

## **Status of Women at Davis Administrative Advisory Committee (SWADAAC)**

### **2015-2016 Report**

#### **Introduction**

The Status of Women at Davis Administrative Advisory Committee (SWADAAC) serves as an advocate for the UC Davis community of women. SWADAAC is composed of faculty, staff and students and meets monthly during the academic year. The primary responsibilities of the committee include:

- Advising the Provost and Executive Vice Chancellor (through Associate Executive Vice Chancellor—Campus Community Relations) regarding policies and procedures affecting the employment status of women.
- Identifying problems related to the needs of women at UC Davis; to assist in the evaluation of these needs and the needs of the UC Davis community; and to recommend action in response to these identified needs.
- Serving as a forum for UC Davis groups in matters related to equity, retention and advancement for women.

#### **Discussion topics**

Building on previous years' activities, SWADAAC has focused on the following themes: (1) Examination of Pay Equity for Faculty and Staff; (2) Examination of Indices of Climate and Community Quality; (3) Development of Materials to Promote Support of Women

While not a focus of SWADAAC discussions this year, the committee continues to view the breastfeeding support program as vital for many workers mothers and believes its funding should remain intact. Finding quality and affordable childcare in close proximity to UC Davis campuses is a challenge for many faculty, staff and students. SWADAAC supports efforts increase daycare capacity and financial support for those who qualify.

#### **1. Examination of Pay equity for faculty and staff**

Concerns about pay equity for faculty and staff was a recurring topic at SWADAAC meetings. The committee heard from Professor Phillip Kass, Associate Vice Provost for Faculty Equity and Inclusion, who provides an overview of the measures adopted to address pay equity concerns for faculty. In addition, the committee heard from Irene Horrigan-Thompson, Executive Director, Senior Human Resources Strategic Partners and Center for Total Compensation and Brenda Redman, Chief Human Resources Officer to learn about measures for staff.

The measures adopted for Faculty have at least in part addressed gender pay equities. While the mechanisms to do so can be perfected, it is clear that there is an attempt to systematically and transparently address pay inequities. The situation for staff appears to be rather different. Irene Horrigan-Thompson and Brenda Redman presented information on the administration of the salary program for non-represented staff. The discussion that followed raised a number of concerns regarding pay equity, especially with regard to the "pay for performance (P4P)" program and the lack of transparency with which opportunities for superior performance and salary are distributed.

Proposed action: We are requesting data on non-represented staff, to be made available annually, on the gender and salary breakdown of staff in each campus unit. We are also requesting information on how P4P increases for men and women.

## **2. Examination of Indices of Climate and Community Quality**

The committee continues to be interested in acquiring and studying indicators of campus climate and community quality. In keeping with this priority, we invited Susan Park, director of the **Ombuds Office** to learn about the reporting process. There does not appear to be systematic tracking of users. The Committee would like to explore the potential benefit of tracking users (deidentified) by gender and campus status (faculty, staff, student) among other characteristics. We will reach out again to the Director to explore this possibility.

In addition, considerable time was spent reviewing Campus Climate Survey findings, requesting additional analysis, and gaining access to comments.

Proposed Action: SWADAAC requests an update on the status of programs developed as a result of the Campus Climate Survey, as well as input on the tracking and evaluation plan for new programs.

In addition to efforts to acquire knowledge about climate and community quality particularly as they relate to women, we are taking measures to promote support of women in campus

## **3. Development of Materials to Promote Support of Women**

SWADAAC is developing a simple, visually appealing, handout that emphasizes the many ways in which women at UC Davis can support each other. The purpose is to identify actions that women can take to ensure UC Davis is inclusive for all women. Draft language follows:

- Learn about unconscious bias and micro-aggression.
- Uphold an inclusive code of conduct and behavior in all professional and academic contexts.
- Regard female colleagues and classmates as peers and refer to them as women or by professional titles.
- Recognize that women are diverse and that one woman is not the spokesperson for her gender.
- Speak up if language of position descriptions or search committees is gendered.
- Include women in your networking or study groups.
- Schedule lab/department/unit meetings and social activities to be accessible and inclusive.
- Support women in achieving balance between career/school and family.
- Recruit women as seminar speakers, meeting presenters, and special project leaders.
- Champion policies that support women in academia and the workplace.
- Pursue women applicants for “non-traditional” positions.

After the handout is developed we will work with campus groups and Human Resources to identify venues for distribution.

## **Systemwide Advisory Committee on Status of Women (SACSW)**

SWADAAC members Gina Werfel and Penny Herbert represented SWADAAC on SACSW, which meets quarterly. Penny Herbert leads the systemwide Women’s Initiative for Empowerment (<http://ucop.edu/human-resources/wie/>). SWADAAC members will continue to participate in the systemwide group in 2015-2016 and work to the shared goal of improving the status of women.

## **Conclusion**

In the coming year, SWADAAC will continue to focus on the topics discussed above. The committee will respond to emerging issues confronting the status of women at UCD and develop working groups to develop specific recommendations as needed.

We acknowledge and appreciate the efforts of Linda Mijangos, Executive Assistant in the Office of Campus Community Relations, in providing administrative support to the committee. We also thank Associate Executive Vice Chancellor Reed for his ongoing support of the work of SWADAAC.

Simona Ghetti & Heather Riden, SWADAAC Co-Chairs  
August 2016