2021-2022 ANNUAL REPORT

Status of Women at Davis
Administrative Advisory Committee

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Committee Charge
The Status of Women at Davis Administrative Advisory Committee (SWADAAC) is charged with the following:

- Examining issues regarding the status of UC women staff, students, and faculty.
- Analyzing existing policies, procedures, and/or programs that affect those issues.
- Identifying model programs or activities and supporting campus wide implementation.
- Recommending to the Associate Executive Vice Chancellor necessary changes to improve the status of UC women.
- Focusing on career development, upward mobility opportunities and issues for women at UC Davis and the Health System.
- Dealing with issues related to the hiring, training, promotion and retention of all University women.

Accomplishments
With guidance from the 2020-2021 annual report and through the collective efforts of our committee-at-large and focused work of our subcommittees, SWADAAC achieved a number of notable accomplishments in the 2021-2022 year. Additional achievements are referenced in the subcommittee reports.

Accomplishment #1
The COVID-19 pandemic has disproportionately impacted women and other underrepresented groups at UC Davis. Acknowledging these challenges and supporting our SWADAAC members was a key priority throughout the year. We chose to remain in a virtual meeting space to allow members the option of participating without increased risk of COVID exposure. We also took steps to increase productivity of our SWADAAC meetings by (i) creating a new member orientation presentation, (ii) re-organizing the subcommittee structure and (iii) restructuring the monthly meeting times to allow time for both the primary group and subcommittee meetings.

Accomplishment #2
We continued to elevate the role of SWADAAC through our advocacy efforts, social media outreach and contributions to supporting women’s careers at UC Davis. Our SWADAAC Twitter account continues to grow and currently has 141 followers. In collaboration with Women in Medicine and Health Sciences (WIMHS), we established a standard review system for UCWI (UC Women’s Initiative for Professional Development) applicants across the two campuses.

Accomplishment #3
Our primary accomplishment this year was the conception and implementation of the first UC Davis Gender Equity Summit SWADAAC hosted on May 12, 2022. The overarching goal of the summit was to bring together individuals and organized groups throughout the Davis and Sacramento campuses working on gender equity issues.

Challenges
As to be expected, SWADAAC members faced challenges this year in accomplishing our goals due to the ongoing COVID-19 pandemic. As with so many staff, faculty, and students on campus, SWADAAC members continued to adjust their professional and personal lives to the changed circumstances of the COVID-19 pandemic. SWADAAC service already requires commitment from members over and above their day-to-day responsibilities and the pandemic made this even more difficult for many. Some members found they
had less capacity to actively engage in SWADAAC activities because of the pressures of work or juggling care responsibilities and a few members separated from the University as a result. We continued to provide remote meetings, which some members found it easier to attend than when they were held in-person. Nonetheless, many members experienced “Zoom fatigue” and missed the camaraderie of in-person meetings.

**Leadership & Membership Engagement**

**2021-2022 Leadership**

- Co-Chairs: Sophie Barbu and Melissa Bauman
- Vice Co-Chairs: Danesha Nichols and Pernille Sporon Boving
- Secretary: Cheryl Pater

**Engagement & Outreach**
The 2021-2022 year started with 36 members on the roster provided by ODEI. Our meetings averaged 19 members in attendance, with 57% of members attending over half the meetings during the year. In addition to our membership roster, we maintain a listserv of 225 subscribers. The listserv is used to share SWADAAC-related information with non-members who are committed to advancing the status of women at UC Davis. We also have a Twitter account of 141 followers.

**Meetings & Events**

**Meetings**
The meeting schedule of guest speakers was identified based on recommendations in the 2021-2022 annual report and ongoing feedback from SWADAAC committee members regarding current events.

- October: Orientation and welcoming new members
- November: Mikael Villalobos, Ed.D. Interim Associate Vice Chancellor
- December: General Meeting (Focus on Restructuring Subcommittees and SACSW Updates)
- January: General Meeting; Subcommittee Break Out Meetings
- February: General Meeting (Focus on Well Being); Subcommittee Break Out Meetings
- March: General Meeting (Focus on UCWI Reviews); Subcommittee Break Out Meetings
- April: General Meeting (Focus on Summit); Subcommittee Break Out Meetings
- May: Gender Equity Summit
- June: Cecily Nelson-Alford, Director of the Women's Resources and Research Center

**Other Campus Involvement**
In addition to monthly SWADAAC meetings, members were active in the following:

- Campus Council on Community and Diversity (CCC&D)
- Staff Diversity Administrative Advisory Committee (SDAAC)
- Staff Experience Task Force
- Menstrual Equity Task Force
- Systemwide Advisory Committee on the Status of Women (SACSW)
**Subcommittee Reports & Recommendations**

As part of our efforts to adapt to the challenges associated with the ongoing COVID-19 pandemic, we explored options for consolidating previous subcommittees and blocking time for subcommittee meetings as part of our general monthly meeting. These changes were first discussed with the committee at our September meeting. We then followed with a review of the structure of other UC “CACSW” committees (note, the majority of UC campuses have adopted the CACSW (Chancellor’s Advisory Committee on the Status of Women)). We then conducted an anonymous survey of our SWADAAC members and received substantial support for consolidating subcommittees (Figure 1.)

Each subcommittee identified a chair or leadership to help facilitate the work. Subcommittee members worked on several initiatives this past year which resulted in implementing programs that raised awareness of the committee’s mission to promote empowerment, opportunity, and respect for campus women.

Previous SWADAAC subcommittees included:
- Faculty Subcommittee
- Marketing, Outreach & Events Subcommittee
- Salary Equity and Data Subcommittee
- UCDH SWADAAC Subcommittee
- Well-being Subcommittee

2021-2022 SWADAAC subcommittees included:
- Marketing & Outreach
- Advocacy (Salary Equity, Childcare, Wellness)
- Signature Event (Gender Equity Summit)

**Marketing & Outreach Subcommittee**

*Members:* Cheryl Pater, Maya Martinez

As ongoing COVID-19 restrictions limited our ability to participate in in-person events, we have focused our efforts on maintaining and expanding our social media presence. The goal of our social media outreach is to raise SWADAAC’s profile on campus and educate the UC Davis community on what SWADAAC does and connect with campus offices, organizations, and campus leadership. We regularly update our followers on SWADAAC activities, help amplify the accomplishments of women faculty, staff, and students on campus, and help raise awareness around issues of importance to gender equity.

**Recommended Action Steps:**

In collaboration with the Signature Event Subcommittee, we plan to update the SWADAAC webpage to include a list of campus groups and resources focused on gender equity.
Advocacy Subcommittee

Members:
Chair: Laura Cerruti
Members: Gina Reed, Sherri Stone, Alli Griffith, Shaunte Hill, Paige McKibbin

Meeting Frequency: Time allotted during SWADAAC meetings + emails
Meeting Format: Agenda ahead of meeting; meeting focused on a report on work between meetings, decision-making, and identifying next steps.

The Subcommittee will focus on two areas of advocacy:

1. Wellness and family-friendly culture: Work-life balance and dependent care issues (e.g. childcare access to care, cost of care, and broader issues of childcare shortages; eldercare and its disproportionate effect on women)
2. Salary equity, opportunity for career advancement, and service labor equity

Goals: Advance issues of importance to the SWADAAC committee and build coalitions with other like-minded entities.

Guiding Principles: Use of research and effective communication strategies to engage with leaders and at the grass-roots level. Focus on transparency and effective use of data.

Action Items for 2021-22:

Action Item #1: Follow up on SWADAAC’s letter regarding the Sacramento childcare site – status? Are we happy with response?
Update: Paige McKibben served as a helpful liaison to the Child and Family Care Administrative Advisory Committee. We were happy to see that there is a new childcare center in Sacramento near the UC Davis Health campus, Bright Path to Learning. We will be interested to learn how well it might satisfy the need for childcare, especially among colleagues who struggle to pay for childcare.


We were also happy to hear that UC Davis would be joining with UCSF and UC Berkeley on CareBubbles, a parent-to-parent resource to help UC community members meet their child care needs during the COVID-19 pandemic.

Next Steps / Recommendations:

• Continue to collaborate with the Child and Family Care Administrative Advisory Committee to support the needs of our campus community, perhaps by inviting representatives from that group to join us at a SWADAAC meeting.
• Follow up on Bright Path to Learning—what is the waiting list for care? What are the demographics of those who chose this solution? How will UC Davis be assessing and addressing future needs for child care?
• Follow up on CareBubbles and other pandemic supports—how might policy, procedures, and “pandemic-era” tools like CareBubbles evolve to meet the continuing needs of parents—especially those that came to light as a result of the COVID-19 pandemic and that aren’t going away?
Action Item #2: Follow up on salary equity tools, policies, and practices; develop a list of questions and people to ask.

Update:
We jointly attended meetings with SDAAC and other groups to look at compensation. Our experience after the meetings with HR is that it sounds as if there are some great efforts, but whether best practices are actually happening at the local level (or even within HR) is less clear. It seems to us that the Salary Equity Review process has not been widely disseminated or communicated, even to supervisors. The process within departments is not transparent. We acknowledge that before the guide existed there was no response to such inquiries. People need to know the policy exists in order to advocate for ourselves, but we also see that it is highly dependent on someone’s supervisor and their supervisor’s supervisor to get any traction on equity review. How many people have had equity reviews? We haven’t heard of this happening very often. Is it being utilized? Who is being affected? When under review, are employees' salaries compared to other employees across campus or just within their department/school/unit? The 25% rule may not be policy anymore, but we are concerned it remains in use informally. We also have the sense that loyalty continues to be penalized and that outsiders are being brought in at higher pay, despite the messaging. We are also concerned that policies that try to discourage rich departments from poaching employees from poorer departments may be used as an excuse to keep all salaries low. It is also our sense that job reclassifications are more difficult because now jobs are classified in larger groups; it prevents significant salary increases.

Next Steps / Recommendations:
- Meet jointly with Vice Chancellor Tull and the Chief Human Resources Officer to address the questions and issues that came up for us as a result of what we learned in 2021-22.
- Since many of these issues are embedded in the Staff Engagement Survey, this subcommittee should ensure that we are representing SWADAAC at presentations related to that survey—perhaps appointing one of the members of this subcommittee as a formal liaison to the survey.
- We did not specifically address the concept of service labor; this might be a fruitful topic for next year’s subcommittee.

Action Items #3: Build coalitions with like-minded groups

Update:
Shaunte Hill sat on SDAAC and supported strong collaboration with SDAAC. She made sure to communicate with SWADAAC on issues of common interest, and she invited SWADAAC to relevant SDAAC events and meetings.

Next Steps / Recommendations:
- Identify like-minded groups beyond SDAAC, Staff Assembly, and the Child and Family Care Administrative Advisory Committee.
- Consider how to formalize collaboration, e.g. by appointing formal liaisons within SWADAAC.
Action Item #4: Review the charge of subcommittee and last year’s annual report for other priorities

Update:
One of our big efforts was to align this committee with similar committees at other institutions. The new Advocacy Subcommittee spent the first half of our year discussing and developing the charge that is at the top of this report.

Next Steps / Recommendations:
- We would welcome for our subcommittee, and perhaps for the SWADAAC committee as a whole, professional development around the questions of *what does it mean in practice for our committee to advocate for issues of importance and what are our best mechanisms for doing this type of work?* We believe that this would be a fruitful area and would be transferable to other areas of our lives. Such training might enable our members to be more engaged civically, beyond the UC Davis campus. It would also be helpful to learn from campus leadership how they would like us to approach our advocacy role. What are the most effective and productive means for working with them?
- Our committee recognized the need to make fundamental organizational improvements in how subcommittees were organized and run, but it meant that we had less time than we would have liked to do the work. We hope that subcommittees can get up and running sooner in 2022-23.

Recommendations and Suggestions for the Good of the SWADAAC Organization:
- We appreciated the opportunity to have subcommittee time during SWADAAC monthly meetings. We recommend that subcommittee reports be due before the last meeting of the year so that we can discuss and finalize with our subcommittees at the end of that meeting.
- We like the succession model (Vice Chairs) for the committee so that there is a pathway to the leadership that starts well in advance of a person taking on the full responsibility as a Chair. It provides a structure that brings new energy and leadership to the subcommittees. We might want to have vice chairs for the subcommittees as well—for the same reasons.
- Additional topics for SWADAAC and this subcommittee in this next year:
  - Impact of remote work on equity, advancement, service labor—has it helped the status of women at Davis and what are our concerns going forward?
  - Retention of women in the workforce / challenges for women reentering the workforce
  - Burnout and inequity hindering working women
  - Diversifying senior leadership with a focus on advancing / supporting women of color in leadership roles
Signature Event Subcommittee

Members: Carla Datanagan (Co-Chair); Katrina Wong (Co-Chair); Melissa D Bauman; Danesha Nichols; Maany Ramanan; Noelle S Reis; Pernille Sporon Bøving; Yuliya G Yarova-Yarovaya

Goal/Mission Statement

- To create impactful, purpose-driven events that support the goals of SWADAAC and the communities it represents.

Activities

- Worked together to make the inaugural Gender Equity Summit happen. See https://diversity.ucdavis.edu/swadaac/gender-equity. This event was to allow colleagues, advocates, and campus leadership to have conversations on issues that have disproportionately impacted women’s careers. This is a unique opportunity for collaboration, and to uncover solutions/resources within our campus communities.
- Sponsors of the event we spearheaded were:
  - Status of Women at Davis Administrative Advisory Committee (SWADAAC)
  - Women in Medicine and Health Sciences (WIMHS)
  - UC Davis Health Office of Equity, Diversity, and Inclusion (HEDI)
  - UC Davis Office of Diversity, Equity and Inclusion

Accomplishments

- As part of the inaugural Gender Equity Summit, we are proud to have had a successful event that included (Appendix A):
  - Keynote addresses by Dr. Renetta Garrison Tull, Vice Chancellor, Diversity, Equity and Inclusion, and Dr. Hendry Ton, Associate Vice Chancellor for Health Equity, Diversity and Inclusion
  - Panel Discussion that included:
    - Gwen Chodur, Graduate Student Association Vice President
    - Danesha Nichols, Director of the Harassment and Discrimination Assistance and Prevention Program
    - Dr. Anna La Torre, Associate Professor, Department of Cell Biology and Human Anatomy
    - Dr. Hendry Ton, Associate Vice Chancellor for Health Equity, Diversity and Inclusion
    - Dr. Melissa D Bauman (moderator), Professor, Department of Psychiatry & Behavioral Sciences, Director, UC Davis Health Women in Medicine and Health Sciences (WIMHS), and Co-Chair, SWADAAC
  - Data Blitz that included Elizabeth Ozer, Professor of Pediatrics & Associate Vice Provost, Faculty Equity, Office of Diversity and Outreach, University of California, SF (UCSF); Chair,
University of California Systemwide Committee on the Status of Women (SACSW), as well as the following groups:

- Women in Medicine and Health Sciences (WIMHS)
- Status of Women at Davis Administrative Advisory Committee (SWADAAC)
- Workplace Reimagined and Flex Work
- Dependent Care including the Lactation Support Program and Child Care for both campuses
- Feminist Research Institute
- Center for Advocacy, Resources and Education (CARE)
- Harassment and Discrimination Assistance and Prevention Program (HDAPP)
- LGBTQIA+ Resource Center
- Women’s Resource Center (WRRC)
- Menstrual Equity Project Provision
- Body Inclusivity Project
- Support Group for Faculty Parents
- Menstrual Equity Task Force

Finally, closing remarks by Dr. Gary May, Chancellor

- Around 50 people attended this event and enjoyed the networking reception afterwards. In addition, we sent a survey to those who attended. Attached are the survey responses (Appendix B) to the inaugural Gender Equity summit. Some key points we learned are:
  - Over 90% of respondents indicated that the event met their expectations
  - The top three reasons individuals attended were: (i) networking opportunities, (ii) speakers, and (iii) panel discussion
  - Over 60% of respondents made a connection at the event that they planned to follow up with later

Challenges

- Not having a set operational budget for SWADAAC poses challenges in planning large scale events. However, UC Davis leadership was very supportive of our efforts and the event was generously co-funded with equal contributions from: (i) UC Davis Office of Diversity Equity and Inclusion, (ii) UC Davis Health Office of Equity, Diversity and Inclusion, and (iii) Women in Medicine and Health Sciences
- Planning while still in a pandemic. People still have the pandemic mindset, so we had over 100 people sign-up, but about half showed up.
- Not realizing that not all gender issues are women’s issues, so making sure we use more inclusive language in the future and including focuses on non-binary and transgender challenges.

Recommended Action Steps

- Continue with the 2nd Annual Gender Equity Summit.
- Work on collaborating with our data blitz groups on possible other future events.
Appendix A: Gender Equity Summit Slides & Agenda

Welcome to the inaugural 2022 UC Davis Gender Equity Summit

Thank you to our sponsors and our team!

This summit is supported by:
- Status of Women at Davis Administrative Advisory Committee (SWADAAC)
- Women in Medicine and Health Sciences (WIMHS)
- UC Davis Health Office of Equity, Diversity, and Inclusion (HEDI)
- UC Davis Office of Diversity, Equity, and Inclusion

Thank you to our team:
- Pernille Sporren Baving
- Noelle S Reis
- Yuliya G Yarovaya-Yarovaya
- Maany Ramanan
- Danessa Nichols
- Anurupa (Riki) Kar

SWADAAC Event Sub-Committee Co-Chairs: Katrina L. Wong and Carla Datanagan

UC Davis Gender Equity Summit

AGENDA

1:00-1:05pm Welcome
1:05-1:10pm Keynote
- Dr. Remita Garrison Tall, Vice Chancellor, Diversity, Equity and Inclusion
- Dr. Wendy Tan, Associate Vice Chancellor for Health Equity, Diversity and Inclusion

1:15-1:30pm Panel Discussion
- Sharmeen Drashti, Graduate Student Association Vice President
- Gemma Nichols, Director of the Harassment and Discrimination Assistance and Prevention Program
- Dr. Anna La Torre, Associate Professor, Department of Cell Biology and Human Anatomy

1:35-1:50pm Break

1:55-2:10pm Solutions/Resources/Future Directions - Systemwide
- Elizabeth Osu, Professor of Pediatrics & Associate Vice Provost, Faculty Equity, Office of Diversity and Cultivation, University of California, SF
- UCBSC Chair, University of California Systemwide Committee on the Status of Women (SACSW)

2:15-2:30pm Solutions/Resources/Future Directions - UC Davis Groups

2:35-2:50pm Closing Remarks
- Dr. Gary May, Chancellor

Reception

*Campus groups featured today:
- Women in Medicine and Health Sciences (WIMHS)
- Status of Women at Davis Administrative Advisory Committee (SWADAAC)
- Workplace Retraining and Flex Work
- Dependents Care including the Lactation Support Program and Child Care for both campuses
- Feminist Research Institute
- Center for Advocacy, Resources and Education (CARE)
- Harassment and Discrimination Assistance and Prevention Program (HDAAP)
- Gold24/7 Resource Center
- Women’s Resource Center (WRC)
- Menstrual Equity Project Provision
- Body Inclusivity Project
- Support Group for Faculty Parents
- Menstrual Equity Task Force
Appendix B: Gender Equity Summit Survey Results

Q1

What initially led you to sign up for and attend this event? Please check all that apply:

Answered: 17  Skipped: 0

- Keynote speakers
- Panel presenters/discussion
- Data/resources blitz
- Networking and connection
- Addressing the needs of you...
- I was invited to speak/be...
- Other (please specify)

Other (please specify):

- “Part of SWADAAC”
Q2

Did this event meet your expectations based on how it was advertised to you?

Answered: 17    Skipped: 0

Optional further comment(s):

• “Advertising was a little unclear on targeted audience”
Q3
Did you make a connection or plan to reach out to someone you met at this summit?

Answered: 17   Skipped: 0

Optional further comment(s):

• “Yes, I was specifically interested in topics Elizabeth Ozer spoke about and reached out to her to further discuss.”

• “Had to leave early”
Q4
Do you feel that the time you had to ask questions and/or engage with presenters was adequate?

Answered: 17    Skipped: 0

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Optional further comment(s):

• “Don’t remember”
• “Had to leave early”
Q5

Would you join us at this event again next year?

Answered: 17  Skipped: 0

Optional further comment(s):
• “Will not be in Davis sadly”
Q6

**What was your favorite part of the event?**

Answered: 12  Skipped: 5

• That topics related to the equality of women are being acted upon and talked about.
• Loved to see everyone supporting each other’s projects
• Learning about all the resources available for us. It will help me keep in touch with the various communities.
• I really enjoyed the speakers and the time to connect with colleagues.
• I really enjoyed the resource/data blitz section.
• Data/ resources blitz
• Seeing colleagues from the UC-WI program in person again.
• All was interesting
• I liked the list of resource speakers at the end! Wish I could have stayed until the end to hear everyone, but definitely looking up some of these groups.
• Hearing about the different work happening around campus, Dr. Ton’s presentation was also helpful
• Seeing all of the wonderful things that are happening on campus and resources that are provided.
• Becoming re-acquainted with units and people on campus. I had forgotten about the work that some of them do and will be reaching out to connect and partner on future work.

Q7

**Are there any additional groups that you would like to see featured during next year’s event?**

Answered: 6  Skipped: 11

• Women in Tech
• The Feminist Research Institute, and the WRRC
• Would suggest possibly including Latinx Staff/Faculty Assoc. If possible, more inclusivity for women of color’s voices.
• I can’t think of any specific groups right now
• UCD/UCDH Women In Technology (WIT). I’m one of the leaders of this group and would love to be a part of the resources blitz.
Q8

What, if any, specific topics and/or issues would you like to be a part of the discussion next year?

Answered: 7 | Skipped: 10

• I would like to see the progress on the items that were discussed this year. How have topics been acted upon, continued to be funded, established policies etc.

• I would love to focus some time around intersectionality and the LGBTQIA experience as it intersects with female/woman identity.

• Coping with the increased misogynist national climate and supporting those trapped in states where the misogyny has reached intolerable levels, such as anti-choice states.

• Women of color having time to discuss issues we face. How can other women be our allies? Also noticed that someone made a comment about a lack of male attendees, as mentioned previously, maybe being more clear in marketing who the intended audience is for this summit. I was initially unsure if the summit was for students or staff.

• It would be great to have some more space for dialogue around gender equity work and how we can all align our efforts.

• Inspirational keynote would be better next time.

Q9

Please use the space below to leave any additional comments or questions for us:

Answered: 3 | Skipped: 14

• I do have one thing- I didn’t love the chancellor being the closing speaker because he did not attend the event and stated he looked forward to seeing the follow up. I know he is the chancellor and it is great that he came by but I think the closing comments would have been wonderful coming from an organizer or someone from admin who was able to attend and listen to the event.

• I would also suggest asking groups on campus to add this event to their listserv messages so more folks are aware of this event.

• I thought it was a great first meeting and really felt re-energized about all of the great work women are doing to support other women.