

# Order of The Golden Bear

ΔΙΩΚΩ

ESTABLISHED 1900

## Virtual Meeting September 15, 2020

The meeting was convened at 6:02 pm.

### Items for the Good of the Order:

The Warden reviewed updated protocols for this semester's meetings due to these unique circumstances.

### Items for the Good of the University: Celebrating 150 Years of Women at Cal

Prior to the meeting, the Warden prepared a set of questions and resources for the Fellowship to inform our conversation of the topic:

*On the topic of Celebrating 150 Years of Women at Cal, here are some questions to consider:*

- *Are women "on equal terms as men" as the 1870 Resolution of the Regents stated?*
- *What accomplishments of women at the University of California should we celebrate?*
- *Where do we see areas for improvement in developing gender equity on campus?*
- *What can we do to improve the experiences of trans women on campus?*
- *What can all of us do to improve the lives of women around the world? What are the most pressing issues women are facing, and how can Berkeley innovate to address them?*
- *How does the division of labor during COVID affect women as in many cases women care for their children and have to work as well?*

# Order of The Golden Bear



ESTABLISHED 1900

*Here are links to a few interesting resources on women and gender at the University:*

- <https://150w.berkeley.edu>
- <https://campusclimate.berkeley.edu/students/ejce/geneg>
- <https://campusclimate.berkeley.edu/students/centers-educational-justice-community-engagement/gender-equity-resource-center/resources>
- [https://hr.berkeley.edu/sites/default/files/gender\\_lived\\_name\\_policy\\_for\\_systemwied\\_review\\_2-14-2020.pdf](https://hr.berkeley.edu/sites/default/files/gender_lived_name_policy_for_systemwied_review_2-14-2020.pdf)

After a brief introduction from the Warden, the floor was open for the Fellowship to converse:

- A fellow highlighted that Cal has accepted women as students very quickly after the initial inception of the university (University opened in 1868, Resolution for equal admittance passed by Regents in 1870)
- A fellow brought up that the first year women were allowed into the order was 1970, quite late into the history of the Order, 100 years after the 1870 resolution
- A fellow mentioned a recent accomplishment from the California Alumni Association magazine, highlighting contributions from Women of Color at Cal, specifically Alpha Kappa Alpha, the nation's oldest African-American sorority, which was chartered at UC Berkeley by Ida Louise Jackson
- A fellow mentioned they felt that the university could do a better job of creating a more welcoming environment for women in STEM/Technical fields, as it appears to be hostile in some situations for women in STEM classes
- A fellow brought up an area of improvement: The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) has not been ratified by the US, however, the City of Berkeley has ratified this (1 of 7 cities in the US)
  - Recommend use of temporary special measures for gender parity

# Order of The Golden Bear

ΕΠΙΣΤΗΜΟΝΙΚΟ ΔΙΩΚΩ

ESTABLISHED 1900

- Requirement for certain percentage of representation of women in professional settings
- Consider special measures at UC Berkeley
  - Fewer women are tenured faculty members compared to men
  - Publish more numbers about Gender Disparity
- A fellow referenced a 1918 Daily Cal article, which mentioned during the 1918 Spanish Flu, UC Berkeley President Wheeler made mask wearing mandatory on campus, as well as that all Berkeley Women report to Hearst Hall to make masks for everyone on campus (one mask for herself, 3 for other men)
- A fellow brought up the statistic that women made up over 50% of this past year's new hires, the first time in Berkeley's history
- A fellow mentioned a historical point:
  - The Boalt Family was very supportive of Women in Law School; in the past, Cal had the largest number of enrolled female law students in the US; These women eventually went on to push for Women's Suffrage (at state level and federal level); Both Cal and Stanford Communities had a large part in passing the Women's Right to Vote in California
- A Fellow mentioned that Berkeley can improve upon keeping women encouraged and involved in STEM fields, increase female representation in certain male dominated majors
  - Improve the pipeline post-undergrad (currently a "leaky pipeline"), fewer women are present in grad school/post-doc/professor positions
  - Recent Documentary "Picture a Scientist" (<https://www.pictureascientist.com/>) - treatment of women in academia and STEM, touched on how the system is not set up to help those who are not the majority in the system already
    - In academia you need the blessing of higher ups and peers, but this can lead to mistreatment based on bias (Gatekeeping)
    - Think about the structures in which we are operating

# Order of The Golden Bear



ESTABLISHED 1900

- A Fellow mentioned that it is inspiring to see the representation of Women as professors, specifically in the Molecular Biology field
- A Fellow brought up that there is a lack of programs that attracted students of color for specific programs (specifically Environmental Economics), in addition to the following points:
  - The lack of representation of women in the Economics realm
  - Missing female presence hurts many parts of society
  - Need more improvement in increasing WOC representation in fields where there is an underrepresented population
- A Fellow highlighted two trends in previous comments:
  - Celebration of Successes of Women in Cal's history and Areas of Improvement
  - In addition to the following points:
    - Wording in 1870 Resolution is black and white (women are to be accepted at equal consideration to men)
      - Since then, Berkeley has been accepting more women than men consistently over time
      - Currently sitting at 51/49 split
    - Since early 1900s, there have been struggles between the two demographics on campus
    - Although many women broke into male dominated fields, a good number were being ushered into "more traditionally female disciplines" (specifically the former Home Economics department)
    - Qualitative experience does not match quantitative analysis
    - Clubs/Organizations were segregated up until 1970s
    - Celebrate the women of the past who thrived in less than ideal situations
    - Gatekeeping of women in academia in the past
    - Specific data does not always tell the full story
- A fellow brought up Anthony Hall, specifically a publication was based out of that hall, "The Pelican". The term "pelican" was used as a derogatory term towards women, and the symbol still stands currently on campus.

# Order of The Golden Bear



ESTABLISHED 1900

- This fellow also brought up that the underrepresentation of women is not just prevalent in STEM courses, there were history courses which were almost always majority male
- Same idea of the “leaky pipeline” present in non-STEM fields as well, not as many female professors in proportion to female graduates
- A fellow brought up the systemic barriers (need to have approval from higher ups), if you don’t follow the steps of your higher ups, then you don’t move on
  - Self-selecting people who mirror views (in regards to problematic views)
- A fellow mentioned the lack of the words “sexism” or “misogyny” in current discussion, our society has changed how we think about gender, but there is an assumption that it is a woman’s job to erase sexism or misogyny, lack of male identifying folks who are actively working to break down barriers of sexism or misogyny
- A Fellow mentioned that it was not until 2000 that the percentage of women matched that of men on the University’s Campus
- Another fellow mentioned issues for women around the world, specifically with family planning, many women lose opportunities because of lack of resources for family planning, this could be a way to help women progress in other countries
- A fellow mentioned that we could increase the representation of women as professors, which could inspire more women to pursue those professions
- A Fellow mentioned Ida Louise Jackson, a sister of AKA, first African-American woman to be certified as a teacher in the Oakland public school system, eventually became national president of AKA
- A fellow brought up the gender identity spectrum, not everyone who doesn’t identify as male is female and vice versa, look for ways to improve the experience at Berkeley for everyone (including all members of the LGBT community)

# Order of The Golden Bear



ESTABLISHED 1900

- A fellow brought up that the work from home environment due to COVID has been harder on women due to the need to care for others (children, parents, relatives)
- A fellow brought up issues regarding the Panhellenic community, largest community of women on campus, as there is a lack of diversity in this space (lack of WOC, lack of non-binary, lack of trans women); current efforts are in progress, but still could be more inclusive in its recruitment efforts

The meeting closed with song, and was adjourned at 7:25 pm.

Meeting Minutes taken and compiled by the Chronicler for the Order.