

THANK YOU TO ALL WHO WENT
BEFORE US TO ACHIEVE SUCH GREAT
THINGS THAT NOW SEEM COMMON-
PLACE IN OUR LIVES. LET US ALWAYS
REMEMBER THAT WE STAND ON
THEIR SHOULDERS.

MAY 8, 1974 SIGNERS OF
THE CONCILIATION AGREEMENT

WOMEN'S CAUCUS OF 1974:

VIRGINIA WOLF, CHAIR
ANNE B. HUTCHINS
A. JEAN HILL
M. JOLENE RAMAKER
JANE E. LANGENES
CHERI REGISTER
LEO AMES
LINDY R. HIGH
BARBARA B. PETURA

IDAHO COMMISSION ON HUMAN RIGHTS

ELIZABETH SULLIVAN, COMMISSIONER
LINDA GONZALES, DIRECTOR

UNIVERSITY OF IDAHO

ERNEST W. HARTUNG, PRESIDENT
THOMAS E. RICHARDSON, VICE PRESIDENT FOR
STUDENT AND ADMINISTRATIVE SERVICES

University of Idaho



CONCILIATION AGREEMENT
35TH ANNIVERSARY CELEBRATION

FRIDAY, MAY 8TH, 2009

10 A.M. - 12 NOON

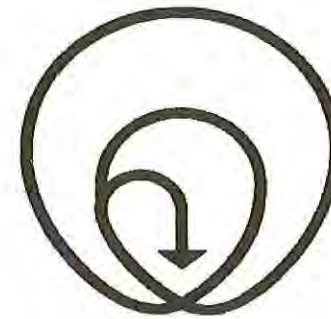
IDAHO COMMONS,
WHITEWATER ROOM

SPONSORED BY THE
WOMEN'S CENTER &
THE HUMAN RIGHTS
COMPLIANCE OFFICE

WHAT DID THE CONCILIATION AGREEMENT DO FOR THE UNIVERSITY OF IDAHO?

- *Created an Affirmative Action Office and full-time permanent staff member (now called the Human Rights Compliance Officer) whose sole responsibility was affirmative action and equal opportunity.*
- *Mandated a Faculty Salary Study and ordered back pay.*
- *Mandated a Staff Salary Study and ordered back pay.*
- *Mandated equal starting salaries for male and female faculty, staff and graduate assistants for comparable work.*
- *Created an office with the responsibility to recruit women students. This office was called the High School Relations Program and has evolved today into the office of New Student Services.*
- *Mandated job descriptions for faculty, administrative and staff positions and analysis to determine if procedures screen out women and/or other underrepresented groups.*
- *Directed that good faith efforts be made for the recruitment of women faculty reflecting a comparative ratio to the percentage of women in the labor market.*
- *Directed good faith efforts to fill vacancies in the Health Center and Counseling Centers with female physicians, paraprofessionals and counselors and to retain them.*
- *Mandated support for the Women's Center and to make a good faith effort to make the Director's position a full-time position.*
- *And more...*

DOWNLOAD A PDF OF THE CONCILIATION AGREEMENT
& READ MORE ABOUT HERSTORY AT
WWW.UIDAHO.EDU/WOMENSCENTER/HERSTORY



CONCILIATION AGREEMENT PROGRAM

10:00-10:30 PROGRAM

Introductory Remarks by Heather Shea Gasser
Interim Director of the Women's Center

Welcome by President Steven Daley-Laursen

Comments by Kay Keskinen, retiree

Closing Remarks by April Preston
Interim Human Rights Compliance Officer

10:30-11:30

1988 Video of Members of the Women's Caucus
Filmed at a Women's Center brownbag program in 1988, the video features Ginny Wolf, Barb Petura, Liz Sullivan, and Leo Ames discussing the events that led to the signing of this historic agreement.

Graphic designed by Leo Ames.
This was the first logo of the UI Women's Center.