities, Social Sciences and Natural Sciences), but suggest that other schools are examined on a 2-year rolling basis. Preliminary analysis has been started and in the coming year we will likely focus more on the Natural Sciences where the trends are the slowest and the tenured faculty percentages the lowest.

Child-Care for Graduate Students: Francine Kershaw and Yitzak Lewis (two grad student members of the CSW) have spent the year compiling and analyzing data from the 2011 GSAC Quality of Life Survey as it relates to graduate students with children or wishing to have children. They have identified a number of distinct challenges for graduate students with children including access to adequate housing, child-care and financial resources as well as some cases of discouraging attitudes from advisors. Following consultations with CSW, SAC and GSAC they will finalize their report and develop preliminary recommendations, both university-wide and GSAC-specific, by the end of Spring 2012. We applaud, as a good start, the very recent announcement from Dean Alonso regarding the \$1000 child-care subsidy for graduate students.