

Professional and Scientific Council Peer Advocacy Committee FY18 Annual Report

Committee Members

Janice Crow, Carolyn Duven, Kelly Friesleben, Jason McLatchie, Katie Thorson (chair)

Connections with constituents:

Occasionally, our committee is called upon to speak with constituents regarding a variety of issue and concerns about their professional experience at Iowa State University. One or more members of the committee will follow up with constituent. Often this interact results in a face-to-face meeting and committee members will share their knowledge of ISU policies and help guide the constituent toward appropriate resources. The number of contacts we had in FY18 include July - 3, September - 1, and October – 2.

Connection with University Committee on Disabilities (UCD):

In September, the Representation committee asked Peer Advocacy to take on an ex officio member from the UCD to build a relationship with that committee and discuss possible collaborations. The ex officio member is Jody Fox. We also met with the Vice Chair of UCD, Nora Ryan in February to further discuss collaborations and where our committees might intersect.

Connection with University Human Resources (UHR):

Jason McLatchie joined UHR's Exit Interview workgroup to give guidance and input on the formation of an exit interview/survey to be administered by UHR to those individuals leaving the institution.

Kelly Friesleben joined UHR's New Hire workgroup to give guidance and input on the formation of a survey to be administered by UHR to newly hired individuals.

Connection with University Ombuds Officer:

In November, the Peer Advocacy committee hosted Deanna Clingan-Fischer, University Ombuds Officer. She spoke to our committee about her office, her role, and tips/tricks for dealing with sensitive employee/employer situations.

Staff Resources matrix (Addendum 1):

The committee research and designed a document that provides links to a variety of ISU policies and resources. The document, an interactive PDF, is intended to be a quick reference guide for P&S employees to access some frequently requested resources. The Staff Resources Matrix will be posted on the Peer Advocacy website as well as the Council Resources webpage.

Inclusive Restroom Initiative:

The committee's biggest project for FY18 was an initiative to develop and expand access to single user restrooms on campus. The project was a way the committee worked to fulfill Council's Priority of Inclusion. Access to single user restrooms will meet the needs of staff, faculty, students and visitors who might need additional restroom privacy due to a variety of circumstances including: persons with

caretakers, families needing a non-gendered space, individuals with illnesses, and individuals who do not identify on the gender binary.

Subcommittee

Our efforts resulted in the formation of an Inclusive Restroom subcommittee with included representatives from following areas. The subcommittee was led by Carolyn Duven and nicci port from the Office of the Vice President for Diversity and Inclusion.

- Peer Advocacy Committee
- Faculty Senate
- Student Government
- Office of Equal Opportunity
- Center for LGBTQIA+ Student Success
- Graduate and Professional Student Senate (GPSS)
- University Human Resources
- Office of the Vice President for Diversity and Inclusion
- LGBTQIA+ Faculty and Staff Association

FY18 Progress

- Conducted 4 subcommittee meetings
- Met with University Counsel to inquire into how case law and plumbing code might influence our proposal
- Met with Associate University Architect, Dan Nutini from Facilities Planning and Management. We discussed existing language in the Facilities Design manual and how we might collaborate on this project
- Committee members researched how our Peer 11 institutions address inclusive facilities, including restrooms
- Generated a brainstorming documents to solidify goals and objectives of the group (see addendum 2)

Issues Carried Forward To Next Year:

- Continue membership on New Hire and Exit Survey workgroups
- Progress needs to continue in subcommittee for Inclusive Restroom Initiative
 - Motion to send proposal for Online Campus Map layer to FP&M
 - Motion is started, the committee hopes to have a first read at the July general council meeting
 - Carolyn Duven will continue as an ex-officio member of the subcommittee
 - All work has been documented in Microsoft Teams

IOWA STATE STAFF RESOURCES

Use these resources as a tool to navigate employment and personal concerns. This list was developed by the Peer Advocacy Committee of the Professional and Scientific Council.

MY HEALTH AND SAFETY

Employee Assistance Program

Adventure2 Wellness Program

ISU Police & Public Safety

Policy Library
Safety & Health

Environmental Health and Safety

ISU Alert

DISCRIMINATION & HARASSMENT

Office of Equal Opportunity (OEO)

Equal Opportunity Council

Conflict in the Workplace

Retaliation

University Counsel

Grievance Management Professional and Scientific

Non-Retaliation Policy

CONFIDENTIAL RESOURCES

University Ombuds Office

Misconduct Hotline
515-294-7119

Sexual Assault Resources

REPORTING & GRIEVANCES

UHR Grievance Management

Dispute Resolution Policy

Peer Advocacy Committee

GENERAL RESOURCES

Classification and Compensation

Performance Management

Leave Management

Workplace Accommodations

Legal Documents

Learning + Development

Addendum 2 – Inclusive Restroom Brainstorm List

- ❖ Maps, Signage, and Information
 - Updating the campus map with a layer of inclusive spaces
 - Lactation Spaces
 - Single User Restrooms in a safe, well lit, and reasonably used spaces
 - Develop signage guidance for campus restrooms
 - Keep in mind that not all signage is completed in a centralized way
 - Develop resources for individual departments to be distributed through FP and M or another central office
- ❖ Institutionalizing Initiatives
 - Creating a leadership structure for the current inclusive bathroom movement
 - Developing a committee on gender inclusion
 - Identifying the current committees on campus
 - Identifying ways to centralize the movement
 - Regularly assessing who is involved in the process and invite individuals to join the conversation
 - Creation of an educational program regarding trans* inclusive policies
 - Develop guidelines for renovation and building committees to include staff focused on inclusion and accessibility
 - Set aside resources to remodel existing locations for new inclusive bathrooms
 - Explore grant applications for restroom renovation
 - Coordinate shared governance groups to address inclusion
- ❖ Institutional Cultural Shift
 - Create a guide for developing inclusive policy
 - Educational Materials for Distribution
 - What accessible spaces we had on campus
 - Creating PSA using voices of those who benefit from inclusive restroom spaces
 - Institutional Statement
 - Focus on supporting inclusive restrooms
 - Publicize reporting measures regarding bathroom access and discrimination
 - CCRT Form
 - Barriers to Access Form
 - Coordinate reporting measures and assessment of access and discrimination reporting
- ❖ Addressing Existing Building Bathroom Access
 - Publicizing the policies regarding new and renovated facilities
 - Obtain a single use bathroom in every building on campus
 - Prioritize buildings based on public and student use
 - Explore additional privacy and locking measures for existing locker room and bathroom spaces
 - Place menstrual products in all restrooms