

Status of Women at Davis Administrative Advisory Committee
2016-2017 Report
Heather Riden and Simona Ghetti – Co-Chairs

Membership: ~ 20 active members

Introduction

The Status of Women at Davis Administrative Advisory Committee (SWADAAC) serves as an advocate for the UC Davis community of women. SWADAAC is composed of faculty, staff and students and meets monthly during the academic year.

Objectives

1. Advocate for salary equity for non-represented staff.
2. Promote leadership development for female faculty and staff.
3. Develop materials to empower women at UC Davis.

Activities and Progress

1. Advocate for salary equity for non-represented staff.
 - a. Submitted a request for analysis of salaries for non-represented staff, including performance ratings and salary increases, by gender.
 - b. Steve Chilcott and Matthew Matuszak, Human Resources, presented initial analysis at the May 2017 SWADAAC meeting.
 - c. Additional analysis conducted and provided in June 2017 based on SWADAAC feedback.
 - d. SWADAAC requested closer examination of subgroups (job groups). This activity is ongoing and will continue during the summer.
 - e. *Goal: Annual reports from Human Resources on this data. Findings should inform salary equity efforts.*
2. Promote leadership development for female faculty and staff.
 - a. SWADAAC assisted in the UC Davis application coordination and nomination of participants for the system-wide Women's Initiative for Empowerment (WIE) program.
 - b. Two SWADAAC members participated in the program and shared their experience with the larger group.
 - c. *Goal: Institutional support for the WIE program should continue annually system-wide.*
3. Develop materials to empower women at UC Davis.
 - a. Developed a list of actions the UC Davis community can take to support women and ensure UC Davis is inclusive for all women (See Appendix).
 - b. Developed dissemination plan, including mass mailings, electronic distribution, tabling at campus events.
 - c. Submitted card and request for review and approval to AEVC Rahim Reed.
 - d. *Goal: Gain approval and budget to finalize design and begin distribution of the card campus wide.*

Future priorities:

Finding quality and affordable childcare in close proximity to UC Davis campuses, especially in Sacramento, is a challenge for many faculty, staff and students. SWADAAC supports efforts to increase daycare capacity and financial support for those who qualify. SWADAAC plans to collaborate with the Child and Family Care Administrative Advisory Committee in the coming year.

SWADAAC continues to view the breastfeeding support program as vital for many working mothers and believes its funding should remain intact.

Leadership Team:

Heather Riden, Staff Chair

Simona Ghetti, Faculty Chair

We acknowledge and appreciate the efforts of Linda Mijangos, Executive Assistant in the Office of Campus Community Relations, in providing administrative support to the committee. We also thank Associate Executive Vice Chancellor Reed for his ongoing support of the work of SWADAAC.

Empower Women

Empower UC Davis

11 Actions **YOU** Can Take to Make a Difference

Speak up against instances of gender bias.

Assure **equal compensation** for comparable work.

Use **gender neutral language** and professional titles.

Ensure **inclusive participation** in strategic work and team leadership; encourage all women to apply for leadership positions.

Acknowledge **women's voices** in meetings, committees, the classroom, and the workplace.

Advocate for gender balanced **search committees and hiring practices**.

Include women in advisory groups and task forces.

Promote policies and practices that enable **work-life wellness**, family-friendly workplaces and classrooms, and support for caregivers.

Encourage women to join **professional networks** and organizations.

Support **mentorship and educational** opportunities for women's career development.

Invite women as speakers, presenters, and panelists.