

UNIVERSITY COMMITTEE ON WOMEN FACULTY AND STUDENTS

October 25, 2016

11:00 a.m. – 12:00 p.m.

500 Main Building, University of Notre Dame

Voting Members present: Rebecca Blais; Aimee Buccellato; Laura Carlson; Ruilan Guo; Mary Celeste Kearney; Nicole McNeil; Monica Moore;

Observers present: Kathy Brickley; Sharon Keane; Kerry Meyers; Ava Preacher; Heather Ryan; Maura Ryan; Demetra Schoenig; Pamela Nolan Young

Guests present: Linda Kroll

Members excused or absent: Tom Anderson; Amy Barrett; Elly Brenner; Alexandra Eisele; Sandra Gustafson; Shireen Jayman; Ian Kuijt; Kathie Newman; Aastha Nigam; Ann Tenbrunsel

Welcome and Mapother Participants: Laura Carlson opened the meeting and welcomed the group. There were not enough voting members present to establish a quorum, so Laura noted that the committee would wait to approve the September minutes until the meeting in November. She shared an article from *The Washington Post* about “amplification,” a technique used in meetings to help support colleagues’ ideas and contributions. The article is appended for reference. Laura thanked committee members for their nominations of female colleagues to participate in lunches with Provost Tom Burish during the 2016-17 academic year as part of the Mapother Lunch Series which is intended to facilitate dialogue between the administration and the faculty.

ECDC-Notre Dame Committee Presentation: Laura introduced Linda Kroll, Associate Vice President for Finance and the chair of the Early Childhood Development Center (ECDC)-Notre Dame Committee.

Linda began by providing a brief history of ECDC at Notre Dame and sharing the committee’s three objectives: Provide an overview of the operations of ECDC to foster a greater understanding within the Committee, and ultimately within the Notre Dame Community, by having Committee members share this information with their constituent groups; provide an avenue for Committee members to express and provide responses to concerns from the various constituent groups represented; serve as a conduit to bring additional needs or considerations to University leadership, including shorter-term and longer-term needs related to ECDC.

Linda then shared information about ECDC Notre Dame’s operating revenues; operating expenses; enrollment trends; and information about the number of children on Notre Dame’s health plans as of January each year for the past ten years. She also discussed recent additions to the Notre Dame Benefits plan, including a partnership with Bright Horizons, a backup care service providing for both childcare and eldercare (<http://hr.nd.edu/work-life-balance/caring-for-children/bright-horizons-care-adavantage/>) and the new FIND website (<http://find.nd.edu/>) which includes information about local services including healthcare and childcare resources. She also described the strategic questions the ECDC-Notre Dame committee is asking as they look to the future of childcare and eldercare benefits at Notre Dame.

Pamela Nolan-Young, Director for Academic Diversity and Inclusion, provided an update on several training sessions and other initiatives in development, and other committee members shared information about upcoming lectures and films that might be of interest to others on the committee. Laura thanked the committee and adjourned the meeting at 10:55 a.m.

Amplification

The clever strategy Obama's women staffers came up with to make sure they were being heard

At the beginning of President Obama's first term in 2009, about two-thirds of his top staffers were men, and women staffers often felt their voices were not being included or straight up ignored. "It's not pleasant to have to appeal to a man to say, 'Include me in that meeting,'" national security adviser Susan Rice told The Washington Post, explaining how women in the Obama administration sometimes had to force their way into important meetings. Eventually, to make sure their voices were being heard female staffers came up with a strategy called "amplification." This method, as explained by the Post, worked like this: Once a woman in the room made a key point "other women would repeat it, giving credit to its author. This forced the men in the room to recognize the contribution — and denied them the chance to claim the idea as their own."

Amplification eventually became a common practice, a former Obama aide said, and the president took note and started including more female and younger aides. Things have improved vastly for women in Obama's second term: there is now an equal split of men and women among his top aides, and half of all White House departments are headed by women. "I think having a critical mass makes a difference," senior adviser Valerie Jarrett said. "It's fair to say that there was a lot of testosterone flowing in those early days. Now we have a little more estrogen that provides a counterbalance."

<http://nytlive.nytimes.com/womenintheworld/2016/09/14/the-clever-strategy-obamas-women-staffers-came-up-with-to-make-sure-they-were-being-heard/>