Women University Staff Zoom Chat Log Comments (from multiple focus groups)

From U1 Remote Focus Group:

\* It allowed me to be able to pickup my grandson from school when his parents couldn't - we have that problem when we're in the office now, when I'm in the office I feel pressure (my own pressure) to wear makeup and dress nice etc. When I'm home I don't put that pressure on myself at home.

\* Same for me, I don't feel the pressure to wear makeup and can dress more casually, which is very freeing.

\* Same as [REDACTED]. And I totally agree with that professional dress codes for women are almost unhealthy.

\* Communication has improved for me as well. Using our time on Zoom efficiently and sharing documents while working on them together has improved our work.

\* In my previous role, we had lots of meetings in the beginning as we were trying to sort out remote work. Once we got in a better groove, we were able to cut down on meetings. It was nice that management realized that the meetings were too much. We got to a point where we had a no meeting Friday so we could just focus on work.

\* One of the things that is hard when working in the office regarding communication is when people are on zoom/teams calls without headsets and often on the same meeting is very very disruptive.

\* One of my new skills from the pandemic is meeting facilitation in Zoom. I have done quite a few trainings and I create space in our online meetings for people to spend time chatting and communicating in an interpersonal manner. I work to create safe and inclusive spaces that seem to be effective, and allow quiet people to have a voice. Another aspect is that our conference rooms only hold 12 people and we often have more than that so Zoom allows more participation.

\* My previous group had a few water cooler meetings a week but very few people attended. It was for the whole division as opposed to just a small group with made it harder for me to join because I didn't know many people.

\* As [REDACTED]mentioned micro-aggressions, I feel a lot more psychological safe working from home especially as violence and other things have occurred in my demographic group. Not having to be "on" for 8-9 hours a day has been a relief.

\* GOTTA GET IN THERE FOR THAT BOOOOOYS CLUUUUB.

\* I agree with what you're all saying about the boys club, having to be "on" all day, etc.

\* Online school.

\* I'm grateful I didn't have children at home, I can't imagine how difficult that would be.

\* I have had a similar experience as when my partner worked from home. Now that I work from home, I'm in charge of the dog and most of the household tasks since I was "home". He mostly works outside of the house at his workplace now.

o We didn't work too well when we both worked at home lol. So he ended up going back to the office early.

o We did not either. The pandemic really shifted some things for us.

\* We blame everything on our cat!

\* Great way of saying it [REDACTED]. That's my experience.

\* 100%,[REDACTED].

\* Me too.

\* Moderator: What a wonderful discussion! You are all terrific in sharing this information.

\* Can you define "equity"? Like across the board, between genders?

o All of the above, but especially between genders.

From U2 Remote Focus Group:

\* Ditto! I had a hard time shutting off at the "end of the day."

\* Grateful to have had high schoolers, but realized part way thru shut down of K-12 that they were struggling more than I realized.

\* Yes, it was hard for everyone in different ways, but it was a hard transition for my high school kids, too. Zoom wasn't known and teachers didn't often have skills for the transition.

\* So much uncertainty felt by all; that worn down team members and was a stressor for those we serve.

\* Why can't you still do that? That seems totally logical.

\* So hard!

\* Screen sharing is the best!

\* Extroverts were definitely emotionally impacted without that in-person element! (I'm one, so my team, which are primarily introverts, were great to "check in" on me and make sure I was okay.)

\* Slack has been essential in our team to create that type of interaction while remote

\* With all the married faculty and staff in my department who had children, I saw their wives taking on the brunt of the home-schooling and childcare while the men were continuing to do their job and consider it more important. Often because the man also made more money or was the only one working.

\* My husband was likewise essential and would have really liked to have been able to work remotely (He is an introvert and also quite worried about contagions)

\* We always had flexibility before (e.g. need to be at the house when the repair person is coming), but it's more used now.

\* I don't feel comfortable sharing this with the whole group, but I was diagnosed with cancer in July of 2020 and the pandemic made it so I was able to work while going through treatments. I was able to work a lot more than I would have been if I had to go into the office. It was also nice for all of the doctors appointments I had to go to at the time.