WOMEN’S COMMISSION
2014 - 2020

Overview

The UM-Flint Women’s Commission provided recommendations to the Chancellor’s Office from 2014-2020 on a wide range of issues affecting individuals of all genders and backgrounds. Chancellor Person established the Commission in 2014 and Chancellor Borrego revised the charge in 2017. Although the Women’s Commission members were primarily female faculty and staff, the Commission sought to promote full and equitable participation of all individuals, regardless of gender, in the UM-Flint campus community.

Women’s Commission by the Numbers:
- **41 people** - Faculty and staff who have served as Commissioners
- **30 departments** - Represented by Commissioners
- **395 people** - Attended DEI and Professional Development Events

Women’s Commission Charge (Revised 2017):

The UM-Flint Women’s Commission consists of members, of any gender, who are committed to the work of the Commission. Moreover, although the Commission’s primary constituent is women, it seeks through its recommendations to promote full and equitable participation of all individuals, regardless of gender, in the UM-Flint campus community. In particular, the University of Michigan Flint Women’s Commission is charged with:

1) Ensuring that the campus continually reaffirms our shared mission of building a truly welcoming community
2) The Commission will regularly report on:
   - The status and needs of women on campus
   - Identify areas of strength and limitation
   - Provide recommendations that, while benefitting all members of our community, will also serve to sustain and enrich our ability to attract and support the most dynamic women leaders.
3) The Commission will seek to accomplish its charge by affiliating with local, state and national organizations and monitoring relevant policy, practice and accountability

VISION

To engage, educate, and empower the academic, professional, and personal growth of all students, staff and faculty
**WOMEN’S COMMISSION**

Women’s Commission Impact on University Policies and Practices:

**Completed:**
- Recommended and reviewed the campus climate survey assessment
- Built relationship with MI-ACE Network including institutional representatives
- “Did you Know” campaign for faculty and staff life events
- Use eRecruit/Interfolio for staff/faculty hires to collect demographic data on applicants
- Sexual Violence Response and Resources Infographic

**In process:**
- Increase number of exit interviews for faculty and staff
- A faculty equity review (ongoing by Committee for Economic Status of the Faculty)

**Recommendations for future work:**
- Offer Kids Care at Home, Family Helpers, and Elder Care programs for UM-Flint faculty & staff
- Funded and sustainable mentor program for faculty, staff, and students including a mentor directory available online
- Continue to fund attendance at DEI events and organize local events like FAWN and FLINT

Women’s Commission Reach and Influence:

**Events:**
- Flint Area Women’s Network luncheon was attended by 88 people from all four of Flint’s colleges
- Organized yearly Women’s Commission retreats for networking, planning, and professional development
- Monthly(-ish) book, article, and film talks (add participation later)
- Females Leading through Inclusion, Networking, and Tenacity (FLINT) event attended by 76 people from all four of Flint’s colleges plus keynote speaker Lynn Gangone, AACTE President and CEO
- Partnered with UM-Flint’s CGS and the National Organization of Women (NOW) to host the Michigan NOW annual conference

**Supported attendance at professional development events including:**

- MI ACE Network Annual Conference
- MI NOW Annual Conference
- Women of Color Taskforce Annual Career Conference

**FAWN and FLINT Attendance**

- Total: 164 Attendees
- Baker College: 52%
- UM-Flint: 17%
- Mott Community College: 19%
- Kettering University: 12%