

Provost's Gender Equity Council

2010-2011 Final Report

Co-Chairs:

**Gale Summerfield
and
Kathryn Anthony**

May 11, 2011

I. Team Members

Gale Summerfield, Committee Co-Chair, Director of Women and Gender in Global Perspectives Program, Associate Professor of Human and Community Development

Kathryn H. Anthony, Committee Co-Chair, Professor of Architecture

Jennifer Bernhard, Electrical and Computer Engineering

Jennifer Hamer, Department of African American Studies

Mona Heath, Office of the Chief Information Officer

Iwona Jasiuk, Department of Mechanical Science and Engineering

Timothy McCarthy, Department of Philosophy

Ann Nardulli, Molecular and Integrative Physiology

Ramona Oswald, Department of Human & Community Development

Madhu Viswanathan, Business Administration

Cindy Williams, College of Law

Lori Williamson, Office of the Vice Chancellor for Institutional Advancement

Mena Pratt-Clarke, Office of Equal Opportunity and Access (Ex-officio)

Barbara Wilson, Office of the Provost (Ex-officio)

Peg O'Donoghue, Office of the Chancellor (Ex-officio)

Kelly Sullivan, Student Support

Anita Kaiser, Program Coordinator, Women and Gender in Global Perspectives Program

II. Summary of Activities

During 2010-11 the Provost's Gender Equity Council met a total of seven times on September 20, October 4, November 8, December 6, February 7, March 7, and April 4. We had an active and productive year. Among our major accomplishments:

1. **Multi-Media Projects.** We oversaw the completion of five projects funded by the Gender Equity Council in in spring 2010 in response to our Request for Proposals to address a serious problem on campus: the pressing need to increase awareness of women's contributions to various disciplines on campus. (See Appendix A-B.) At that time, we solicited, selected, and funded projects to create lively multi-media displays across campus highlighting the accomplishments of women at Illinois. The displays are exhibited using existing projection equipment already on campus and are self-sustaining, available for display indefinitely. These projects and their Principal Investigators (PI) include:
 - a. **Women Mean Business**, PI: Mary Kay Dailey, College of Business
 - b. **Inclusive Illinois Celebrates Women**, PI: Monique E. Rivera, Office of Equal Opportunity and Access
 - c. **An Untold Story: U of I Female Faculty in the History of American Athletics and Sports Scholarship**, PI: Synthia Sydnor, Dept. of Kinesiology and Community Health
 - d. **Mapping Gender**, PI: Heather Ault, Bonnie Fortune, School of Art and Design, and Leslie Reagan, Dept. of History
 - e. **Mobile Media Display Honoring University Women**, PI: Therese Tierney, School of Architecture, and Karrie Karahalios, Dept. of Computer Science

The PIs displayed their multi-media projects at the GEC sponsored public event at Krannert Center for the Performing Arts (KCPA) from 5:00 – 7:30 pm on March 10, 2011 to hundreds of visitors from the campus and local community. (See Appendix C.) The display sparked great interest and much interaction among visitors and PIs. Efforts are currently underway to display each of these projects throughout the campus.

These multi-media displays can be used during the school year to inform students, faculty, staff, and visitors about women's contributions to various disciplines. They can be especially useful for student and faculty recruitment, orientation, and special events such as commencement celebrations. The displays are informative for women and men across campus and are expected to increase gender diversity by attracting more women to fields where they are currently underrepresented.

2. **Universal Design Podiums.** In discussions that began last year, the GEC identified a need on campus for gender-friendly podiums. Because no satisfactory podiums could be found for purchase, a team of GEC members, Co-Chairs Kathryn Anthony and Gale Summerfield, and Anita Kaiser and Kelly Sullivan, along with Mark Barcus and

Brad Ward from the University of Illinois Mill Shop, initiated, designed, developed, and constructed a prototype for a new universal design podium. It provides a gender-friendly experience for all university speakers, allowing anyone from 4'2" to 7'0" to speak comfortably and to be seen by a large audience.

The podium solves a serious problem for speakers of diverse shapes, sizes, and physical abilities, many of whom are routinely diminished and discredited by inappropriately sized podiums. This is a frequent problem for shorter women, many of whom are university faculty and administrators, including even our former Chancellor Nancy Cantor.

Our first meeting with the staff at the mill shop was on January 21, 2011, where we critiqued an existing podium on display and discussed our design goals with the staff. We met there again soon afterwards to test out an early design. We later took the mockup of the design podium to the GEC meeting on February 7, 2011, where several members tried it out. On February 9, 2011, we took the mockup to the School of Architecture where several design faculty members, including one who uses a wheelchair regularly, along with staff from the Division of Rehabilitation Education Services (DRES), critiqued its design and offered input for improvement.

The final design was unveiled at Krannert Center for the Performing Arts on March 10, 2011, at the same event where the five multi-media projects were displayed. Hundreds of visitors saw it and several of varying shapes, sizes, and physical abilities (such as wheelchair users Carl Lewis and Jean Driscoll) tried it out. These included students, faculty, administrators, staff, and community members. The reactions of those who tried the new podium were overwhelmingly enthusiastic.

The final prototype includes the following features (See Appendix D):

- a. easy push button operation allowing speakers to raise and lower podium using two electronic activators
- b. microphone
- c. flexible light on both sides of the podium
- d. slide-out for wheelchair access accommodating both left-handed or right-handed speakers
- e. power provided on both sides
- f. slide-out cup holder
- g. space for bag/purse storage
- h. heavy-duty wheels
- i. hidden stool for extra height
- j. modesty panel

On April 6, 2011 the design team met with representatives from the Office of Technology Management and filed a non-disclosure agreement to initiate the process

of pursuing a possible patent. We were advised to include the trademark for the universal design podium™ from this point on.

On April 14th, the podium was used for speakers at the Women and Gender in Global Perspective's Symposium (Gender Equity in Research and Practice) held at the Illini Unions. It worked well in this event where speakers ranged from 5'2" to over 6 feet. Audience members noted that being able to see the speakers' faces was helpful and promoted discussion.

The GEC funded the design and construction of nine such universal design podiums to be located throughout the UIUC campus: The locations were determined by recommendations from council members and attendees at the Krannert event with consultation from location representatives. Locations will be listed on the GEC webpage when the podiums are in place.

3. **Space and Place Subcommittee Activities.** We worked on Space and Place issues again this year, following up on the initiatives of the subcommittee that began in 2009-10. The subcommittee, together with the staff at Facilities and Services, is developing a pro-active procedure to incorporate gender equity issues into the design review process for new construction and major renovations of campus buildings. We developed guidelines for gender-friendly campus restrooms, lactation spaces, and gender-friendly podiums that can be incorporated directly into the Facilities and Services' Facility Standards. (See Appendix E.) We have been working with Facilities and Services over the last two years to develop a set of regulations to be added to their documents and enforced during the design phase of any new facility proposed on campus. We have established the regulations and put them into the appropriate format so that they might be added to the F&S documents. We are waiting for confirmation as to when the regulations will go into effect. The outcome will be a university environment that is much more welcoming to women and men, families and children. Such changes can serve as a recruiting tool for more diverse faculty, academic professionals, staff, and students.

4. **Restroom Survey.** In response to these new guidelines calling for gender-friendly restrooms, we conducted a Public Spaces Family Restroom Study, identifying, analyzing, photographing, and evaluating 11 major facilities on campus. These included:
 - a. Alice Campbell Alumni Center
 - b. Athletic Recreation Center (ARC)
 - c. Assembly Hall
 - d. Campus Recreation Center East (CRCE)
 - e. Foellinger Auditorium
 - f. George Huff Hall
 - g. Ice Arena

- h. Illini Union
- i. Krannert Art Museum
- j. Krannert Center for the Performing Arts
- k. Spurlock Museum

We evaluated each of these facilities based on the gender-friendly design criteria we had developed for the Facilities and Services Facility Standards. We used our new gender-friendly design checklist and sample bad, better, and best design scenarios to evaluate the following questions in each:

- a. Do men's urinals offer enough privacy?
- b. Do women's toilets offer enough privacy?
- c. Are baby-changing spaces adequate?
- d. Are there adequate family restrooms?
- e. Are there adequate lactation rooms?

Our conclusions showed that nowhere in the 11 Facilities is there a designated lactation space that meets the legal requirements – other than a toilet stall --- for reasonable accommodations for nursing mothers. (See Appendix H and Appendix I)

- 5. **List of Awards.** We compiled a list of 27 awards offered from campus units as well as national organizations that campus administrators can draw upon and encourage the nomination and recognition of awards for women faculty. (See Appendix I)
- 6. **Provost's Gender Equity Speakers.** We contacted several possible high-profile speakers to invite them to campus this academic year as part of the Provost's Gender Equity Council Lecture series. These included: Jacqueline Novagratz, author of *The Blue Sweater*, and Marian Wright Edelman, from the Children's Defense Fund who has written numerous books. Unfortunately, neither were available to join us this year; however, there are possibilities for future dates. We also explored having Novagratz's book adopted by the campus "One Book One Campus" for 2012. At the GEC's initiative, the Office of the President recently extended an invitation to First Lady Michelle Obama.
- 7. **GEC Webpage.** We redesigned the Provost's Gender Equity Council web page to include valuable information from this year's committee as well as speakers from prior years' lecture series. We set up a template that can be easily used in the future.
- 8. **Other.** We discussed a number of other important issues that may be addressed by a future committee. These included the possibility of collecting additional data, such as repeating a campus climate study and identifying and addressing obstacles in the recruitment and retention of women faculty.

We provided a Gender Equity Council Action List for various meetings summarizing the issues we were addressing, date originated, action and strategies to address them, delegated committee members, implementation timelines, and next steps needed. Each Action List is attached here. (See Appendix F)

III. Appendices

Appendix A. Gender Equity Council Request for Proposals (RFP) – from Spring 2010

Appendix B. Abstracts of Proposals Funded by Gender Equity Council – completed Fall 2010-Spring 2011

Appendix C. Flyer for “A Celebration of the Contributions of Women at Illinois – Presented by the Provost’s Gender Equity Council” at Krannert Center for the Performing Arts, March 10, 2011

Appendix D. Flyer for “Universal Design Podium – providing a gender-friendly experience to all University Speakers”

Appendix E. Sample Gender Equity Council-initiated Design Review Guidelines for public restrooms, lactation spaces, and podiums to be incorporated into Facilities and Services’ Facility Standards

Appendix F. Gender Equity Council Action Lists – (September 20, October 4, November 8, December 6, February 7, March 7, and April 4.)

Appendix G. Gender Equity 2010 Financial Recap

Appendix H. Restroom Survey Results from Spring 2011

Appendix I. Report “How Gender and Family Friendly are the Public Restrooms at the University of Illinois at Urbana-Champaign?”

Appendix J. Awards for Women Faculty compiled Winter 2010