

Internal Communication: Section 46a-68-79

During the reporting period, the affirmative action staff at Central Connecticut State University (CCSU) was led by Dr. Nancy Barcelo, Interim Vice President of the Office of Equity & Inclusion, and her staff consisted of Pamela Whitley, Senior Equity & Inclusion Officer, Erin Rodas, OEI Administrative Assistant, Lisette Cobb, Equity & Inclusion Associate, Richard Kirby, University Assistant up until December 2019 and Ashiah Richeme-Alcide, Equity & Inclusion Associate until March 2020. The office address for the Office of Equity & Inclusion (OEI) is 1615 Stanley St., Davidson Hall, Room 119, New Britain, CT 06050-4010. The telephone number for Dr. Barcelo is 860.832.0178 and her e-mail address is barcelo.n@ccsu.edu. The telephone number for Ms. Whitley is 860.832.1653 and her email address is pamela.whitley@ccsu.edu. All communications concerning Equal Employment Opportunity/Affirmative Action will identify the Interim Vice President of the Office of Equity and Inclusion by name and address.

CCSU disseminates its Equal Employment Opportunity/Affirmative Action Policy as required. The University's Affirmative Action/Equal Employment Opportunity Policy, CCSU Sexual Harassment Policy, and the Nondiscrimination in Education and Employment are distributed annually to all employees via email transmission which is globally distributed and in hard copy to employees without email access. The Affirmative Action/Equal Employment Opportunity Policy Statement, Nondiscrimination in Education and Employment Policy, the BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Partner Violence Policy, and the CCSU complaint procedure and timetables are also posted on the OEI's web page at <http://www.ccsu.edu/diversity/> and are accessible to applicants, employees and students.

A summary of the objectives and goals set forth in the affirmative action plan are made available to the president, all vice presidents, chief officers, deans, directors, department heads, managers, and supervisors for distribution to all of their employees. Copies of the Affirmative Action Plan are maintained in the OEI and now it will be stored in the new Office of Equity and Inclusion, Office of the President, and additional locations around campus, including but not limited to the University's Elihu Burritt Library and Human Resources. The final Affirmative Action Plan is made available to all employees for their review on the university's website, and the above-mentioned locations. The period of review is no less than sixty (60) days (**See copy of letter specifying the period of review in Supportive Materials**).

All employees are given written notice that they may review and comment on the Affirmative Action Plan. The employees were specifically instructed to address all comments to the Interim Vice President of the Office of Equity & Inclusion. A file is kept on all affirmative action related internal communications and comments received throughout the reporting period. Any new comments will be placed in this file and the dates such statements are received will be noted. The Affirmative Action Plan will report a summary of all employee comments and agency responses in each filing. During this reporting period, no comments were received during the reporting period.

Activity during this Reporting Period

The Affirmative Action Plan was made available for all employees to review and comment. Employees were notified on **June 9, 2020** where copies of the Plan were located, the period of review and the dates within which they may submit comments regarding the Plan.

All Affirmative Action/Equal Employment Opportunity policy statements are reviewed annually to ensure that any changes in the law, which may have occurred, are included therein. An abridged version of the policy statements on Affirmative Action/Equal Employment Opportunity, as well as policy statements on Sexual Misconduct (including sexual harassment), and Non-discrimination for Persons with Disabilities are published in the Student Handbook, Faculty Handbook, and Faculty Guidelines on Policy and Procedures for Students with Disabilities. The Affirmative Action/Equal Employment Opportunity Policy statement is published in the electronic Catalogue. In addition, the Affirmative

Action/Equal Employment Opportunity policy statement, Policy Regarding Persons with Disabilities, BOR Sexual Misconduct Policy, and the CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints as well as the University's 2019-2020 hiring, promotion, and program goals can be accessed through the website at <http://www.ccsu.edu/Diversity/>.

The President's Executive Committee was informed on affirmative action recruiting, hiring, and promotional efforts, as well as updates on affirmative action and non-discrimination law. The Affirmative Action/Equal Employment Opportunity Policy Statement and the Sexual Misconduct Policy, as well as program information and progress reports are presented to the committee yearly (**see attached agendas in the Supportive Materials section**).

The Interim Vice President of the Office of Equity & Inclusion met with the deans on a regular basis to discuss the policies, procedures and progress pertaining to affirmative action, in addition to their responsibility to aid in effectively implementing these policies. The Interim Vice President of the Office of Equity & Inclusion (OEI) will continue to meet with the Executive Committee regarding the affirmative action plan and related diversity and inclusion programs.

The Interim Vice President of the Office of Equity & Inclusion provided the human resources staff, search committees and the Promotion and Tenure Committee with a periodic update of the status of hiring and promotion goal achievement, in addition to reminding these individuals of their responsibility to make every good faith effort to achieve the hiring and promotion goals when the opportunity occurs. The Interim Vice President of OEI has begun to meet with human resources and staff to encourage them to continue to achieve affirmative action hiring goals and to diversify the faculty and staff.

Meeting with Search Committees

The Interim Vice President of the Office of Equity & Inclusion or Senior Equity & Inclusion Officer met with all search committees seeking to fill unclassified vacancies to discuss the search procedures, affirmative action goals, recruitment strategies, evaluation of candidates, and non-discriminatory interviewing. She also updated the affirmative action plan forms, instructions for search committees, and the pre-employment inquiry guidelines distributed to the search committees. The OEI staff answered numerous inquiries from the search committees throughout the year related to the search procedures. In addition, the SEIO met with the human resources staff to discuss the search procedures as well as answer any questions. In the unclassified search committees, 35% percent of the search committee members were people of color (Black, Hispanic, and Asian); 20% of search committee chairs were people of color; (56%) of search chairs were female.

During the reporting period, the Senior Equity & Inclusion Officer or Associates met with all search committees representing classified searches to discuss the search procedures, affirmative action goals, recruitment strategies, evaluation of candidates, and non-discriminatory interviewing.

New Employee Orientations

The Human Resources Office directs all new employees to the Central Connecticut State University sign up portal of the HR website. This website is dedicated to providing new employees information regarding the university including: The University Mission Statement, Statement on Affirmative Action/Equal Employment Opportunity, Sexual Harassment Policy, Health and Life Insurance, as well as personnel policies relating to compensation, attendance, and career mobility. This website is regularly updated to reflect changes in policies and procedures.

During the reporting period, OEI provided all new employees copies of the Affirmative Action/Equal Employment Policy Statement, Central Connecticut State University (CCSU) Sexual Harassment Policy, the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment

Complaints, and the information on students with disabilities services. OEI has been handling these responsibilities and continues to provide copies of the AA/EEO policies to new employees.

The Interim Vice President of the Office of Equity & Inclusion or designee presented the Affirmative Action/Equal Employment Opportunity Policy Statement, CCSU’s Nondiscrimination in Education and Employment Policy and the BOR/CSCU Policy on Sexual Misconduct (including sexual harassment), and the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Employee (non-faculty) Orientation and copies of these policies were distributed to the new classified and unclassified employees.

The Interim Vice President of the Office of Equity & Inclusion or designee also presented the Affirmative Action/Equal Employment Opportunity Policy Statement, CCSU’s Nondiscrimination in Education and Employment Policy and the BOR/CSCU Policy on Sexual Misconduct (including sexual harassment), and the CCSU Procedures and Timetables for Processing of Internal Discrimination and Sexual Harassment Complaints at the New Faculty Orientation and copies of these policies were distributed to the newly hired faculty members. The Interim Vice President of the Office of Equity & Inclusion met with the new faculty and staff at the beginning of the Fall 2019 semester to provide them with her introduction and the changes she and President Toro want to see in the areas of Equity and Inclusion and she also provided them with policies and her contact number.

The Office of Marketing & Communications includes articles and pictures related to the activities and accomplishments in University publications as well as in the media of underrepresented group members who are part of the University community. This office publishes articles featuring Affirmative Action/Equal Employment Opportunity and Diversity programs, reports and promotions of minority group members. Such publications include *CCSU Courier*, *Central Focus*, and *The Recorder*.

Cultural Programming and Professional Development

Diversity and Cultural Programming

A variety of University Offices, academic programs, and campus organizations, including Office of Vice President and Provost, Student Affairs, Veteran Services, Office of Student Conduct, Office of Associate Vice President of Academic Affairs, School of Arts and Sciences, Office of Equity & Inclusion, Center for International Education, Center for Africana Studies, Office of Victim Advocacy, Center for the Caribbean and Latin American Studies, East Asian Study Center, Ruth Boyea Women’s Center, Committee for the Concerns of Women, Latin American Association, Latin American Student Organization, Black Student Union, PRIDE, Mosaic Center Committee, African American Studies Program, LGBT Center Advisory Board, Polish Studies Program, Women’s Studies Program, Italian Club, International Relations Club, and the History Department, have sponsored programs related to diversity during this reporting period.

Ruth Boyea Women’s Center

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| <p>Women’s Center- Telling HerStory Series: A monthly series featuring stories from faculty and about their journeys through life. Featured Speakers: Ms. Keron Sorrento, Ms. Cheryl Fox, Dr. Elizabeth Merenstein, Dr. Aimee Pozorski, Ms. Erin Kenney and Ms. Inez Bonilla</p> | <p>Women’s Center- Women of Color White Ribbon Graduation Ceremony: An annual event celebrating the academic accomplishments of our graduating female students of color.</p> |
| <p>Women’s Center Latina Talks: Conversations with prominent Latinas with in the State that fosters and promotes dialogue for Latina success. Fall Speaker: Dr. Leslie Torres-Rodriguez</p> | |

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| Spring Speaker: Ms. Marilyn Alverio | |
| Women’s Center- Women of Color Luncheon Fall Keynote Speaker- Representative Robyn Porter Spring Keynote Speaker- Dr. Sheryl Best | |
| Women’s Center- United Sisters Support Group Women’s Center-Latina Leadership Professional and Person Development Support Group Two weekly support groups with the goal of assisting young women of color navigate the college environment | |
| Women’s Center- Domestic Violence Awareness Month: The Walk of No Shame: A campus speak out event that addresses rape culture within college campuses and promotes the eradication of a victim blaming community. Keynote Speaker: Fiyabomb Silent Witness Exhibit: The Exhibit is a visual representation consisting of life-sized, red laminated silhouettes of the women, men and children murdered in acts of domestic violence during a specific period of time within each state, county or city. | |
| Women’s Center- Sexual Assault Awareness Month: Take Back the Night: International event with the mission of ending sexual, relationship, and domestic violence in all forms. Keynote Speaker: Ms. Amy Oestreicher White Ribbon Campaign: An International men’s campaign aimed to ending men’s violence against women. I Don’t Owe You Campaign: A campaign recognizing, naming, and addressing the issues entitlement, consent, and rape culture | |

LGBT Center

TRAININGS & EDUCATION

July 2019

Resident Life/Resident Assistants Safezone Training 30 participants

To reduce the feeling of isolation and fear of discrimination and/or harassment for LGBT people within the CCSU community, and to provide resources at CCSU for this community.

Learning Center Safezone Training 20 participants

To reduce the feeling of isolation and fear of discrimination and/or harassment for LGBT people within the CCSU community, and to provide resources at CCSU for this community.

Educational Opportunity Program (EOP) Safezone Training 25 participants

To reduce the feeling of isolation and fear of discrimination and/or harassment for LGBT people within the CCSU community, and to provide resources at CCSU for this community.

September 2019

CCSU Softball Team Safezone Training 10 participants

To reduce the feeling of isolation and fear of discrimination and/or harassment for LGBT people within the CCSU community, and to provide resources at CCSU for this community.

Social Work Conference Safezone Training 20 participants

To reduce the feeling of isolation and fear of discrimination and/or harassment for LGBT people within the CCSU community, and to provide resources at CCSU for this community.

October 2019

Educational Leadership, Lecture and Discussion 30 participants

To explain CCSU policies on LGBT concerns and discuss teaching approaches to LGBT students and curriculum.

Instructional Technology (class of Dr. Olusegan Sogunro) 12 participants

To discuss the changing needs and demographics of LGBT students.

February 2020

Pronoun Etiquette Campaign 20 participants

Public awareness event to bring attention to the need for accurate pronouns.

The Learning Center Safezone Training & Discussion 20 participants

To reduce the feeling of isolation and fear of discrimination and/or harassment for LGBT people within the CCSU community, and to provide resources at CCSU for this community, and to discuss ways educators can help in these goals.

April 2020

Online Safezone Trainings for students 20 participants

To reduce the feeling of isolation and fear of discrimination and/or harassment for LGBT people within the CCSU community, and to provide resources at CCSU for this community. *(Due to COVID, these sessions were held online.)*

LECTURES, FORUMS & SEMINARS

October 9, 2019

History of the CT Trans Movement

30 participants

Jerimarie Liesegang, founder of CT Trans Advocacy.

December 4, 2019

World AIDS Forum: State of HIV Today

25 participants

Four local HIV activists and healthcare providers, moderated by student Pat Bingham. Particular attention was paid to HIV and youth of color.

February 13, 2020

Intersections of Race & LGBTQ+ Liberation

25 participants

“Race, Blackness, and Queer Identity.” Local activist Tenaya Taylor; small group workshops.

February 18, 2020

HIV and AIDS Education for Youth

UConn Health Center HIV & Youth coordinator Nilda Fernandez and two colleagues; particular discussion of transmission rates among youth of color.

March 5, 2020

History of CT LGBT Activism

Local activists Shawn Lang and Steve Gavron.

March 10, 2020

Living and Thriving with HIV (online due to Covid 19)

Local activist Alice Ferguson discussed the experience of black women and AIDS.

CCSU LGBT Center Resources in Response to Covid-19 Pandemic

Spring and Summer 2020

Virtual LGBT Center Lobby

This can be accessed 24 hours a day and will be moderated by our LGBT Center student and professional staff on a Discord server. This is open to both currently enrolled and prospective students, who are looking for community during these difficult times.

Those who would like access can receive the link by emailing us at lgbt@ccsu.edu

LGBTQIA+ Weekly Discussion Group

This is for any student, faculty, or staff member in need. This will be run through a Discord server on Thursday's at 3:00 pm.

For access, email lgbt@ccsu.edu

LGBTQ+ Support Group Listening without Prejudice.

Victoria Ginter from Counselling and Wellness will be virtually continuing the LGBTQ Support Group on Wednesdays from 3:00 pm-4:00 pm. This is a confidential space for LGBTQ+ students to receive support.

For more information, she can be contacted at vginter@ccsu.edu

Virtual LGBT Center Office Hours

For those in need of resources, referrals, support, or would like to speak to someone one-n-one, we offer virtual LGBT Center office hours on WebEx.

Anyone from CCSU can access this service through <https://ccsu.webex.com/meet/ccsulgbtcenter>

We will be available Monday's from 12:00 pm- 2:00 pm, Tuesday's 9:00 am- 12:00 pm, Wednesdays 1:00 pm- 3:00 pm, Thursday's 9:00 am- 12:00 pm and Friday's 9:00 am- 5:00 pm.

The Director or UA can be available outside of these hours through appointment. Email n.c.mccarter@ccsu.edu or williammann@ccsu.edu to schedule a meeting.

RALLY AND WORKSHOP AT STATE CAPITOL

June 26, 2020

100 participants

With the recent injustices that have occurred in our country in the last few months, Pride and the LGBT Center created an event to show support and community in a goal to dismantle oppressive systems that have impacted people of color and LGBTQ+ individuals.

This demonstration included workshop on intersectionality led by LGBT Center students, as well as queer POC speakers sharing their stories.

Below is a sample of jointly sponsored events by the Office of Equity and Inclusion one or more of CCSU's social organizations or departments: (For a more complete list of all cultural/diversity/equity events, see attachment detailing events offered during August 1, 2019 to July 31, 2020.) These programs included but were not limited to:

Red Flag Campaign

In the fall semester, the Office of Victim Advocacy leads the Red Flag Campaign, a national campaign dedicated to raising awareness about healthy and unhealthy relationships. In Fall 2019, thirteen students were selected to work, volunteer, and/or intern in the Office of Victim Advocacy to assist with this campaign. Students participated in a training session about dating violence, healthy relationships, and violence prevention, and then worked together to plan the semester-long campaign with the guidance of the victim advocate.

The Red Flag Campaign consisted of six main components: Red flag placement; information tables; presentations; a poster campaign; social media; and a campus-wide event.

- *Red flag placement:* The Red Flag Campaign includes a visual element of placing physical red flags in locations on campus to bring awareness to the campaign. Over 100 individual flags were placed in high traffic areas on the CCSU campus, including along walkways around the Student Center and around Vance Lawn. In addition, lawn signs were placed near the flags with the message “Blue Devils say something when they see a relationship red flag” and the Office of Victim Advocacy social media accounts. The goal of the lawn signs was to provide more information about the campaign and the meaning of the flags for people who saw them.
- *Information tables:* The campaign hosted information tables in the Student Center during the semester to provide information about healthy relationships and victim advocacy. Information tables typically included an activity such as trivia to engage students who visited the table. During the Fall 2019 semester, the campaign hosted six information tables in the Student Center and two additional tables at other campus events. Number of student contacts: 150 (approx.)
- *Classroom presentations:* Student staff worked with the victim advocate to develop a 15-minute classroom presentation about the Red Flag Campaign and healthy relationships. In an email sent to the entire campus community, faculty members were encouraged to invite the victim advocate and a student staff member to their class to give a presentation about the campaign. During the Fall 2019 semester, the Office of Victim Advocacy conducted 13 classroom presentations. Number of student contacts: 260 (approx.)
- *Residence Hall presentations:* Resident Assistants in campus residence halls contacted the Office of Victim Advocacy to provide programs for on-campus residents. As part of the Red Flag Campaign, the Office of Victim Advocacy led an activity called “Build Your Perfect Partner,” an interactive activity that led to a discussion about healthy and unhealthy relationships. This program was offered in two residence halls in the Fall 2019 semester and for a campus organization in Spring 2020.
- *Poster campaign:* The Red Flag Campaign provides posters for campuses utilizing the campaign. These posters depict information about unhealthy relationship “red flags.” Posters were distributed around the CCSU campus.
- *Social media:* The Office of Victim Advocacy used Instagram and Facebook to share information about the Red Flag Campaign, including photos of the flags, posters, and information tables, as well as graphics with information about healthy relationships.
- *Campus event:* In October, the Office of Victim Advocacy hosted “Red Flag Campaign Day,” an event planned by the student staff in the office. Red Flag Campaign Day involved having two tables in the Student Center. Students who visited the table answered trivia questions, contributed to a group banner depicting healthy relationship qualities, and learned about the Office of Victim Advocacy. Participants received a Red Flag Campaign t-shirt after engaging with the activities. Number of student contacts: 200 (approx.)

Stand Up CCSU Campaign

Every Spring semester, The Office of Victim Advocacy runs Stand Up CCSU, a student-led violence prevention campaign that focuses on the prevention of sexual assault, intimate partner violence and stalking through bystander intervention. In Fall 2019, recruitment began for the Spring 2020 Stand Up CCSU Community Organizer program. After an application and interview process, nine students were elected to be a part of the program in addition to seven student workers already working in the Office of Victim Advocacy.

At the start of the semester, the student organizers participated in two training sessions on sexual and interpersonal violence and prevention strategies. This training was primarily facilitated by the CCSU victim advocate and included a conversation with the Campus Advocate from the YWCA New Britain Sexual Assault Crisis Service. At the conclusion of these trainings, the students developed a plan for the semester's programming initiatives. Students had weekly office hours in the Office of Victim Advocacy, during which time they worked together to plan and implement educational opportunities for the campaign. In addition, students participated in regular team meetings to ensure all students were actively engaged in the campaign planning.

The Stand Up CCSU campaign consisted of five main components: Information tables; classroom presentations; a poster campaign; social media; and a campus-wide event.

- *Information Tables:* Organizers regularly tabled in the Student Center. They provided resources on advocacy as well as bystander intervention. Information tables typically included an activity such as trivia to engage students who visited the table. During the Spring 2020 semester, Stand Up CCSU held five information tables in the Student Center. More were scheduled, however were canceled due to the campus shutdown in response to COVID-19. Number of student contacts: 100 (approx.)
- *Classroom Presentations:* Organizers worked with the victim advocate to develop a 15-minute classroom presentation about the Stand Up CCSU campaign and bystander intervention. In an email sent to the entire campus community, faculty members were encouraged to invite the victim advocate and a Stand Up CCSU student organizer to their class to give a presentation about the campaign. After the COVID-19 shutdown, the victim advocate continued to offer classroom presentations virtually, including a recorded session that professors could share with their students for asynchronous learning. Number of student contacts: 80 (approx.)
- *Poster Campaign:* Community organizers developed a poster campaign with messages about victim advocacy and violence prevention. They created eight unique posters that were posted to the Office of Victim Advocacy social media accounts. Because of the COVID-19 shutdown, physical copies of the posters were not printed and distributed on campus.
- *Social Media:* Photos, events, poster campaign promotion and links were shared on an on-going basis on Facebook, Twitter and Instagram. In place of a campus-wide event, organizers contributed to a video that was shared on social media with messages about how they stand up against violence. This video was shared on "Stand Up Day," the day that the campaign would typically host an on-campus event to educate students about bystander intervention. On Denim Day, an international day against victim blaming, organizers contributed photos wearing denim and sharing information about victim blaming. In addition, organizers participated in the "30 Days of Sexual Assault Awareness Month" during April and created posts to highlight sexual assault awareness month.
- *Stand Up Day:* Organizers planned a campus-wide event to be held in April called Stand Up Day. This event would include other campus departments and community resources to share information about sexual assault, victim advocacy, and bystander intervention. Due to the COVID-19 campus

shutdown, this event was canceled. In place of an in-person event, organizers created video messages about standing up against violence that were posted to the Stand Up CCSU social media accounts.

Diversity Training Sessions

During this reporting period, four (4) sessions were conducted serving 425 employees. Every diversity training includes the following: protected definitions; policies and laws; ADA accommodations; hate crimes; internal complaint procedures; external complaint agencies, and role plays and scenario-based activities including the topic area.

| Date | Topic Area | Number of Participants |
|---|------------------------------------|------------------------|
| 2/5/20 | Diversity Training for CCSU Police | 10 |
| 2/12/20 | Diversity Training for CCSU Police | 8 |
| 5/26/20 and 6/5/20 | Diversity Training | 407 |
| | TOTAL | 425 |
| Attendance for the 5/26/20 and 6/5/20 sessions was collected using the same online form so it is reported as a combined number. | | |

At new faculty orientation, new faculty members were provided with information on sexual harassment, nondiscrimination, ADA, and sexual misconduct policies, and complaint procedure.

During the reporting period, at new faculty orientation, a designee from the Office of Equity & Inclusion provided information on sexual harassment, nondiscrimination, ADA, and sexual misconduct policies, and complaint procedure. During the Fall 2019, Interim Vice President of Equity & Inclusion met with new faculty members and provided information on the Office of Equity & Inclusion.

Title IX and Sexual Harassment Prevention Training

Title IX training has now been required for all full- and part-time employees including student employees and interns. This training has replaced the sexual harassment prevention training as a primary component of this training is sexual harassment prevention, including but not limited to, definitions, policies, laws, and scenarios.

This training was conducted by the ODE staff during the reporting period. The newly formed OEI staff will continue to conduct this training for staff and faculty members in the next reporting period. The in-person sessions typically are **3-hours** in duration and focus on sexual harassment, gender discrimination, sexual assault, interpersonal violence and stalking. This training is also offered through an online program. While the law requires that all supervisory employees receive Sexual Harassment Prevention, CCSU had mandated that all employees complete sexual harassment prevention training either through an in-person session or via the online program up until 2014. In 2014, the BOR/CSCU required that all employees receive Title IX (including sexual harassment prevention) training on an annual basis. In the Title IX training (full and refresher) attendees are informed of the policies, definitions including hostile

environment and quid pro quo and scenarios. This on-going/annual mandate continues to enhance our campus' effectiveness in ensuring we are a campus free from workplace and educational discrimination.

Sexual Harassment Prevention Training for Supervisors is made available through in-person sessions for all supervisory employees who have not completed the three-hour in-person Title IX session. Such training conforms with the requirements of Connecticut General Statutes, Section 46a-54(15) (B).

Title IX/Sexual Harassment Sessions

During this reporting period, the Interim Vice President of Equity & Inclusion or designee resumed meeting the requirements of Connecticut General Statutes § 46a-54(15) (B) by providing Title IX (sexual harassment prevention) training for newly hired supervisory employees. Such training is delivered by a variety of presenters and venues, such as the CCSU Office of Victim Advocacy, OEI Staff and faculty with expertise in conformance with the requirements of Connecticut General Statutes, Section 46a-54(15)(B). CCSU developed and implemented a Title IX training which includes sexual harassment, sexual violence, and stalking and intimate partner violence to the campus. A copy of the training session outline (via PowerPoint presentation) used during the sexual harassment (Title IX) training sessions is included within the "Supportive Material" subsection which follows this portion of the "Internal Communications" section.

The Residence Life Department requires that all Residence Assistants (RAs) attend a two-hour diversity training program every semester. Additionally, the RAs received Title IX (sexual assault and sexual harassment prevention) training by Joanna Flannigan, CCSU's Victim Advocate.

The designee from the Office of Equity & Inclusion will continue to schedule in-person Title IX, sexual harassment, and diversity training for all new employees as needed and will continue to report the scheduled sessions in CCSU's annual filings.

| Date | Topic Area | Number of Participants |
|----------|---|------------------------|
| | Sexual Harassment Prevention Training for CCSU Police | No sessions held |
| | Sexual Harassment Prevention Training for Supervisors | No sessions held |
| | Sexual Harassment Prevention TOTAL | 0 |
| 8/16/19 | Title IX Initial | 38 |
| 8/23/19 | Title IX Initial | 22 |
| 10/25/19 | Title IX Initial | 11 |
| 11/1/19 | Title IX Initial | 30 |
| 11/5/19 | Title IX Initial | 9 |
| 11/22/19 | Title IX Initial | 3 |
| 12/4/19 | Title IX Initial | 12 |
| 1/9/20 | Title IX Initial | 6 |
| 1/14/20 | Title IX Initial | 4 |
| 2/18/20 | Title IX Initial | 10 |
| 3/26/20 | Title IX Initial | 11 |

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| 4/6/20 | Title IX Initial | 9 | * |
| 4/22/20 | Title IX Initial | 14 | * |
| 5/28/20 | Title IX Initial | 9 | * |
| 6/1/20 | Title IX Initial | 3 | * |
| 6/10/20 | Title IX Initial | 2 | * |
| 6/18/20 | Title IX Initial | 6 | * |
| 6/30/20 | Title IX Initial | 20 | * |
| 8/20/19 | Title IX Refresher | 81 | |
| 11/12/19 | Title IX Refresher | 39 | |
| 11/20/19 | Title IX Refresher | 55 | |
| 11/21/19 | Title IX Refresher | 14 | |
| 11/22/19 | Title IX Refresher | 3 | |
| 12/3/19 | Title IX Refresher | 33 | |
| 1/23/20 | Title IX Refresher | 8 | |
| 2/11/20 | Title IX Refresher | 6 | |
| 2/26/20 | Title IX Refresher | 11 | |
| 3/6/20 | Title IX Refresher | 10 | |
| 3/24/20 | Title IX Refresher | 7 | * |
| 3/31/20 | Title IX Refresher | 6 | * |
| 4/7/20 | Title IX Refresher | 8 | * |
| 5/27/20 | Title IX Refresher | 38 | * |
| 6/12/20 | Title IX Refresher | 21 | * |
| 6/15/20 | Title IX Refresher | 13 | * |
| 6/23/20 | Title IX Refresher | 17 | * |
| 6/29/20 | Title IX Refresher | 8 | * |
| | Title IX Initial TOTAL | 219 | |
| | On-line Training TOTAL | 478 | |
| | Title IX Refresher Training TOTAL | 378 | |
| | TOTAL Title IX and Sexual Harassment Prevention STAFF TRAINING | 1075 | |

An additional Title IX Refresher scheduled for 12/17/19 was cancelled due to a University closing for inclement weather.

An additional Title IX Refresher scheduled for 4/13/20 was cancelled due to low registration.

* Denotes sessions that were held via live WebEx video conference.

On-line Training

The University utilizes several different on-line training modules. All faculty and staff have access to an on-line Title IX training, which can be taken annually. Throughout the 2019/2020 academic year, two-hundred and ten (210) employees took Title IX training on-line. Each spring students classified as seniors or graduate students are also required to complete a training focused on sexual misconduct. Both courses are interactive and contain many challenging and interesting real-life workplace situations. Incoming students are required to complete a different online program (Sexual Violence Prevention Program) on Title IX (including sexual harassment and sexual violence issues). One Thousand and forty-two (1042) students took the on-line training.

OTHER INTERNAL COMMUNICATIONS:

Campaigns, University website, Job postings including EEO statement, posters including EEO statement, Sexual Harassment Posters: In almost every building, the University's poster regarding sexual harassment are placed in acrylic holders. Along with each poster, we place information cards for people to take with them. We continually fill these on a monthly basis. See supportive materials for copy of poster and cards.

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, June 9, 2020 4:49 PM
To: Administrative Departments; Academic Departments
Subject: Affirmative Action Plan annual notice

Dear Central family,

The Office of Equity and Inclusion (OEI) invites all employees to read and review CCSU's Affirmative Action Plan. OEI is the office designated with the responsibility and authority to administer and monitor our affirmative action program.

Copies are available on-line at <http://www.ccsu.edu/diversity/affirmativeAction.html> or in the Office of Equity & Inclusion, Davidson Hall, Room 119.

Please note that due to COVID-19, the date for employees to submit comments for inclusion in the University's submission of its 2020 Affirmative Action Plan, has been extended to August 31, 2020.

For information relating to the University's policy on affirmative action, please visit the department's web page at <http://www.ccsu.edu/Diversity/>. You will also find other resources including the following:

[Affirmative Action/Equal Opportunity Policy Statement](#)

[Nondiscrimination in Education and Employment Policy](#)

[BOR Sexual Misconduct Policy](#)

[ADA Policy](#)

[CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints](#)

The signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Equity & Inclusion, located in Davidson Hall, Room 119. Should you have any questions, please feel free to contact the office at 860-832-1652.

Thank you,

Nancy "Rusty" Barcelo
Interim Vice President of Equity and Inclusion
barcelo.n@ccsu.edu

Matterazzo, Susan (PresOffice)

From: NewsCentral <NewsCentral@ccsu.edu>
Sent: Tuesday, September 10, 2019 2:29 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: News Central Weekly - Let the games begin!

NewsCentral



Welcome to News Central Weekly! To cut back on the number of campus announcements you receive, News Central Weekly will highlight some stories and events of interest and remind you to visit www.ccsu.edu/news for more great stories about Central. And don't forget to check out [Central Pipeline](#) for a full list of campus events and announcements. Care to share some good news? Contact us at NewsCentral@ccsu.edu.

ESports opening featured on four TV stations

The grand opening of our new ESports Center drew hundreds of students, faculty, and staff, as well as several members of the press, to Memorial Hall on Sept. 6. Check out Fox 61's coverage of the big day [here](#). See more news coverage of the university at [News Central](#).



Cheer on the Blue Devils this fall

Director of Athletics Brian Barrio recently released the fall home game schedule and a call for some school spirit to the Central Family.

“I know that many of you frequently attend our games, matches, and meets ... and our student-athletes and coaches appreciate your support. For those who may not have attended many athletics events in the past, I urge you to consider making the time this year,” Barrio wrote.

“We are continually working to find as many ways as possible to connect Athletics with other areas on campus to help bring faculty, staff, and students together here at CCSU,” he added.

Follow Director Barrio on Twitter [here](#). Click [here](#) for more on fall sports at CCSU.

CCSU HOME EVENTS FALL 2019

#GOBLUEDEVILS

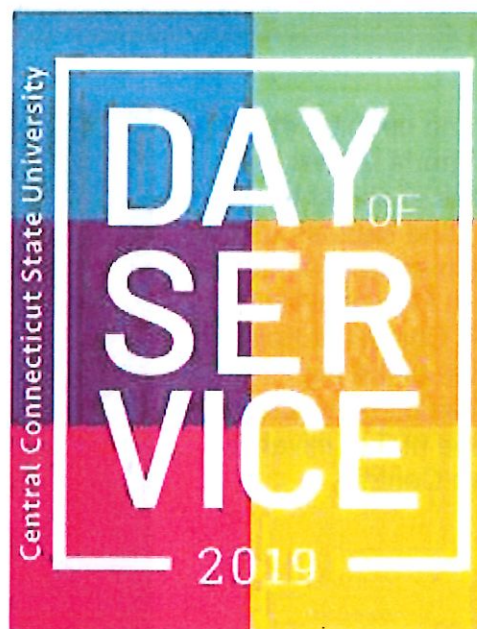
| WOMEN'S SOCCER | | | | VOLLEYBALL | | | |
|-------------------|--------|-----------------------|----------|-------------------------------|--------|-----------------------|----------|
| CCSU SOCCER FIELD | | | | OSTRICH GYMNASIUM | | | |
| DAY | DATE | OPPONENT | TIME | DAY | DATE | OPPONENT | TIME |
| Mon | Aug 26 | MAINE | 7:00 PM | Fri | Sep 13 | SAINT PETER'S | 4:00 PM |
| Thu | Aug 29 | CONNECTICUT | 7:00 PM | Sat | Sep 14 | BUCKNELL | 4:00 PM |
| Thu | Sep 5 | UIOIA | 7:00 PM | | | RHODE ISLAND | 6:30 PM |
| Sat | Oct 5 | ST. FRANCIS BROOKLYN* | 8:00 PM | Fri | Sep 27 | LIU* | 7:00 PM |
| Fri | Oct 11 | WAGNER* | 7:00 PM | Sat | Sep 28 | FARGUEH ENGLISHON* | 5:00 PM |
| Fri | Oct 18 | LIU* | 6:00 PM | Sat | Oct 5 | ST. FRANCIS BROOKLYN* | 5:00 PM |
| Fri | Oct 25 | ROBERT MORRIS* | 12:00 PM | Fri | Oct 18 | ROBERT MORRIS* | 7:00 PM |
| Sun | Oct 27 | SAINT FRANCIS U* | 2:00 PM | Sat | Oct 19 | SAINT FRANCIS U* | 5:00 PM |
| | | | | Fri | Nov 1 | MERRIMACK* | 7:00 PM |
| | | | | Wed | Nov 13 | SACRED HEART* | 7:00 PM |
| | | | | Fri | Nov 15 | BRYANT* | 7:00 PM |
| FOOTBALL | | | | MEN'S & WOMEN'S CROSS COUNTRY | | | |
| ARUTE FIELD | | | | STANLEY QUARTER TOWN | | | |
| DAY | DATE | OPPONENT | TIME | DAY | DATE | OPPONENT | TIME |
| Sat | Sep 7 | MERRIMACK | 6:00 PM | Sat | Sep 28 | Ted Owen Invitational | 11:00 AM |
| Sat | Oct 19 | BRYANT* | 1:00 PM | Fri | Oct 25 | CCSU Mini Meet | 5:30 PM |
| Sat | Oct 26 | LIU* | 12:00 PM | Sat | Nov 2 | NAC Championships | 11:00 AM |
| Sat | Nov 9 | SAINT FRANCIS U* | 12:00 PM | | | | |
| Sat | Nov 16 | ROBERT MORRIS* | 12:00 PM | | | | |
| MEN'S SOCCER | | | | | | | |
| CCSU SOCCER FIELD | | | | | | | |
| DAY | DATE | OPPONENT | TIME | | | | |
| Sat | Sep 14 | MASSACHUSETTS | 6:00 PM | | | | |
| Tue | Sep 17 | RHODE ISLAND | 6:00 PM | | | | |
| Fri | Sep 20 | QUINNIPIAC | 6:00 PM | | | | |
| Tue | Sep 24 | WARTFORD | 6:00 PM | | | | |
| Fri | Sep 27 | ST. FRANCIS BROOKLYN* | 6:00 PM | | | | |
| Tue | Oct 1 | YALE | 6:00 PM | | | | |
| Sun | Oct 6 | ROBERT MORRIS* | 11:00 AM | | | | |
| Fri | Oct 18 | SAINT FRANCIS U* | 3:00 PM | | | | |
| Fri | Oct 25 | LIU* | 6:00 PM | | | | |
| Fri | Nov 1 | MERRIMACK* | 6:00 PM | | | | |



Sign up for CCSU's Days of Service

The CCSU Office of Community Engagement invites the Central Family to participate in its annual Days of Service event on Friday and Saturday, Sept. 27 and 28. Volunteer in schools, participate in community beautification projects, and learn more about nonprofit organizations in New Britain. For more information, click [here](#) or [contact](#) the Office of Community Engagement.

View a list of more upcoming events on campus in the [Pipeline calendar](#).



Mark your calendars

Thursday, Sept. 12: President's annual Opening Meeting; 3 - 5 p.m., Alumni Hall. President Toro's remarks and presentation of the Distinguished Service Award will be followed by a reception.

Wednesday, Sept. 18: Blue Devil Dinner Downtown; 4 - 7 p.m., Central Park, New Britain. More details to follow!

View more events on [Pipeline](#).

www.ccsu.edu/news
NewsCentral@ccsu.edu



Created in  publicate

Matterazzo, Susan (PresOffice)

From: NewsCentral <NewsCentral@ccsu.edu>
Sent: Tuesday, September 24, 2019 1:41 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: News Central Weekly - Let the fall festivities begin!

NewsCentral



Welcome to News Central Weekly! To cut back on the number of campus announcements you receive, News Central Weekly will highlight some stories and events of interest and remind you to visit www.ccsu.edu/news for more great stories about Central. And don't forget to check out [Central Pipeline](#) for a full list of campus events and announcements. Care to share some good news? Contact us at NewsCentral@ccsu.edu.

All hands on deck for Day of Service

CCSU's Day of Service weekend kicks off on Friday. The University, in partnership with the Ana Grace Project at CCSU, invites the campus community to participate and volunteer at various sites in New Britain on Friday and Saturday, Sept. 27 and 28. Transportation will be provided.

Volunteer opportunities include reading sessions at local elementary schools; community beautification projects; and support at the Down Syndrome Association's CT Buddy Walk. CCSU's Habitat for Humanity Chapter also has organized an on-campus homelessness awareness event. The weekend will culminate with a Food Truck Festival on Saturday at 12:30 p.m.



[Click here](#) to view Day of Service volunteer

opportunities; click on the activity title to register.

Register for the third annual Rainbow Breakfast

CCSU will present its third annual Rainbow Breakfast on Friday, Oct. 11, from 9:30 to 11 a.m. in Alumni Hall. Breakfast will be served starting at 9 a.m. This event will recognize the efforts of the LGBTQ community and allies who advocate for safe and inclusive communities.

This event is free, but registration is required. To register, [click here](#). For additional information, contact Richard Kirby at rkirby@ccsu.edu.

View more upcoming events on [Pipeline](#).



EIT Committee seeks nominations from students

The Excellence in Teaching Award Committee is seeking nominations from students for the 2019-2020 EIT Award. Awards will be presented to one full-time and one part-time faculty member. Excellence in Teaching awards recognize faculty who inspire and engage students in dynamic and creative ways. Candidates also must work effectively in the classroom and in the larger CCSU community and demonstrate an ongoing commitment to growth as an educator.

To submit a nomination, [click here](#). Students who are unable to submit via this link, should contact the IT Help Desk at techsupport@ccsu.edu. Nominations must be received by Friday, Oct. 11.

View more recent news at [News Central](#).

Mark your calendars

Thursday, Sept. 26: Adriano George and the Groove Brotherhood in concert. Two performances of Afro-Brazilian jazz at 10 a.m. at Welte Auditorium and 7:30 p.m. at Alumni Hall. For more information, contact Dr. Carlotta Parr at parrc@ccsu.edu.

Friday, Sept. 27: Inaugural Hu-ey Awards; 5:30 p.m., Burritt Library, first floor. Join the Friends of the Elihu Burritt Library for their first-ever reception and awards ceremony for long-time donors and supporters. This event is free but registration is required. For details and to register, [click here](#).

Saturday, Oct. 5: Connecticut Literary Festival; 10 a.m. - 6 p.m., Real Art Ways, Hartford. Featuring CCSU faculty and dozens of writers and publishers from Connecticut. Read more about the event [here](#).

View more events on [Pipeline](#).

www.ccsu.edu/news
NewsCentral@ccsu.edu



Created in  publicate

Matterazzo, Susan (PresOffice)

From: NewsCentral <NewsCentral@ccsu.edu>
Sent: Tuesday, October 1, 2019 3:28 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: News Central Weekly - Heading into Homecoming 2019

NewsCentral



Welcome to News Central Weekly! To cut back on the number of campus announcements you receive, News Central Weekly will highlight some stories and events of interest and remind you to visit www.ccsu.edu/news for more great stories about Central. And don't forget to check out [Central Pipeline](#) for a full list of campus events and announcements. Care to share some good news? Contact us at NewsCentral@ccsu.edu.

Dr. Toro inducted into IHHF

The Connecticut Immigrant Heritage Hall of Fame inducted President Toro into its 2019 class at its seventh annual induction ceremony on Sept. 26. Joining Dr. Toro in the 2019 class are Rabbi Philip Lazowski, Dr. Henry C. Lee, and Lucian Pawlak, former mayor of New Britain.

Read the Herald's coverage of the event [here](#). See more news stories about the university at [News Central](#).

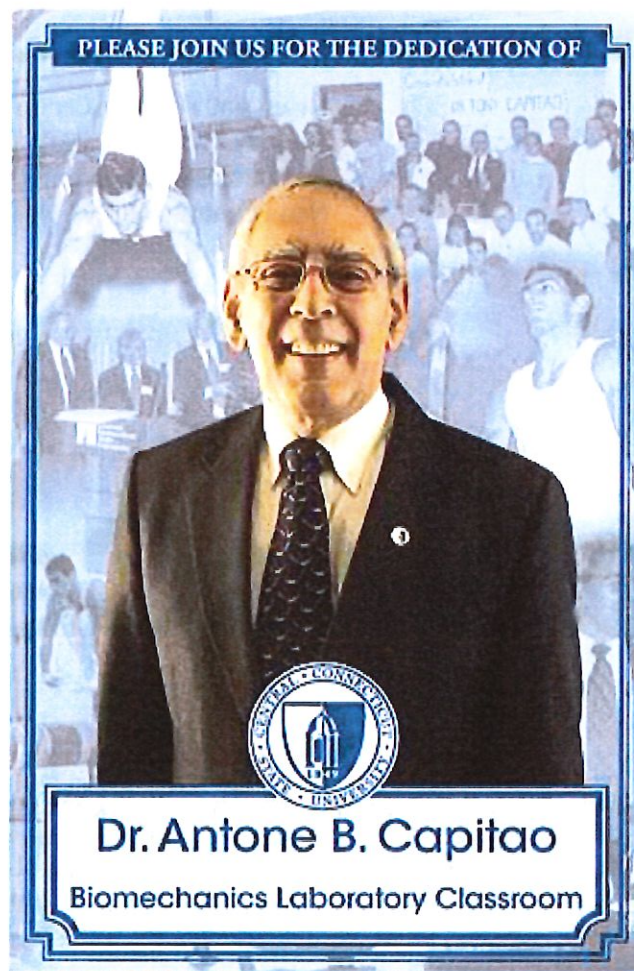


Biomechanics lab to honor Dr. Antone Capitao

CCSU will host a dedication ceremony for the new Dr. Antone B. Capitaio Biomechanics Laboratory Classroom on Thursday from 4 to 6 p.m. at Kaiser Hall, Room 27 (lower level). Light hors d'oeuvres will be served. [Register here.](#)

Dr. Capitaio is a professor emeritus of Physical Education and Human Performance and served on the CCSU faculty from 1971 until his retirement in 2014.

For more information, contact Mary Beth Papallo at (860) 832-3513 or mpapallo@ccsu.edu.



All welcome to contribute to Remembrance Quilt

CCSU, in partnership with Connecticut Clearinghouse/Wheeler Clinic, will host a Remembrance Quilt square-making event on **Thursday, Oct. 10**, in recognition of National Substance Abuse Prevention Month. All are welcome to drop by the Willard-DiLoreto atrium from noon to 3 p.m. and create quilt squares in honor of loved ones lost to addiction. You may also register [here](#). No sewing or quilting experience is required; art supplies will be provided, but participants are welcome to bring photos of loved ones to scan and print on the squares.

Completed quilts will be displayed across the state to help raise awareness about addiction and the resources available to promote recovery. For more information, contact Dr. Reginald Holt at rwholt@ccsu.edu or Dr. Jonathan Pohl at pohlj@ccsu.edu.

Don't forget: EIT committee seeking feedback from students

The Excellence in Teaching Award Committee is seeking nominations from students for the 2019-2020 EIT awards. Awards will be presented to one full-time and one part-time faculty member. Excellence in Teaching awards recognize faculty who inspire and engage students in dynamic and creative ways.

To submit a nomination, [click here](#) and sign in with your BlueNet account credentials. Nominations must be received by Friday, Oct. 11.

Mark your calendars

Saturday, Oct. 5: Graduate Studies Open House; 11 a.m. - 1 p.m., Alumni Hall. Meet with faculty and learn more about the graduate programs available at CCSU. Workshops will cover the application process; finances; and next steps in advancing your career and enriching your mind. For more information, call (860) 832-2350 or visit www.ccsu.edu/grad. Register for the open house [here](#).

Saturday, Oct. 5: Connecticut Literary Festival; 10 a.m. - 6 p.m., Real Art Ways, Hartford. Featuring CCSU faculty and dozens of writers and publishers from Connecticut. Read more about the event [here](#).

Friday, Oct. 11: Third annual Rainbow Breakfast; 9 - 11 a.m., Alumni Hall. This event will recognize the efforts of the LGBTQ community and allies who advocate for safe and inclusive communities. This event is free, but registration is required. To register, click [here](#).

Wednesday, Oct. 14: Ebenezer D. Bassett Humanitarian Award Ceremony; reception at 6 p.m., ceremony starts at 7 p.m., Founders Hall. CCSU and the Ebenezer D. Bassett Memorialization Committee will honor six individuals at the annual Ebenezer D. Bassett Humanitarian Award Ceremony. All are welcome to attend. For more information and to RSVP, [click here](#).

Thursday, Oct. 17: Homecoming Community Cookout; 6 - 8 p.m.; Davidson Parking Lot. Get an early start on Homecoming 2019 at the inaugural community picnic with our neighbors in New Britain. For more information about homecoming weekend, **Friday and Saturday, Oct. 18 and 19**, visit www.ccsu.edu/homecoming.

View more upcoming events on [Pipeline](#).

www.ccsu.edu/news
NewsCentral@ccsu.edu

Matterazzo, Susan (PresOffice)

From: NewsCentral <NewsCentral@ccsu.edu>
Sent: Tuesday, October 29, 2019 2:32 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: News Central Weekly - Oct. 29

NewsCentral



Welcome to News Central Weekly! To cut back on the number of campus announcements you receive, News Central Weekly will highlight some stories and events of interest and remind you to visit www.ccsu.edu/news for more great stories about Central. And don't forget to check out [Central Pipeline](#) for a full list of campus events and announcements. Care to share some good news? Contact us at NewsCentral@ccsu.edu.

Dr. Hermes shares recent research on Hartford

Recovering Hartford's Hidden Past: People of Color in Hartford's Ancient Burying Ground, 1640-1815

A Presentation and Discussion with
Dr. Katherine Hermes
CCSU Department of History

November 13 at 5 p.m.
Constitution Room, Memorial Hall
Central Connecticut State University

Refreshments served
Free and open to the public

With thanks to the Office of the President | www.africanativeburialsct.org



CCSU-AAUP presents "Recovering Hartford's Hidden Past: People of Color in Hartford's Ancient Burying Ground, 1640-1815," on Wednesday, Nov. 13, at 5 p.m. in the Constitution Room. Professor of History Dr. Katherine Hermes will discuss her recent work that revealed new information about Hartford's former residents. Dr. Hermes was supported by a research team that included CCSU students, librarians, artists, and computer scientists; together their work made it possible to uncover the identity and life stories of hundreds of African and Native Americans who helped to build Hartford. To register, [click here](#).

Head to the Halloween Safe Zone on Thursday

The New Britain Downtown District will host its annual Halloween Trick or Treat Safe Zone event on Thursday, Oct. 31, from 4:30 to 8 p.m. CCSU staff will be on-site to distribute candy to local trick-or-treaters. Help us make sure every child gets a special treat by donating a bag of candy at one of three locations on campus: Willard-DiLoreto Hall, D202, Davidson Hall, 201, and the Kaiser Hall lobby. Or, join the fun by volunteering at the event. For more information, contact Anna Suski-Lenczewski at lenczewskia@ccsu.edu or 2-1757.



Prospective Blue Devils turn up in big numbers

Wind and rain did not deter the record number of prospective students and parents who turned out for the Fall 2019 Open House on Sunday. With umbrellas in hand, visitors joined the campus community for a day of info-sharing, presentations, and fun.

Thank you to all the students, staff, and faculty who volunteered to make this event such a great success!

View more university news at [News Central](#).



Mark your calendars

Monday, Nov. 4 – Wed., Nov. 6: Blood Drive; noon – 5:45 p.m., Alumni Hall. To make an appointment, contact the Student Center Office at (860) 832-3200; visit redcrossblood.org and use Sponsor Code CCSU; or call 1-800-RED CROSS.

Wednesday, Nov. 13: Central Authors; 12:15 p.m., CCSU Barnes and Noble Bookstore. Featuring Assistant Professor of English Amanda Fields, who will discuss her book "My Caesarean: 21 Mothers on the C-Section Experience and After."

Friday, Dec. 13: Love Wins Community Drive. Seeking donations of toys, new winter clothing, toiletries, and food through November and early December. Join us at any point between 6 a.m. to noon on the day of the event, Friday, Dec. 13, in front of Davidson Hall where donations will be collected. For details, go to www.ccsu.edu/LoveWins.

View more upcoming events on [Pipeline](#).

www.ccsu.edu/news
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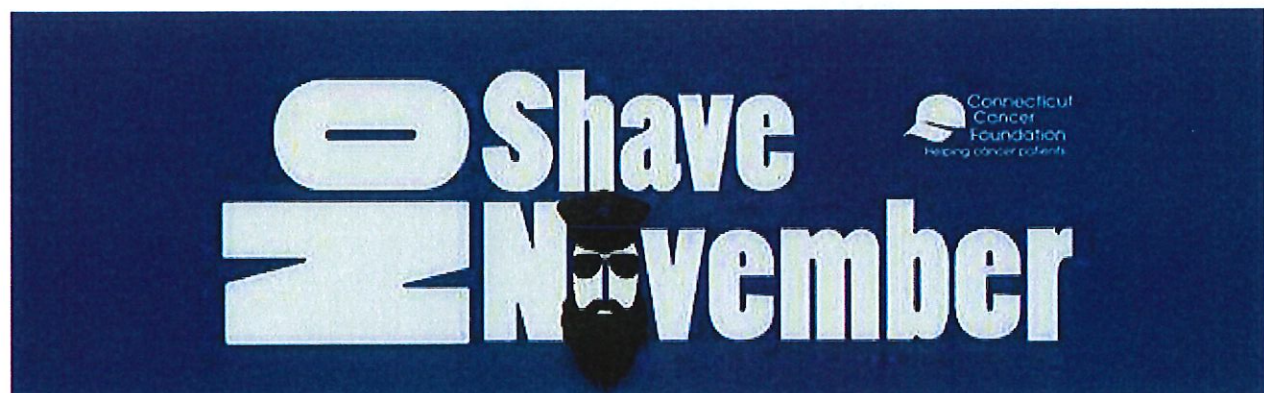
Matterazzo, Susan (PresOffice)

From: NewsCentral <NewsCentral@ccsu.edu>
Sent: Tuesday, November 12, 2019 1:39 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: News Central Weekly - Nov. 12

NewsCentral



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Support the CCSU Police this No Shave November

The CCSU Police Department is partnering with the Connecticut Cancer Foundation for No Shave November, a month-long national campaign to raise awareness and funding for cancer prevention, research, and education. Throughout the month, participants grow out

their facial hair and donate the money they would have used on shaving and grooming products to raise funds for the fight against cancer. All proceeds raised in Connecticut will go to families in the state to help them cover medical and other living expenses.

Don't plan to grow out your facial hair? You can still help by supporting the CCSU Police team at www.noshavenovemberct.org. Search for CCSU Police in the "Support a Fundraiser" section to direct your gift to CCSU Police or click [here](#).

A big match for CCSU's Mike Mushaw

Central Connecticut football player Mike Mushaw donated bone marrow through the Be the Match program in July 2018, and he met the lucky recipient of his donation at the Nov. 9 football game at home. Click on the links at the right to read some of the local coverage of Mushaw's meeting with his new young friend, Eleanor. Stay tuned for upcoming national coverage of Mushaw on Access Hollywood, ESPN's SportsCenter, and NBC Nightly News.

[Hartford Courant: CCSU football team celebrates a young girl, saved by a player who became a donor](#)

[FOX61: CCSU football player meets 2-year-old he helped with bone marrow donation](#)

[NBC CT: CCSU Football Player Meets His Bone Marrow Match](#)

Explore more media links at [News Central](#).

Author shares stories from Nepal

Dr. Karen Ritzenhoff hosted a lecture with Dorje Dolma, author of the book "Yak Girl: Growing Up in the Remote Dolpo Region of Nepal," during a her Visual Communication class on Nov. 7.

Dolma shared stories from the book about her childhood in Dolpo, a mountainous region in Nepal, and the challenges she faced when she required spinal correction surgery at the age of 10. With little to no medical care available in her immediate region, Dolma traveled first to Kathmandu and finally the United States in search of treatment.

Dolma now lends her support to initiatives that support schools and medical care in Nepal, including the Altitude Project, Rokpa International, the Dolpo Tulku Charitable Foundation, and Himalaya Currents, a Connecticut-based nonprofit that supplies solar energy to the Dolpo region.



Mark your calendars

Wednesday, Nov. 13: "Recovering Hartford's Hidden Past: People of Color in Hartford's Ancient Burying Ground, 1640-1815"; 5 p.m., Constitution Room, Memorial Hall. Dr. Katherine Hermes will discuss her recent research project that revealed new information about Hartford's early residents. [Register here.](#)

Thursday, Nov. 14: Paris, Warsaw, St. Petersburg: Romantic Virtuosos and their Legacy; 7 p.m., Founders Hall. From Chopin to Wieniawski, this evening of selected instrumental performances is dedicated to the great Romantic performance, traditions, and the legacy of Polish culture.

Thursday, Nov. 14: Overcoming Gender Pay Inequity in Connecticut; 9 a.m. - 3 p.m., Alumni Hall. Speakers at this free forum include Lieutenant Governor Susan Bysiewicz; Deputy Attorney General Margaret Chapple; and keynote speaker Maya Raghu, director of Workplace Equality at the National Women's Law Center in Washington, D.C. [Register here.](#)

Thursday, Nov. 21: Art Educators 2019 Exhibition opening; 4 - 7 p.m., S.T. Chen Fine Arts Center at Maloney Hall. View artwork by graduating Art Education students. The show will run through Dec. 5.

View more upcoming events on [Pipeline.](#)

www.ccsu.edu/news
NewsCentral@ccsu.edu

From: NewsCentral <NewsCentral@ccsu.edu>
Sent: Tuesday, November 19, 2019 2:31 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: News Central Weekly - Nov. 19

NewsCentral



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Attention parents: CCSU offers childcare programs

Do you take an evening class? Need time to study? The CCSU Early Childhood Learning Program, located just off campus at 1285 East St., can help. The program serves parents in the CCSU community with nursery and preschool programs for 3- to 5-year-olds and after-school and evening care for children age 3 to 14. ELP is now enrolling students for Spring 2020. Registration is required, and space is limited; tuition is available for free or at a low cost for qualifying students. For details, visit www.ccsu.edu/earlylearningprogram.

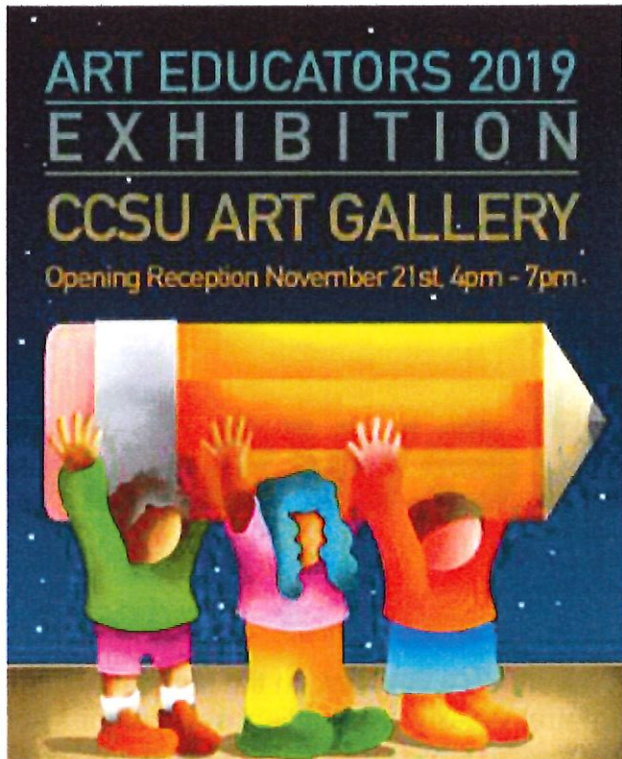


Future art teachers show off their work

The CCSU Art Gallery will present “Art Educators 2019” through Dec. 5 at the CCSU Art Gallery in Maloney Hall. The exhibition features the artwork of 18 Art Education students in a variety of mediums, styles, and techniques.

The show will open with a reception on Thursday, Nov. 21, from 4 to 7 p.m. The gallery is open from 1 to 4 p.m. Monday through Friday.

All gallery events are free and open to the public. For more information about the gallery or upcoming exhibitions, [click here](#) or call (860) 832-2633.



Blue Devils Athletics: Winning!

Blue Devils Athletics added a few more big wins over the last week to their impressive fall season, and there's plenty more action coming up. Stay tuned for details in your inboxes on the **women's soccer, football, and volleyball teams** on Thursday or go to CCSUBlueDevils.com for tickets, schedules, and updates on all Blue Devil sports.



CCSU in the news

Click the headlines at the right to view some of the latest news coverage of the University.

Read more stories, check out the university calendar, and explore more media links at [News Central](#).

[Triple alum Greider named Superintendent of the Year](#)

[At CCSU pay equity forum, panelists report on state's progress](#)

[Alumnus shares 'Golf Interrupted' story](#)

Mark your calendars

Sunday, Nov. 24: Fall Student Choreographer Showcase; 3 p.m., Welte Auditorium. Presented by Dancentral and the Dance Education Program. Admission is free.

Tuesday, Dec. 4 - Saturday, Dec. 7: Peter and the Starcatcher; 7:30 p.m., Black Box Theatre, Maloney Hall. The CCSU Theatre Department presents "Peter and the Starcatcher," the Tony-Award-winning comedic prequel to "Peter Pan." For tickets, [click here](#) or go to [CCSU.Showare.com](#).

Sunday, Dec. 8: Latin Carol Sing; 4 p.m., Founders Hall. Co-sponsored by the CCSU Department of Modern Languages and the Classical Association of Connecticut. Free and open to the public. No knowledge of Latin necessary.

View more upcoming events on [Pipeline](#).

www.ccsu.edu/news
NewsCentral@ccsu.edu



Created in  publicate

Matterazzo, Susan (PresOffice)

From: NewsCentral <NewsCentral@ccsu.edu>
Sent: Tuesday, December 3, 2019 1:31 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: News Central Weekly - Closing out 2019

NewsCentral



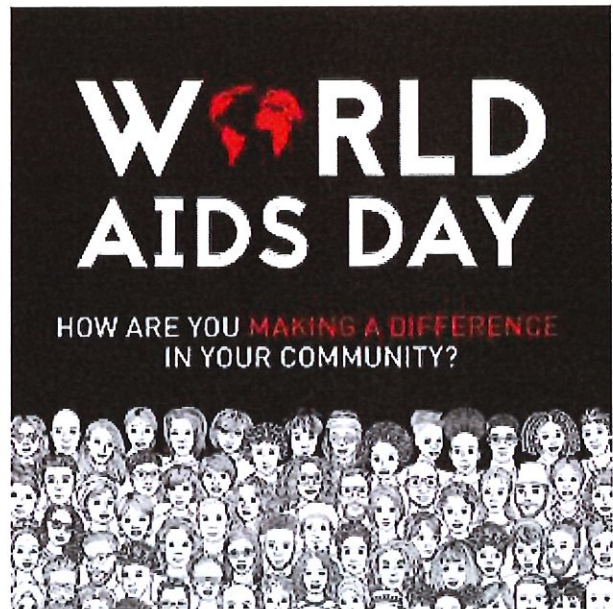
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Note: This is our last News Central Weekly for the year. We'll be back after winter break!

LGBTQ Center hosts World AIDS Day forum

Please join us for CCSU's inaugural World AIDS Day forum on **Wednesday, Dec. 4**, at 2 p.m. in the Connecticut Room at Memorial Hall. This year's World AIDS Day theme is "Ending the HIV/AIDS Epidemic: Community by Community," with a focus on the importance of tailoring efforts for, by, and in communities. Guest panelists will discuss the impact of AIDS and prevention efforts in the state. HIV testing also will be available. Faculty are encouraged to bring classes to this event. For details, contact William Mann at williammann@ccsu.edu or Pat Bingham at patriciab@my.ccsu.edu.

View more upcoming events on the [Pipeline](#) calendar.

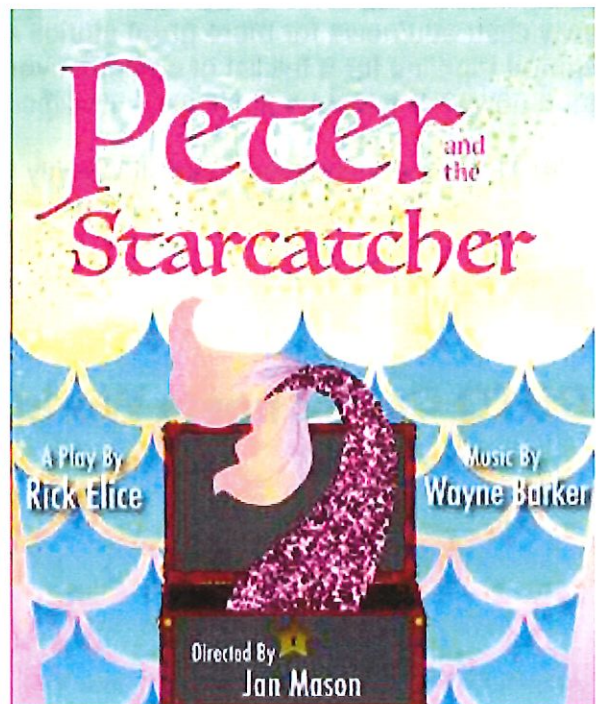


'Peter and the Starcatcher' debuts Dec. 4

The CCSU Theatre Department presents "Peter and the Starcatcher," the Tony-Award-winning comedic prequel to "Peter Pan."

The show will run from Dec. 4 to 7 at 7:30 p.m. in the Black Box Theatre in Maloney Hall. For tickets, [click here](#) or go to CCSU.Showare.com.

Tickets are \$7 for students and seniors and \$15 general admission. Proceeds from the Dec. 4 show benefit the CCSU-Ana Grace Project.



Love Wins Drive is coming up!

Matterazzo, Susan (PresOffice)

From: OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>
Sent: Monday, December 16, 2019 5:05 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Task Force formed to study LGBT & Women's Centers roles & services

Dear Central Family,

I am pleased to announce the launch of a new task force to assess the alignment of the LGBT Center and The Ruthe Boyea Women's Center to the University's Action Plan to Change Campus Culture.

You may remember that, about a year ago, the Task Force on Sexual Misconduct, Bullying and Campus Climate recommended the retention of a third party to review and help reengineer the Human Resources Department and the Office of Diversity and Equity (now the Office of Equity and Inclusion, OEI). Sibson Consulting was hired to conduct the review and, in September 2019, submitted its first set of recommendations to me. Among the firm's recommendations was to conduct a comprehensive assessment of the Women's Center to better understand its role in relation to the OEI's overall strategy and to identify opportunities for improving the operational, organizational, and cultural aspects of the Women's Center.

Concurrently, the LGBT Center's Advisory Board and a group of students associated with the Center reached out to me to request a review of their Center's mission and suggested that services be expanded so that faculty and staff, as well as students, are beneficiaries of its programs, services, and support.

Keeping in mind the goals and services of both centers, I have appointed a diverse group of individuals to form the **LGBT and The Ruthe Boyea Women's Centers Assessment Task Force**. I am deeply appreciative of the members who have agreed to serve. They are: University Counsel Carolyn Magnan, who is chairing the group; SUOAF representatives Michael Russo and Rachael Davis; AAUP representatives Louise Williams and Michael Bartone; and student representatives Liliana Jimenez, Aitana Sandoval, and Amara Osorio.

The task force members have received the charge and over the next two months will conduct their work. I expect to receive their recommendations in early March.

As always, I will keep you updated as the task force carries out its work. Meanwhile, I remain resolute in my determination to work with you and the President's Commission on Diversity, Equity and Inclusion in identifying institutional needs and priorities for creating a safe, welcoming, and inclusive campus culture.

Sincerely,

Zulma R. Toro
President

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Wednesday, June 17, 2020 4:39 PM
To: Students-AllActivelyEnrolled; Academic Departments; Administrative Departments
Subject: News Central Weekly - Summertime update

NewsCentral



Welcome! To cut back on the number of campus announcements you receive, News Central Weekly will highlight some stories and events of interest as a reminder to visit www.ccsu.edu/news for more great stories about Central. And don't forget to check out [Central Pipeline](#) for a full list of campus events and announcements. Care to share some good news? Contact us at NewsCentral@ccsu.edu.

Dr. Andreoletti named fellow of AGHE

The Gerontological Society of America recently named Dr. Carrie Andreoletti, a professor in the Psychological Science Department, a fellow of its Academy for Gerontology in Higher Education. The GSA is the largest interdisciplinary organization in the U.S. devoted to the field of aging. AGHE is GSA's education section of colleges and universities that offers training, curricular innovations, and research programs. Fellows are selected for outstanding work in the field and reflect the highest class of membership in the GSA.

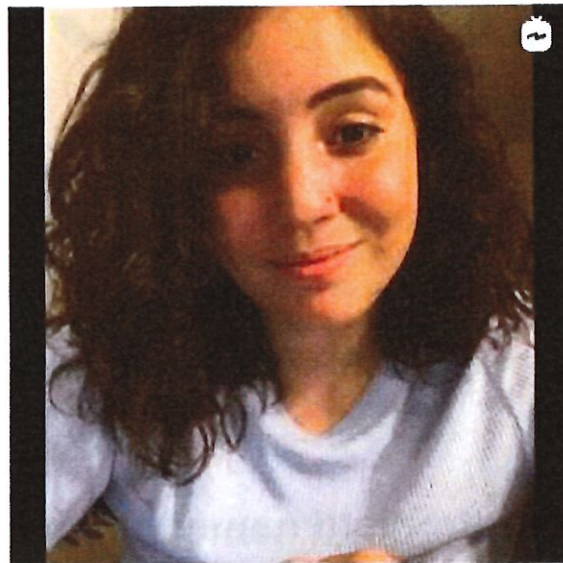
"It's an honor to be selected as an AGHE Fellow and join such an esteemed group of colleagues who have inspired me to make a positive difference in the field of aging education," says Dr. Andreoletti.



Read more at [News Central](#).

Journalism students earn SPJ college awards

CCSU Journalism students recently earned several awards in the Connecticut Society of Professional Journalists' annual student contest. Students from six colleges and universities in Connecticut participated in this year's contest, which considered work published or broadcast during the 2019-20 academic year. CCSU garnered awards in general reporting, features, sports, and layout, as well as a complete sweep of all three awards in the Audio Storytelling category. View a complete list of CCSU's awards [here](#).



Students supporting students at Success Central

It's going to be a Success-ful summer thanks to the peer mentors of the Success Central program. The group, which helps freshmen and sophomores make the transition to college life, continued their work online after the COVID-19 pandemic closed campus. They started by posting videos on the Success Central Instagram page with study tips and strategies for staying motivated during finals week. Now, the students are posting supportive videos with tips on how to stay healthy and safe during these tumultuous times. View the videos and more [here](#).

Proud to Resist rally coming up on June 26

With the support of campus leadership, CCSU Pride and the LGBT Center will lead a rally to raise awareness of LGBTQ Pride and racial justice at the Capitol Building in Hartford. The event will begin with an intersectionality workshop at noon, followed by the rally at 1 p.m.

Proud to Resist follows a [successful peaceful protest](#) of police brutality led by CCSU students in Hartford on June 4. More than 1,000 students participated.



ESports Center gets a national nod for smart solutions

Trade magazine [Commercial Integrator](#) named AdTech Systems one of the winners of its annual Integration Awards for its work on the CCSU ESports Center. The winners were chosen by a panel of industry experts who evaluated the projects' solution deployed, buildout and challenges, and customer reaction to the installation. AdTech worked alongside George Claffey, CIO, and his team to complete the installation in a few short months in the summer of 2019. Read more about the award [here](#).

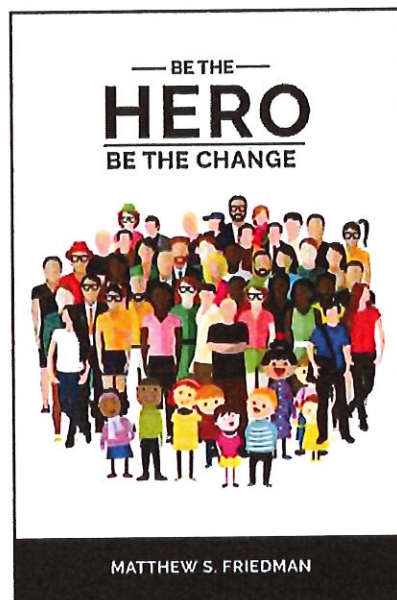


Alumnus rallies heroes around the world

Matthew Friedman '83 is certain that uniting an army of ordinary people through volunteer actions — no matter how big or small — can create meaningful positive change.

His conviction fueled the launch of the Be the Hero [campaign](#) and a companion [book](#) titled “Be the Hero: Be the Change,” which gives people the specific tools and motivation to get involved and make a difference.

Read the full story [here](#).



CCSU in the news

Click the headlines at the right to view some of the latest news coverage of the University.

Read more stories, check out the university calendar, and explore more media links at [News Central](#).

[IMRP weighs in on police accountability reforms](#)

[Dr. Kreeger offers insight as hotels reopen in Connecticut](#)

[Alumnus named NBHS Teacher of the Year](#)



www.ccsu.edu/news
NewsCentral@ccsu.edu

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Wednesday, December 18, 2019 11:09 AM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Love Wins at community drive

Dear Central Family,

This is a quick note to thank all donors and volunteers of the Love Wins Community Drive 2019. Your participation was more than just about the "stuff". You sent over **1,000** families and several food pantries a loud and clear message that love does indeed win.



You gave your time, your effort, your good will - and we could not be more grateful.

On behalf of my family and all of us who love and miss Ana- thank you for facilitating the goodness we would have given her be extended to children and families just as precious right here in our very own backyard.

I wish you a safe and restorative break this holiday season, thank you for the many ways you demonstrated love winning in 2019 and encourage you to stay connected to us for more volunteer opportunities, athletic events, lectures, classes and learning opportunities both on and off campus.

[Nelba Márquez-Greene](#)

Director, Community Advancement

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, September 17, 2019 1:54 PM
To: Administrative Departments
Subject: CCSU Retention Grant Program

Fall-to-fall retention of first-year, first-time students at Central Connecticut State University reached a 20-year high of 81 percent in 2009, dropped to 76 or 77 percent in each of the next three years, and achieved 80 percent in 2013. However, that rate has fallen each of the past five years. Our Fall 2019 first-year, first-time retention rate is 72 percent, a sixth consecutive annual drop. Previous grant campaigns have produced innovative programs that have improved outcomes for many of our students. In this spirit of innovation, President Toro is announcing the 2019-20 Retention Grant Program.

Call for Proposals—Academic departments, academic support units, and administrative departments from all university divisions are invited to apply for one-year grants of up to \$10,000 to implement a program, action, or approach designed to impact fall-to-fall retention positively. Retention issues addressed may be for all CCSU students or for any identified subset of CCSU students, including but not limited to first-year, first-time students. Proposals addressing each of the elements below are invited by Tuesday, October 1, 2019.

1. **Heading**—Please include (a) PROPOSAL TITLE, (b) Department Name, (c) Contact Person with email address, (d) Date Submitted, (e) Approval of Chair/Department Manager, (f) Approval of Supervisor of the Department Manager.
2. **Statement of the Problem or Issue to be Addressed**—Describe in no more than three sentences the problem or the issue the department/unit is intending to address.
3. **Evidence of the Issue Being Addressed**—Provide in no more than 300 words evidence (qualitative or quantitative) that the issue described in the statement of the problem is present at CCSU. Include appropriate references. Identify the specific data being referenced. [For example, referencing NCES or OIRA is insufficient to identify what data is being referenced.]
4. **Proposed Action/Application/Treatment**—In no more than 500 words, describe the action/application/treatment planned to address the problem. Identify the specific target audience to benefit from the action/application/treatment.
5. **Funding Requested**—In no more than one-half page, identify how the funding provided by the grant will be applied. Re-assigned time of full-time faculty should be estimated at the AY2018-19 average part-time rate of \$2,550 per instructional load credit [\$1,750 × 1.46 for benefits costs]. Summer or intersession rates proposed should follow the amounts stated in the AAUP contract. Project payments for SUOAF employees should be consistent with the SUOAF contract.
6. **Outcomes Measurement**—In no more than 300 words, describe the process that will be applied to measuring outcomes. Identify baseline measures and/or how baseline measures will be identified.
7. **Timeframe**—The grant timeline for funded activities is October 7, 2019, through August 25, 2020. Please describe an anticipated timeline during which activities/applications/treatments will be applied during the 11-month timeframe.

Proposals should be presented in no more than five pages. Proposals should be sent as an email attachment to James Whittemore (whittemore@ccsu.edu), Office of the Provost, Davidson 111. Submit proposals no later than Tuesday, October 1, 2019.

Selection Process—Proposals will be reviewed by members of the Student Success Team. Members of the SST who are connected to any of the proposed grant projects will recuse themselves from review of the grants and from participation in the recommendation process. The SST will forward its recommendations regarding awards by Monday, October 7, to President Toro, who will also consult with Executive Committee prior to announcing the awards.

Criteria—The Student Success Team will consider the following criteria in making its recommendations:

- Importance of the problem described to student retention.

- Clarity of the evidence of the problem presented in support of the problem statement.
- Anticipated likelihood that proposed actions will impact positively the identified problem.
- Quality of the outcomes-measurement plan.

Follow-Up Report— A one-to-two page report of the outcomes of the grant is due to President Toro by October 15, 2020. Please include recommendations regarding potential continuation of the action/ application/treatment and the feasibility of scaling-up the activity to affect larger numbers of students. Please note that we also expect to hold a symposium in early Fall 2020 where your program, your results, and your experience can be shared with the university community.

David Dauwalder
Provost & Vice President for Academic Affairs
Central Connecticut State University
1615 Stanley Street
New Britain, CT 06050

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, September 20, 2019 9:00 AM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: Open Forums for Associate in Diversity, Equity, and Inclusion position

Dear Central Family,

The candidates for the position of **Associate in Diversity, Equity, and Inclusion** will visit campus next week. We hope you will find the time to attend the open forums to meet the candidates. Below are links to the candidates' credentials and the schedule of open forums.

Following the forums, we will send you a link to an online survey, so you can share your thoughts and impressions with the Search Committee.

Each of the Open Forums will be held from 12 p.m. - 12:45 p.m. in the Student Center, Sprague Carleton Room.

Monday, September 23
Eric Barba ([CV available here](#))

Tuesday, September 24
Kimberly Colon ([CV available here](#))

Wednesday, September 25
Ashiah Richeme-Alcide ([CV available here](#))

Thursday, September 26
Lisette Cobb ([CV available here](#))

Regards,
Leah Skinner, Committee Chair

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Thursday, September 26, 2019 12:27 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Annual Clery Report available

To the CCSU Community,

The latest edition of the Annual Security and Fire Report (also known as the Clery Report) is now available [online here](#). The report is prepared annually by the CCSU Police Department in accordance to federal law (the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990" and subsequent amendments).

The report contains statistics on specified crimes reported over the previous three calendar years, as well as specific information pertaining to campus security, alcohol and drug policies, sexual assault prevention and response, victims' assistance programs, missing person reports, crime prevention, fire safety, and campus resources. Policies and procedures for campus-wide notifications and emergency response and evacuation are also included.

Please note: The crime statistics are only for certain crimes that occurred on campus, in off-campus buildings, property owned or controlled by the University, or on public property adjacent to campus.

All members of the campus community are encouraged to report crimes to the CCSU Police Department at (860) 832-2375. Emergencies or situations that may pose an immediate or ongoing threat to the health and safety of our students, employees and visitors should immediately be reported by dialing 9-1-1 or by using one of the call boxes located throughout the campus.

If you are unable to download and/or print the report, hard copies may be obtained at the CCSU Police Department on East Street.

Sent on behalf of
Chief Gregory Sneed
CCSU Police Department

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, October 8, 2019 8:41 AM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Open Forum for Director of Marketing position

Dear Central Family,

We have briefly reopened the Director of Marketing search to interview one more candidate. Mr. Danny Costa will be visiting campus on October 10. We hope you will find time to attend his open forum. Below is a link to his credentials as well as the time and location of the forum.

Following the forum, we will send you a link to an survey, so you can share your thoughts and impressions with the Search Committee.

| | | | |
|----------------------|--|-----------------|---------------|
| Thursday, October 10 | Danny Costa (CV available here) | 3:00pm – 3:45pm | Founders Hall |
|----------------------|--|-----------------|---------------|

Thank you,

Yvonne Kirby,
Committee Chair

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Wednesday, October 9, 2019 12:54 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Red Flag Campaign events and much more!

Dear CCSU Community:

Have noticed the **red flags** on campus? We have launched the 2019 Red Flag Campaign – an annual project to address and prevent dating violence in our community. This campaign features a series of posters illustrating behaviors (**red flags**) that may be present in a relationship in which dating violence is occurring. We will also be offering 15-minute presentations and several events. For information on dating violence and the Red Flag Campaign, please see <http://www.ccsu.edu/diversity/redflag/>.

There are many ways for you to become involved:

- **Encourage your classes to attend a campaign event.** Scroll down to view the different events that will take place during the campaign. If you would like to encourage your students to attend through providing extra credit or making one of the presentations an assignment please e-mail Joanna Flanagan (jflanagan@ccsu.edu) in the Office of Victim Advocacy. Joanna can assist you with tracking student attendance or any other needs.
- **Invite us to your classroom or student group.** E-mail Joanna Flanagan (jflanagan@ccsu.edu) to schedule a 15-minute presentation in any of your classes or groups. Joanna is CCSU's victim advocate and provides services and training to the CCSU community. The presentation is co-facilitated by Joanna Flanagan and a trained student community organizer and will focus on identifying abusive behavior in dating relationships, signs of a healthy relationship and how to help a friend who may be experiencing abuse. This presentation is appropriate for classes in any academic discipline.
- **Request a poster.** Additional Red Flag posters will be put up on campus during the week of October 14. If you would like a poster for your office or department, please contact Joanna Flanagan (jflanagan@ccsu.edu).
- **Connect with us on social media.** CCSU community members are encouraged to engage with the Red Flag Campaign through our [Instagram](#) and [Facebook](#) pages. If you post a picture with the red flag displays, be sure to tag us and use the hashtag #redflagccsu.

Red Flag Campaign Events:

1. **Story of Survival: Melissa Dohme Hill**

Date: Tuesday, October 15

Time: 1:00 pm – 3:00 pm

Location: Founders Hall (in Davidson)

Melissa Dohme Hill is a survivor and advocate for dating and domestic violence. Melissa survived a brutal attack in 2012, where she was stabbed 32 times after leaving her abusive and jealous high school ex-boyfriend. Melissa will speak about the cycle of violence, controlling behaviors and red flags she experienced prior to the assault. Melissa will also speak about empowerment, healthy relationships and how to help a friend who may be experiencing dating violence. Melissa's story was featured on [48 Hours: Live to Tell: One Last Hug](#).

Presentation is open to CCSU students, faculty and staff. Please let us know if you plan to attend!

RSVP – ckearney@acc.commnet.edu

2. Red Flag Campaign Day

Date: Tuesday, October 29

Time: 11:00 am – 2:30 pm

Location: Student Center Circle (*weather permitting – alternate location: Student Center Lobby*)

The Red Flag Campaign student community organizers invite everyone to stop by and learn about the campaign and what you can do to prevent dating violence. Join us for interactive activities, photo opportunities, and giveaways.

Free t-shirts available while supplies last!

Thank you for your continued support of violence prevention initiatives on our campus.

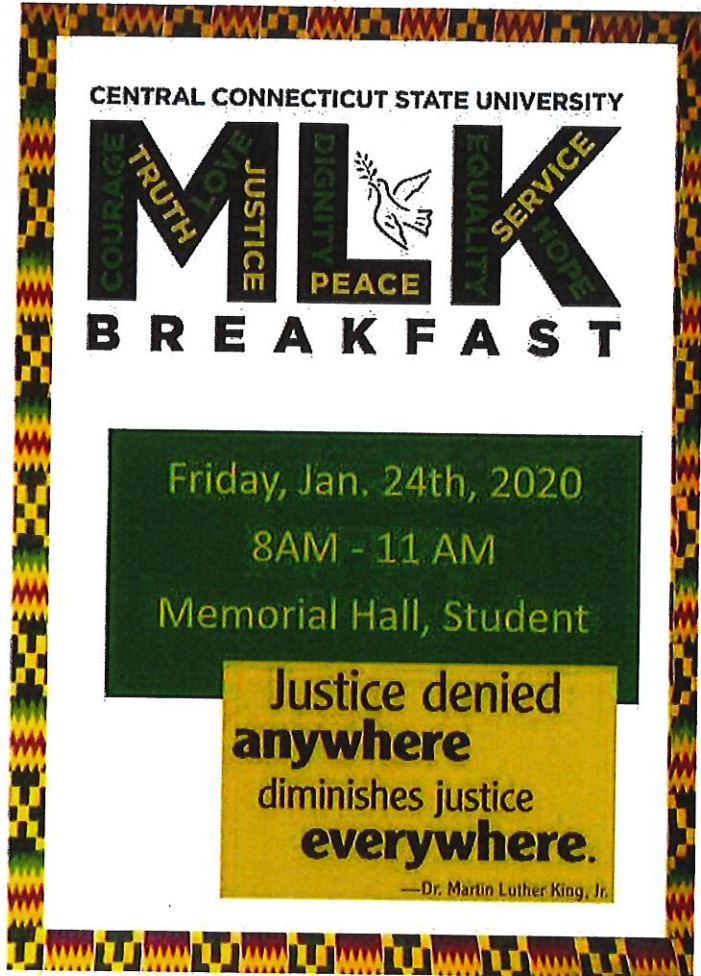
Sincerely,

Dr. Nancy "Rusty" Barceló
Interim Vice President, Office of Equity & Inclusion
Davidson Hall 119
860-832-1652

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Monday, December 9, 2019 12:00 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: MLK Breakfast Jan. 24th

The Office of Equity & Inclusion is hosting CCSU's annual Dr. Martin Luther King, Jr. Breakfast on Friday, January 24. Reserve your seat now by [clicking here](#).



Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Thursday, October 17, 2019 5:01 PM
To: Academic Departments; Administrative Departments; Students-AllActivelyEnrolled
Subject: Open forums for the position of Director of Community Advancement

Dear Central Family,

The candidates for the position of Director of Community Advancement will be visiting campus soon. We hope you will find time to attend the open forums to meet the candidates. Below are links to the candidates' credentials and the schedule of open forums.

Following the forums, we will send you a link to an online survey, so you can share your thoughts and impressions with the Search Committee.

Dana Wilkie ([CV available here](#))

Monday, October 21, 2019

1 p.m. to 1:45 p.m.

Memorial Hall, Connecticut Room

Nelba Marquez-Greene ([CV available here](#))

Tuesday, October 22, 2019

11:15 a.m. to 12 p.m.

Memorial Hall, Connecticut Room

Thank you,

Kimberly Kostelis

Chair, Director of Community Advancement Search Committee

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, October 25, 2019 2:03 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Love Wins Community Drive Dec. 13



Dear Central Family,

Help us turn December 13 into a day of giving!

The CCSU Ana Grace Project is sponsoring the second annual Love Wins Community Drive. Our goal is to make a difference in the lives of children, individuals, and families our community.

Through November and early December, we are asking for donations of toys, new winter clothing, toiletries, and food. Please join us at any point between 6 a.m. and noon on Friday, December 13, in front of Davidson Hall where we will be collecting donations.

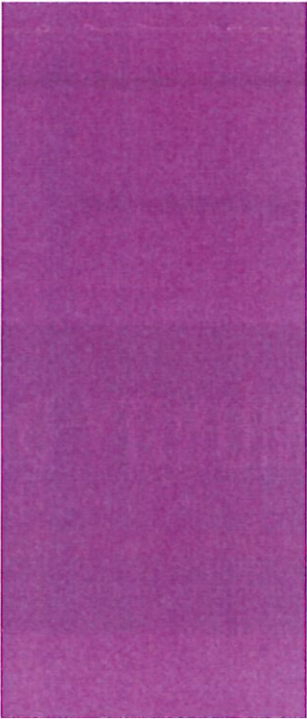
December marks the seventh anniversary of the Sandy Hook Elementary School shooting, a tragedy that we all remember. Nelba Márquez-Greene, executive director of the CCSU Ana Grace Project and mother of one of the victims, works on our campus. Last year, many of us gathered to send the message of "Love Wins" in support of the Márquez-Greene family in recognition of the spirit of the Ana Grace Project. Our first community drive resulted in thousands of toys, food, and new clothing items that we boxed and delivered to our community partners.

Taking our cue from Nelba and the many generous people on this campus and in the New Britain community and beyond, we know that acts of kindness greatly benefit the hearts and souls of both the receiver and the giver.

All items we collect will be donated to New Britain Youth & Family Services, New Britain school (new hats and mittens are greatly needed), and Maria's Place food pantry on our campus in addition to other New Britain and Greater Hartford agencies.

How can you be part of this amazing event?

Be a Donation Organizer: If you are willing to organize a donation box at your business, employer, or group, or if you are willing to contact companies, community groups, or other organizations on behalf of the Love Wins Community Drive, please let us know. [Sign up here.](#)



Be a Drop-off Volunteer: Help us collect donations in front of Davidson Hall. Please sign up for any hours you are available. Be sure to join us at noon in Founders Hall for a “thank you” pizza party. [Sign up here.](#)

Donate: We are seeking new, unwrapped toys, cold weather necessities, and non-perishables at CCSU on Dec. 13 from 6 a.m. to noon

GIVE! Because not everyone who loves the Marquez-Greene family and The Ana Grace Project lives locally, we have made electronic giving possible for those who cannot join in person. Your contribution will be earmarked for the exclusive use of The CCSU Ana Grace Project. To make an electronic gift, click here: www.ccsu.edu/AnaGraceProject.

Thank you very much for your time and support. Together we can show our community what is possible when Love Wins. See you on the 13th!

Created in  publicate

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Thursday, January 30, 2020 12:44 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: LGBT Center & Women's Center feedback sought

Dear Central Family,

As part of its charge, the LGBT and The Ruthe Boyea Women's Centers Assessment Task Force is conducting interviews and focus groups with students, faculty, and staff. Your feedback will help the task force to understand better how the campus community does or does not use the **Ruthe Boyea Women's Center** and/or the **LGBT Center** and how each center aligns with the University's priorities. The task force also aims to determine how the centers can contribute to foster an inclusive, welcoming, and safe campus culture.

INTERVIEWS

Names and identities of interviewees will be kept anonymous.
Individual interviews can take place on campus wherever the participant wishes.
Those who complete individual interviews also may participate in focus group interviews.

TIMELINE

January 29-February 21

To sign up or for more information, contact Michael Bartone at bartone@ccsu.edu or (860) 832-2183.
Please write "Women's Center Interview" and/or "LGBT Center" in the subject line.

**Please note, this initiative is separate from the University's Share Your Voice; Shape Our Future campus climate surveys.*

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Thursday, January 30, 2020 12:44 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: LGBT Center & Women's Center feedback sought

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**Please note, this initiative is separate from the University's Share Your Voice; Shape Our Future campus climate surveys.*

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, January 31, 2020 9:27 AM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: CCSU earns Carnegie Community Engagement designation once again

Dear Central Family,

Congratulations! The University has earned the Carnegie Community Engagement designation for another six years.

CCSU first earned the special classification in 2011 and, last fall, applied for renewal. In its decision letter to me, The Carnegie Foundation for the Advancement of Teaching noted that our application “documented excellent alignment among campus mission, culture, leadership, resources, and practices that support dynamic and noteworthy community engagement.” The evaluators also informed us that they were “heartened to see this level of commitment and activity.”

I am so very proud to lead a team committed to serving as stewards of Central Connecticut. Our work with and on behalf of our communities to address local, real-world problems and improve the quality of life for all enriches our students’ educational experience. This is why community engagement factors heavily in our new strategic plan.

I thank you for your efforts to include service learning and community outreach components in academic and student life programs, and I encourage you to build upon this success.

To the team who put together the comprehensive application to seek the Carnegie endorsement, I extend to you my gratitude!

Sincerely,

Zulma R. Toro
President

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Friday, February 28, 2020 9:58 AM
To: Academic Departments; Administrative Departments
Subject: Join us for Stand Up CCSU 2020

Dear Central Family,

The 2020 Stand Up CCSU Campaign will begin soon, and we invite you to participate in this year's campaign!

Stand Up CCSU is a bystander awareness campaign organized by a group of CCSU students, with feedback from CCSU faculty, who are committed to preventing sexual and interpersonal violence on our campus. Stand Up CCSU encourages us all to **stand up** and take action against violence. Our goal is to engage the campus community in a conversation about how each of us can play a part in creating an environment free of sexual and relationship violence.

There are a number of ways to get involved.

➤ **Classroom Presentations**

We offer a 10- to 15-minute classroom presentation co-facilitated by a trained student Community Organizer and Joanna Flanagan, CCSU's Sexual Assault and Violence Prevention Specialist. The presentation focuses on bystander intervention techniques, information about sexual assault, and campus resources. This presentation is also available for student clubs and organizations. Contact Joanna Flanagan at jflanagan@ccsu.edu to schedule a presentation.

➤ **Hang a Stand Up CCSU Poster in Your Office**

CCSU students have developed their own poster campaign that will roll out in the coming weeks. Volunteer to hang a Stand Up CCSU poster in your office or work station by contacting Joanna Flanagan at jflanagan@ccsu.edu.

➤ **Provide Extra Credit/Incentive to Attend an Event**

Stand Up CCSU is sponsoring three major events. You are encouraged to provide incentives to students to attend the events below. If you plan to incorporate an event into any of your classes, please contact Joanna Flanagan at jflanagan@ccsu.edu.

Information Tables: Monday, March 8; Wednesday, March 25; Thursday, April 2; Tuesday, April 14; Wednesday, April 22; 11 a.m. – 2 p.m.; Student Center Lobby. Visit our weekly information table in the Student Center Lobby and learn more about the campaign. Each week, table volunteers will offer different activities including trivia, bystander intervention scenarios, and photo opportunities.

Stand Up Day: Monday, April 27; 11 a.m. – 3 p.m.; Student Center Circle. The Stand Up Community Organizers welcome everyone to stop by and learn about how you can stand up against sexual violence. Join us for interactive activities, photo opportunities, and giveaways.

Denim Day: Wednesday, April 29; 10 a.m. – 2 p.m.; Student Center Lobby. Stand Up CCSU will observe Denim Day, an international day to stand up against victim blaming. Denim Day began in 1992 as a protest against an Italian Supreme Court decision that overturned a rape conviction because the victim was wearing tight jeans. Protests erupted throughout Italy and spread across the globe, with protestors wearing jeans to protest victim blaming and to raise awareness that rape and sexual assault are never the victim's fault. Join us by wearing denim and stopping by our information table in the Student Center to learn more about the history of Denim Day, how to take a stand against victim blaming, and to receive a button to show your support.

We thank you in advance for your participation and support of our campaign. If you have any questions, please do not hesitate to reach out.

Best,
Joanna Flanagan

Sexual Assault & Violence Prevention Specialist
Office of Victim Advocacy - Central Connecticut State University
Willard DiLoreto Hall, Suite D-305
860-832-3795
jflanagan@ccsu.edu

Cobb, Lisette (Office of Equity and Inclusion)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Thursday, April 2, 2020 6:12 PM
To: Administrative Departments; Academic Departments
Subject: Deadline extended for Minority & Recruitment grant

Dear Colleagues,

The application deadline for the CCSU-AAUP Minority Recruitment & Retention Committee Grants has been extended by a month to Friday, May 1. Taking into consideration our recent transition to online teaching and remote operation of University business, AAUP President Louise Williams and I believed it was in everyone's best interest to make this change.

For those of you who have inquired and/or are unfamiliar with this grant, please review the guidelines [located here](#). We encourage you to consider submitting a proposal that enhances the recruitment and retention of a diverse faculty and also becomes a cornerstone of the University's equity and inclusion efforts.

Please contact me directly if you have questions or concerns. I look forward to your applications!

Stay safe and well.

Respectfully,

Nancy "Rusty" Barcelo
Interim VP for Equity & Inclusion
(cell) 860-951-5127

Cobb, Lisette (Office of Equity and Inclusion)

From: CCSUClimateSurvey
Sent: Tuesday, April 7, 2020 7:18 AM
To: Barcelo, Nancy V. (Equity and Inclusion); Kaczmarek, Martie (Office of Inst. Research & Assessment); Whitley, Pamela N. (Equity and Inclusion)
Subject: FW: PRIZE Giveaways on Monday! AirPods, Amazon, and more!

Hi all,
What prizes do we still need to give out? We should let Jean know what the response rates were for each residence hall.

Yvonne

From: Pinamang, Norrish Y. (Student) <norrisher.pinamang@my.ccsu.edu>
Sent: Monday, April 6, 2020 7:18 PM
To: CCSUClimateSurvey <CCSUClimateSurvey@ccsu.edu>
Subject: Re: PRIZE Giveaways on Monday! AirPods, Amazon, and more!

Good afternoon I was just wondering when the winners would be announced?

Get [Outlook for iOS](#)

From: CCSU Climate Survey <CCSUClimateSurvey@ccsu.edu>
Sent: Thursday, February 27, 2020 12:30:00 AM
To: Pinamang, Norrish Y. (Student) <norrisher.pinamang@my.ccsu.edu>
Subject: PRIZE Giveaways on Monday! AirPods, Amazon, and more!

Please be cautious: **External Email**

Do you like **free** things?

Would you like **free** Apple AirPods?

How about a **free** \$50 gift card to **Amazon**, our **CCSU Bookstore**, or the **Cheesecake Factory**?

Maybe **free** cap and gown for graduation?

You could win a prize on **Monday!** Complete our campus climate survey and you will be entered into all of weekly drawings for prizes, now through April 13th!

Just click this [link](#) and enter your CCSU ID, or use the QR Code below.

Hi, I am Rusty Barcelo,

I want you to know how important your voice is in creating the change we seek. Many of you have shared with me challenges and opportunities about diversity, communication, advising, etc.. This **Diverse Learning Environment (Climate) survey** is a way you can contribute your voice and make change happen!

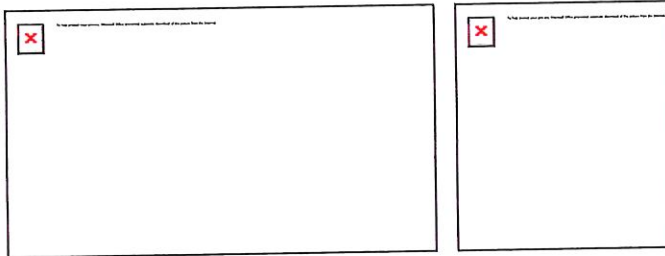
Take the survey by midnight on Sunday, March 1st and you will be entered into this drawing and all future ones for this survey. It should only take you about 25 minutes to complete; *you can always skip questions that you find too personal*. Winners will be announced on Monday, March 2nd!

You will also receive a \$2 off coupon for the Devil's Den.

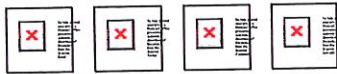
More prizes will be given away every week through April 13th! The sooner you complete the survey, the more chances you have to win!

Rusty Barcelo

Interim Vice President for Equity and Inclusion



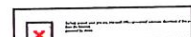
Share this email:



[Manage](#) your preferences | [Opt out](#) using TrueRemove®
Got this as a forward? [Sign up](#) to receive our future emails.
View this email [online](#).

1615 Stanley Street
New Britain, CT | 06050 US

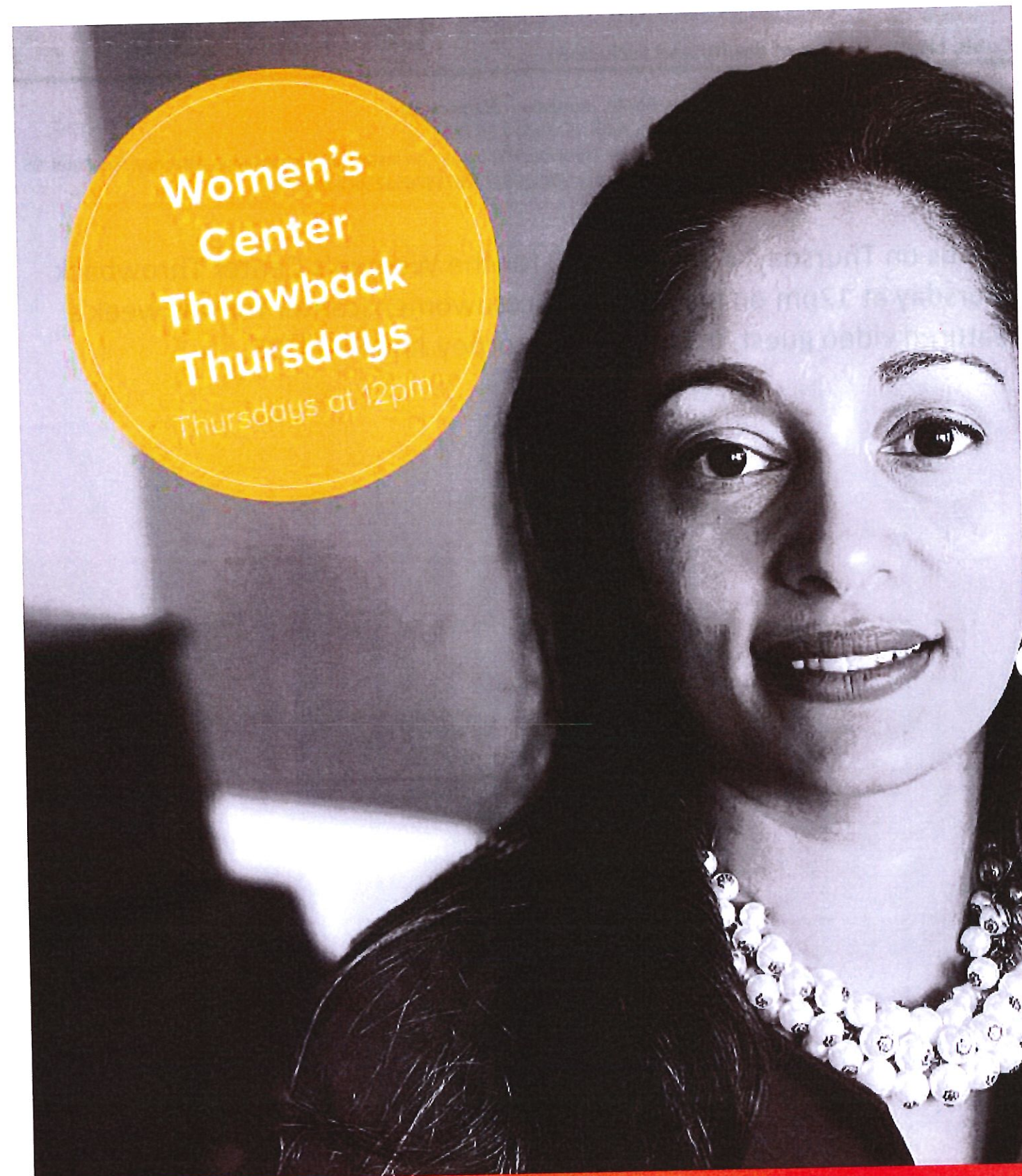
This email was sent to norrisher.pinamang@my.ccsu.edu.
To continue receiving our emails, add us to your address book.



Cobb, Lisette (Office of Equity and Inclusion)

From: Cobbina-Boivin, Jacqueline (WomensCtr)
Sent: Wednesday, April 15, 2020 7:26 PM
Subject: Women' Center Throwback Thursday on Instagram: Immigration Attorney Jinu Patel '95
Attachments: joined_video_8a9cd5799396427c87187d3a21bcbddc.MP4

Join us on Thursday, April 16, 2020 for the Women's Center Throwback Thursday at 12pm on Instagram, @ccsuwomenscenter for this week's featured video guest, Immgration Attorney Jinu Patel '95.



Women's
Center
Throwback
Thursdays
Thursdays at 12pm

ATTORNEY JINU PA

Cobb, Lisette (Office of Equity and Inclusion)

From: OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>
Sent: Wednesday, April 15, 2020 3:14 PM
To: Administrative Departments; Academic Departments
Subject: Campus Climate Survey closed

Dear Faculty and Staff,

Given the circumstances in which we find ourselves, we have made the difficult decision to close this year's Campus Climate surveys for faculty, staff, and students. This decision was not an easy one to make given the importance of this work, but a necessary one at this time. We recognize that we are all focused on how best to do our work in a very different environment and under very challenging conditions. Encouraging you and your colleagues to complete this survey by the end of April is most certainly asking too much.

For those of you who have taken the survey, please know that we will still receive reporting from the Higher Education Research Institute (HERI) at the University of California at Los Angeles (UCLA); our hope is that the participation thus far will generate some preliminary information to get us started in assessing our campus climate in a meaningful way.

For those of you that have not yet taken the survey, I promise you that we are still highly committed to hearing from you regarding the various aspects of our campus climate. It is our intention to collect feedback on our campus climate over the next few academic years. Planning for next year's surveys will begin shortly.

Thank you for your understanding. Please stay well!

Sincerely,

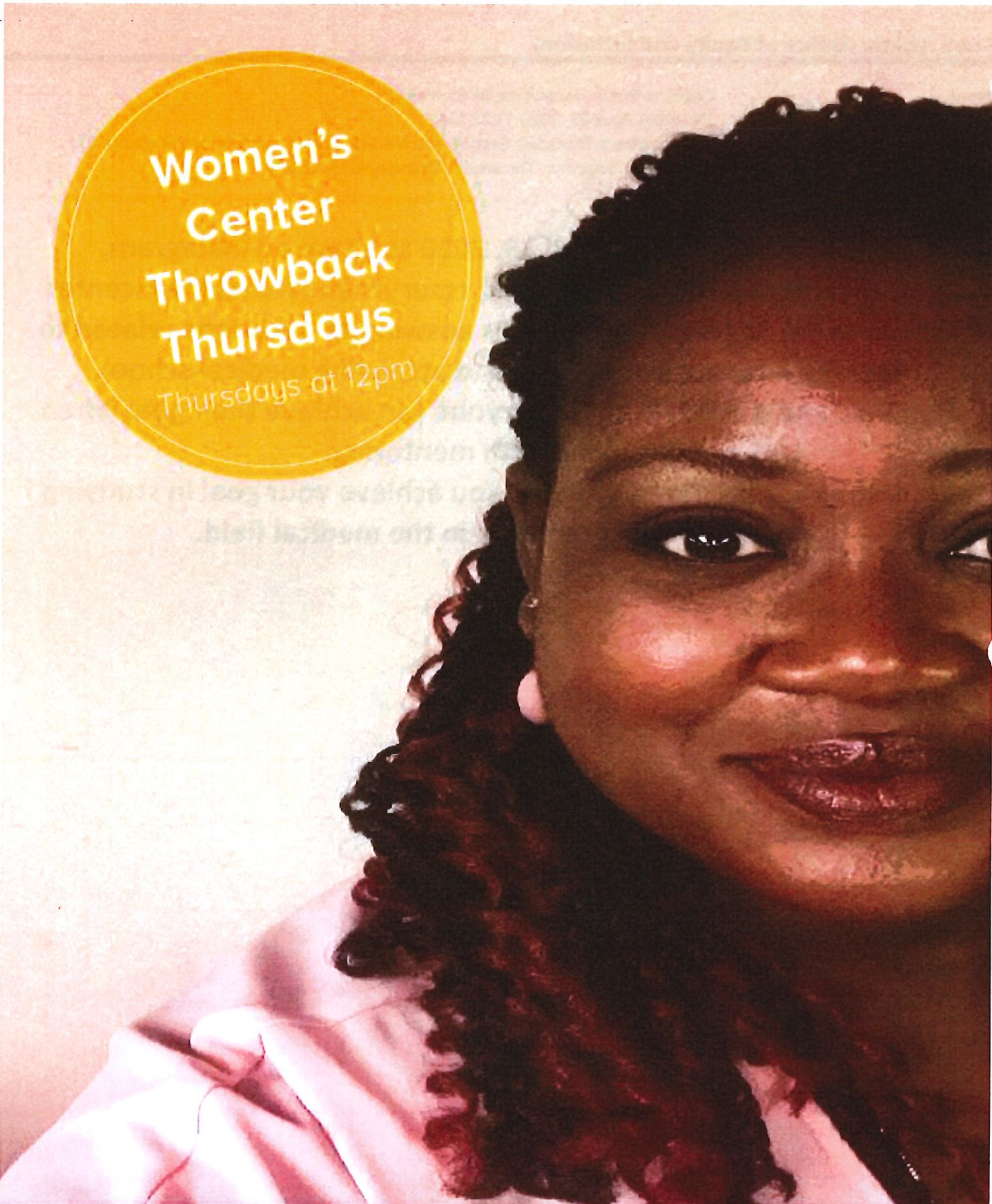
Zulma R. Toro
President

Nancy "Rusty" Barcelo
Interim Vice President for Equity and Inclusion

Cobb, Lisette (Office of Equity and Inclusion)

From: Cobbina-Boivin, Jacqueline (WomensCtr)
Sent: Thursday, April 23, 2020 11:22 AM
Subject: WCThrowback Thursday: Getting Into Medical School- Dr. Olutayo Sogunro '07
Attachments: Dr. Olutayo Sogunro -Throwback Thursday 4.23.20.MP4

**Join us on Thursday, April 23, 2020 at 12pm on Instagram,
@ccsuwomenscenter or facebook, ccsurtheboyeawomenscenter
Join us as Dr. Sogunro '07 provides answers to questions related to
seeking a career in medicine and attending medical school.
Dynamic and a believer that everyone can achieve their goal when
provided with mentoring.
Dr. Sogunro is prepared to assist you achieve your goal in studying
medicine and practicing in the medical field.**



Women's
Center
Throwback
Thursdays
Thursdays at 12pm

Dr. Olutayo Sogunro, M

Cobb, Lisette (Office of Equity and Inclusion)

From: Cobbina-Boivin, Jacqueline (WomensCtr)
Sent: Thursday, April 30, 2020 11:47 AM
Subject: Throwback Thursday: Graphic Designer Alison Chan '14 on 4/30/20 at 12pm
Attachments: Alison Chan '14 TBT Announcement.mov

Join us Thursday, April 30, 2020 at 12pm for the Women's Center Throwback Thursday.

This week's feature video is Mrs. Alison Chan-Rodriguez. Ms. Chan's video can be viewed on [Instagram](#) after 12pm today.

Women's
Center
Throwback
Thursdays
Thursday at 12pm



Alison Chan '14

Graphic Designer | Children's Hospital Colorado

Alison graduated from Central Connecticut State University in Spring 2014 with a degree in Graphic Information Design with a minor in Marketing. During her 4 years at Central, she was the Lead Graphic Designer for the Ruthie Boyce Women's Center and designed posters for various events and speakers.

Shortly upon graduating, she accepted a graphic design internship with Walt Disney Parks and Resorts in Orlando, FL, where she designed materials that reached over 100,000 cast members worldwide. After her internship ended, she made the move to Indianapolis, IN to work as the Marketing Graphic Designer for Angie's List. She worked there for 2 years designing emails, print ads (one featured in People magazine), digital ads, and most notably, an ad that was displayed on the NASDAQ tower.

Alison now works as an in-house graphic designer for Children's Hospital Colorado in Denver, CO. She designs magazines, ads, posters, and other materials supporting the organization. Her design for the helicopter plane and ambulance wrap won a 2019 American Inhouse Design award last year.

She is currently pursuing her Master's degree from Georgetown University for Design Management and Communications. Some personal interests include going hiking with her husband & dog, skiing, and traveling around the world.

Her work can be found on her website at alisonchandesign.com.



lets be paired on instagram tv
April 20, 2020



for more information contact
jacobina.coburn@csd.edu
coburn@csd.edu

children in equity and inclusion
2020



Cobb, Lisette (Office of Equity and Inclusion)

To: President's Commission on Diversity, Equity and Inclusion
Subject: Understanding Unconscious Bias: We All Have Them (Virtual Panel Presentation and Conversation)
Attachments: bias panel poster.pdf

Good afternoon-

The Office of Equity & Inclusion invites you to join us for a virtual panel presentation and conversation, "Understanding Unconscious Bias: We All Have Them" to be held on Tuesday, May 26 from 12:00-1:30. Registration for the event is required. Please register online here: <https://bit.ly/biaspanel> and you will receive an invitation to the WebEx session.

The panel will feature guest presenter Rickey Hall, Vice President for Minority Affairs & Diversity and University Diversity Officer at the University of Washington along with William Mann, Assistant Professor of History and Director of the LGBT Center at Central Connecticut State University and Joanna Flanagan, Sexual Assault & Violence Prevention Specialist at Central Connecticut State University. The panel will be moderated by Dr. Nancy "Rusty" Barceló, Interim Vice President for the Office of Equity & Inclusion at Central Connecticut State University.

We hope you will join us for this important conversation about unconscious bias, how to recognize it, and how to challenge it. Please share this invitation with colleagues in your department. This event is open to all CCSU faculty and staff.

Thank you,

The Office of Equity & Inclusion

Cobb, Lisette (Office of Equity and Inclusion)

From: OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>
Sent: Saturday, May 30, 2020 12:34 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: CCSU Response to Racism and Bigotry

Dear Central family,

I want you to know that I hear and share your rage. The brutal murder of George Floyd in Minneapolis is an undeniable example of the racism and police brutality that continues to plague our nation. Though I do not condone violence, I recognize that the protests from Los Angeles to Brooklyn are a demonstration of the anger, frustration, and pain millions of Americans are feeling about the racial, political, and economic climate.

As president of Connecticut's oldest public university, I want to assure you that bigotry, racism, and discrimination have no safe haven on the CCSU campus (see our policy below).

A year ago, I pledged to support the changes necessary for ensuring our campus is safe and inclusive for all. Today, I am reasserting my commitment. Moving forward, we will increase our efforts to diversify the faculty so that it is reflective of the student population and the communities we serve. Next week, we will share details about a live, online conversation led by the Office of Equity & Inclusion and the Center for Africana Studies. We hope the exchange of ideas and concerns will be informative and will guide us in our efforts to improve the campus climate.

Some of the important first steps taken during the past year, include the following:

- Hired Dr. Rusty Barcelo, a nationally recognized expert in diversity, equity, and inclusion in higher education, to lead the Office of Equity and Inclusion (OEI) and Pamela Whitley in the new position of Associate Chief Diversity Officer.
- Established the President's Commission on Diversity, Equity and Inclusion - a group of diverse voices and perspectives to work with me in establishing institutional priorities related to addressing equity and inclusion issues.
- Began a series of cultural training sessions (last week the University leadership and 100 faculty and staff participated in a seminar on unconscious bias).
- Provided \$20,000 in funding for Diversity Curriculum grants to implement innovative educational projects and activities that promote mutual respect and enhance our understanding of diversity and social justice.

I acknowledge that we must do more to promote mutual respect on our campus, enhance our understanding of diversity, and promote equity and social justice. Let us work together as the Central family to ensure that, "I can't breathe," are words never spoken on our campus.

Sincerely,

Zulma R. Toro
President

Statement on Discrimination and Harassment

Central Connecticut State University strives to maintain our campus as a place of work and study for faculty, staff, and students that is free of all forms of prohibited discrimination and harassment based upon age; ancestry, color; gender identity and expression; intellectual disability; learning disability; mental disorder; physical disability; marital status, national origin; race; religious creed; sex, (including pregnancy, transgender status, sexual harassment and sexual assault); sexual orientation; or any other status protected by federal or state laws. Any student who has concerns about should contact the Office of Equity & Inclusion (OEI) at 860-832-1652.

Cobb, Lisette (Office of Equity and Inclusion)

From: OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>
Sent: Tuesday, June 2, 2020 4:54 PM
To: Administrative Departments; Academic Departments; Students-AllActivelyEnrolled
Subject: Friday: Racial Injustice: Speaking Your Truth

Dear Central family,

I hope you will join me in attending a very important online panel discussion on **Friday, June 5 at noon** titled, "**Racial Injustice: Speaking Your Truth.**" I am grateful for our administrative and academic faculty and students who have agreed to speak their truth. It is my hope that we will have a productive and respectful conversation about how we can and must do better as a university to address racial disparities on campus.

I thank the Office of Equity & Inclusion and the Center for Africana Studies for convening an impressive panel so quickly. You can find details and login information [here](#).

I hope you are all well and safe, and I look forward to "seeing" you on Friday.

Sincerely,

Zulma R. Toro
President

CENTRAL CONNECTICUT STATE UNIVERSITY
OFFICE OF EQUITY & INCLUSION AND THE CENTER FOR AFRICANA STUDIES

RACIAL INJUSTICE: SPEAKING YOUR TRUTH

A LIVE PANEL CONVERSATION

**FRIDAY, JUNE 5
12:00 P.M.**

TO JOIN WEBEX SESSION
AT THE TIME OF THE
EVENT, CLICK HERE OR
TYPE [RELEVANT URL](#)
INTO YOUR BROWSER
IF PROMPTED FOR A
PASSWORD, ENTER
[WWW.ZHI3227](#)

Dr. Reginald Simmons
Associate Professor, African American
Studies, Criminology/Criminal Justice

Mr. Lawrence Hall
Deputy, Office of Admissions

Mr. William Fothergill
Associate Counselor, Student
Wellness Services, Counseling &
Student Development

Mr. Jonathan Smith
Senior, Mechanical Engineering Technology,
CCSU Brotherhood Initiative, National Society
of Black Engineers

Mr. Okunrewaju Olanuwaju
Sophomore, Political Science, SGA Senator At Large,
Orientation Leader, CCSU Basketball

MODERATED BY:

Dr. Evelyn Phillips
Professor, African American Studies,
Anthropology,
Director, Center for Africana Studies

Questions? Contact Family Services at (860) 832-1402 or family@ccsu.edu.

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, June 9, 2020 4:49 PM
To: Administrative Departments; Academic Departments
Subject: Affirmative Action Plan annual notice

Dear Central family,

The Office of Equity and Inclusion (OEI) invites all employees to read and review CCSU's Affirmative Action Plan. OEI is the office designated with the responsibility and authority to administer and monitor our affirmative action program.

Copies are available on-line at <http://www.ccsu.edu/diversity/affirmativeAction.html> or in the Office of Equity & Inclusion, Davidson Hall, Room 119.

Please note that due to COVID-19, the date for employees to submit comments for inclusion in the University's submission of its 2020 Affirmative Action Plan, has been extended to August 31, 2020.

For information relating to the University's policy on affirmative action, please visit the department's web page at <http://www.ccsu.edu/Diversity/>. You will also find other resources including the following:

[Affirmative Action/Equal Opportunity Policy Statement](#)
[Nondiscrimination in Education and Employment Policy](#)
[BOR Sexual Misconduct Policy](#)
[ADA Policy](#)
[CCSU Procedures and Timetables for Processing of Discrimination and Sexual Harassment Complaints](#)

The signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Equity & Inclusion, located in Davidson Hall, Room 119. Should you have any questions, please feel free to contact the office at 860-832-1652.

Thank you,

Nancy "Rusty" Barcelo
Interim Vice President of Equity and Inclusion
barcelo.n@ccsu.edu

Cobb, Lisette (Office of Equity and Inclusion)

Subject: Faculty & Staff Open Forum reminder

Start: Tue 6/23/2020 1:00 PM

End: Tue 6/23/2020 2:00 PM

Recurrence: (none)

From: OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>

Sent: Monday, June 22, 2020 7:12 PM

To: Administrative Departments; Academic Departments

Subject: Faculty & Staff Open Forum reminder

Dear Central family,

I want to remind you about tomorrow's **Faculty & Staff Open Forum at 1 p.m.**, for a conversation about racism, bigotry, bullying, and discrimination. The social justice movement continues to gain momentum and students of CCSU and universities across the country are demanding evidence of real change that ensures their campuses are safe and inclusive.

The discussion will be moderated by Reginald Simmons, associate professor of Criminology & Criminal Justice. I will be joined on the panel by Rusty Barcelo, interim Vice President for Equity & Inclusion; Carolyn Magnan, University Counsel; Gregory Sneed, Chief of Police; and Sal Cintorino, Chief Operations Officer.

I look forward to hearing your thoughts and ideas for addressing long-standing issues, fears and injustices that have impacted our students, faculty, and staff of color.

WHEN: Tomorrow, June 23 at 1 p.m.

WHERE: [Click on this WebEx link to join.](#)

I look forward to a respectful discussion and an opportunity to listen to your feedback.

Sincerely,

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Thursday, June 25, 2020 1:45 PM
To: Administrative Departments; Academic Departments
Subject: Diversity & Title IX trainings information

The Office of Equity and Inclusion would like for those who were not able to attend one or both panel discussions: **Understanding Unconscious Bias: We All Have Them** and/or **Racial Injustice: Speaking Your Truth**, to do so in order to fulfill your Diversity Training requirement for this academic year. Please keep in mind that these panels **do not** meet the Title IX requirement. For Title IX information please contact Joanna Flanagan (Office of Victim Advocacy) at jflanagan@ccsu.edu.

Please note: For those who were able to attend one or both panels by phone or used a personal email address please submit an [evaluation form](#) to Erin Rodas (erodas@ccsu.edu) in order to receive credit for Diversity Training.

If you were not able to attend the panel discussions, please watch at least one of the following panels and fill out and submit an [evaluation form](#):

Understanding Unconscious Bias: We All Have Them: <https://www.youtube.com/watch?v=xe10CDDDFi0>

Racial Injustice: Speaking Your Truth:
<https://www.youtube.com/watch?v=NOsgbUwigRw>

Please note you will receive credit for Diversity Training once the form is submitted. The [evaluation form](#) can be returned to Erin Rodas (erodas@ccsu.edu).

In order to receive credit for this academic year the review must be **completed by June 30, 2020**.

We also ask that you please review the following:

- Nondiscrimination Policy, <https://www.ccsu.edu/diversity/policies/NonDiscriminationPolicy.docx>
- BOR/CSCU Sexual Misconduct Reporting Support Services and Processes Policy, https://docs.ccsu.edu/Sexual_Misconduct_Policy.pdf
- Discrimination, Harassment and Sexual Misconduct Procedures, <https://www.ccsu.edu/diversity/policies/OEIPolicies-CCSUProceduresandTimetablesforProcessingofDiscriminationHarassmentIPMandSMComplaintsFINAL.pdf>

Our purpose for offering these discussions is to increase participants' cultural awareness, knowledge and communication. These are just a few of the Diversity Trainings that will be offered by the Office of Equity & Inclusion.

The Office of Equity and Inclusion appreciates your time and welcomes any feedback. Thank you!

Matterazzo, Susan (PresOffice)

From: Campus Announcements <Announce@ccsu.edu>
Sent: Tuesday, July 28, 2020 10:32 AM
To: Administrative Departments; Academic Departments
Subject: Tomorrow: EOP virtual panel on effects of COVID-19 pandemic and social injustice

Join the Educational Opportunity Program Class of 2020 tomorrow at 1 p.m. for a virtual panel discussion on how the COVID-19 pandemic and social injustice affect their communities. Vangella Buchanan, a lecturer in the CCSU English Department and EOP writing instructor, will moderate.

Following the panel presentation, selected students will be presented with scholarships by the Center for Public Policy & Social Research and Governor William O'Neill Endowed Chair in Public Policy and Practical Politics.

This event is sponsored by Office of the President, the Office of Equity and Inclusion, the Center for Public Policy & Social Research, and the Governor William O'Neill Endowed Chair.

[Click here to join the meeting](#), which will open at 12:45 p.m. to allow time for attendees to log in.

Meeting number: 120 750 8800

Password: b3tSQhESc65.

Sent on behalf of the Educational Opportunity Program

President's Commission on Diversity, Equity and Inclusion

| First Name | Last Name | Title/Department | Nominated By | Contact Information |
|------------|-----------|---|---|--|
| Christina | Robinson | Interim AVP for Graduate Studies | Academic Affairs | 860-832-2364 christinarobinson@ccsu.edu |
| Renata | Vickrey | University Archivist | Academic Affairs | 860-832-2085 vickreyr@ccsu.edu |
| Nicole | Spencer | Registrar Services Assistant | Academic Affairs | 860-832-2236 spencern@ccsu.edu |
| Elizabeth | Spear | Director, The Learning Center | Academic Affairs | 860-832-1908 spear@ccsu.edu |
| | | | Administrative Affairs | |
| Evelyn | Phillips | Professor, African American Studies, Anthropology | Center for Africana Studies | 860-832-2617 phillipse@ccsu.edu |
| Momar | Ndiaye | Director | Center for International Education | 860-832-2040 mndiaye@ccsu.edu |
| Helen | Abadiano | Director | Center for East Asian Studies | 860-832-2180 abadiano@ccsu.edu |
| Juan | Coronado | Professor | Latin American, Latino & Caribbean Center | 860-832-2820 jdcoronado@ccsu.edu |
| Charisse | Levchak | Assistant Professor, Department of Sociology | College of Liberal Arts and Social Sciences | 860-832-3141 clevchak@ccsu.edu |
| Abigail | Adams | Professor, Department of Anthropology | College of Liberal Arts and Social Sciences | 860-832-2616 adams@ccsu.edu |
| Toyin | Ayeni | Chair | Committee on the Concerns of Women | 860-832-2052 ayeio@ccsu.edu |
| | | | Enrollment Management | |
| Awilda | Reasco | Director | ConnCAP and EOP | 860-832-1905 reasco@ccsu.edu |

| | | | | |
|-----------|--------------|---|---------------------------------------|--|
| Rusty | Barcelo | Interim VP, Office of Equity and Inclusion | Equity and Inclusion | 860-832-0178 barcelo.n@ccsu.edu |
| Jan | Bishop | Associate Professor, Physical Education and Human Performance | Faculty Senate | 860-832-2156 bishopj@ccsu.edu |
| Catherine | Kurkjian | Professor, Literacy, Elementary and Early Childhood Education | Faculty Senate | 860-832-2179 kurkjianc@ccsu.edu |
| Julie | deFalco | Controller, Budget Office | Fiscal Affairs | 860-832-2551 Julie.defalco@ccsu.edu |
| Gabriela | Flores-Erazo | Human Resources Associate | Human Resources | 860-832-1760 Gabriela.s.flores-erazo@ccsu.edu |
| | | | Information Technology | |
| Amy | Strickland | Associate Director for Compliance | Institutional Advancement (Athletics) | 860-832-3019 stricklanda@ccsu.edu |
| William | Mann | Director | GLBTQ Advisory Committee | 860-832-2091 williammann@ccsu.edu |
| Joanna | Flanagan | Victim Advocate | Office of Equity and Inclusion | 860-832-3795 jflanagan@ccsu.edu |
| Pamela | Whitley | Diversity Associate | Office of Equity and Inclusion | 860-832-1653 Pamela.whitley@ccsu.edu |
| Chris | Gutierrez | Veterans Affairs Coordinator | Office of Veterans Affairs | 860-832-2838 Gutierrezc@ccsu.edu |
| Jean | Alicandro | Director | Residence Life | 860-832-1664 alicandro@ccsu.edu |
| Sarah | Stookey | Associate Professor, Management and Organization | School of Business | 860-832-3284 stookeysab@ccsu.edu |

| | | | | |
|------------|-----------------|---|---|--|
| Sinead | Ruane | Assistant Professor, Management and Organization | School of Business | 860-832-3287 ruane@ccsu.edu |
| Kaustav | Misra | Associate Dean | School of Business | 860-832-3223 kmisra@ccsu.edu |
| Tatiana | Melendez-Rhodes | Assistant Professor, Counselor Education and Family Therapy | School of Education and Professional Studies | 860-832-2256 tatianam@ccsu.edu |
| Jesse | Turner | Professor, Literacy, Elementary & Early Childhood Education | School of Education and Professional Studies | 860-832-2178 TurnerJ@ccsu.edu |
| Shelly | Jones | Professor, Mathematical Sciences | School of Engineering, Science and Technology | |
| Olusegun | Odesina | Professor, Computer electronics & Graphics Technology | School of Engineering, Science and Technology | 860-832-1833 odesina@ccsu.edu |
| Patricia | Bingham | Student | Student Affairs | 860-518-6281 patriciab@my.ccsu.edu |
| Joanne | Milke | Chair, Disability Advisory Committee | President's Advisory Committee for Students with Disabilities | 860-832-1952 jmilke@ccsu.edu |
| Briana | Kuo | Student | Student Government Association | kuob@my.ccsu.edu |
| Ravi | Ajodhi | Student | Student | 860-913-3033 rajodhi@my.ccsu.edu |
| | | | University Counsel | |
| Jacqueline | Cobbina-Boivin | Coordinator | Women's Center | 860-832-1656 Cobbina-boivinj@ccsu.edu |

2019

TELLING HERSTORY

Leah Glaser

WALK OF NO SHAME

A SEARCH AND SPEAK OUT RE...

October 10th at 12pm
 Downtown FSU Student Center
 Light refreshments provided

Love Your Body Day

Thursday, October 24 4pm-6pm
 Friday, October 25 11am-4pm
 Student Center Lobby

"Learning yourself is the greatest revolution."
 — Betty White

The White Ribbon Campaign

Will you take the Pledge?

White Ribbon is a symbol of awareness for men's violence against women.

EEO

Dr. Joanne Leon

Telling HerStory

OCTOBER 24

The Ruth Bayes Women's Center Presents

These Hands Don't Hurt & Light in My Window

Students, faculty, and guests are invited to paint their hands purple and stamp it on a banner to be displayed on campus.

We take the purple hand pledge to intervene for hearing relationships, provide support, domestic violence, and stand with survivors.

October 30, 2019
 1:00-4:00pm
 Student Center Circle

Lighting the purple candle in our windows symbolizes the support to end domestic violence and to create a safer community for all.

OVERCOMING GENDER PAY INEQUITY FORUM

FREE **Open to Public**



Thursday, November 14th
Central Connecticut State University
Student Center 16 Alumni Hall
100 UNIVERSITY AVENUE • STAMFORD, CT 06906

9:00 Welcome Remarks & Lieutenant Governor Synthesize
9:25 Keynote Speaker & Mayor Regis: Recent Women in Rate
10:00 Coffee Break
10:10 Panel 1: "The Status of Pay Equity in Connecticut"
11:15 Coffee Break
11:20 Panel 2: "The Impact on Historically Impacted Communities"
12:35 Lunch
1:05 Deputy Attorney General Margaret Chappie
1:45 Panel 3: "Strategies & Policies to Close the Wage Gap"

FAMILY FRIENDLY TO LEGISLATIVE LEADERS STATE ACADEMY
WOMEN'S CENTER OF PROFESSIONAL AND ACADEMIC OFFICE

PLEASE REGISTER
AHEAD OF TIME

SURVEY: CCSU.EDU/GENDERPAY

Telling HerStory



Thursday, November 21
Women's Center Lounge
Student Center Room 215
12:45pm - 3:00pm

In our 2019 survey, we found that 75% of women at CCSU are not paid equally for their work. We are looking for women to share their stories and experiences with pay equity. The event will be moderated by Maria Santilli, Director of the Women's Center. The event is free and open to all. Register at www.ccsu.edu/women.

Love Jones

A night of celebration and inspiration featuring a variety of talented women from across the state. The event will include a performance by the CCSU Women's Center, a keynote address by a local business leader, and a panel discussion on women's leadership. The event is free and open to all. Register at www.ccsu.edu/lovejones.


Music | Reading | Dancing | Poetry | Singing | Comedy & More

Register to perform:
www.ccsu.edu/lovejones

FEBRUARY 12, 2020
STAMFORD STUDENT CENTER
7pm



Telling HerStory



Thursday, February 20
Women's Center Lounge
Student Center Room 215
12:45 - 1:45pm

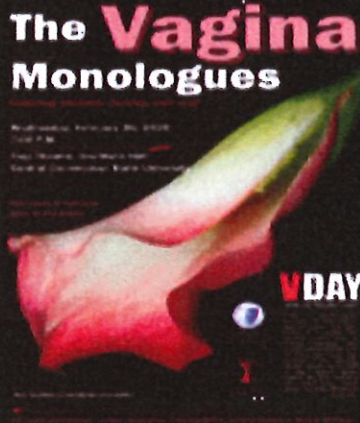
Guest Speaker:
Professor Mary Collins

Professor Mary Collins is an Associate Professor and Chair of the Department of Psychology at CCSU. She is also a member of the American Psychological Association and the Connecticut Psychological Association. She has published several articles on the topic of women's mental health and is currently working on a book about the same topic. She is a very accomplished professional and a role model for many women at CCSU.

Come support our women faculty and network!


The Vagina Monologues

Multi-media Performance by CCSU
10:00 PM
The Vagina Monologues
Central Connecticut State University



V DAY

Women's Night In



7:30pm Heels
8:30pm Belly Dancing
9:30pm Burlesque

Thursday, February 27, 2020
7pm-10pm
Bellin A & B, Student Center

CECE Belle Stives Women's Center Presents...

Women of Color Luncheon

Empowering and Encouraging Next Purpose

Date: February 29, 2018
 Time: 12:00pm - 1:30pm
 Location: CCSI 4, 1000 Central
 Express Memorial Hall

Keynote
Jocile Munizson



...and more text...

...and more text...

...and more text...

Dr. Aron Davis, Director, Green program

ElectHer

Women's Leadership Conference

"We are changing the face of our political candidates."


The more women we empower in college, the more women will have the confidence to become elected officials and make a positive impact on the world."

Arly N. Hagan
 Women's Center, Events Coordinator
 Research Student, Communications

Friday, March 6, 2018
 Multi-Purpose Room,
 Main Campus Hall
 10am-3pm

Register Here:
www.cece.edu/electher

How many female leaders do you know?




EEO logo and other small logos at the bottom.

...and more text...


The Massive Sterilization of Women in Puerto Rico

Wednesday, March 14, 2018
 10:00am - 12:00pm
 Memorial Hall



EEO logo at the bottom.

What's in a Name?
 The Day
 ...and more text...




VOTES FOR WOMEN

...and more text...

EEO logo at the bottom.

...and more text...


Jennifer Lepke



...and more text...

EEO logo at the bottom.

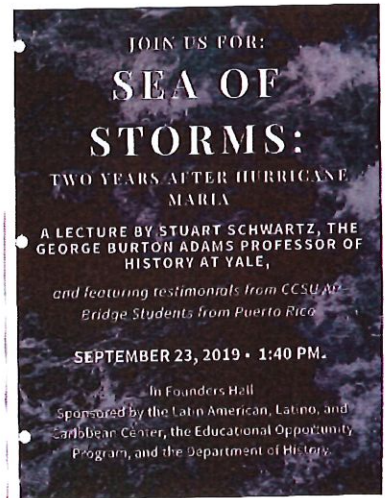
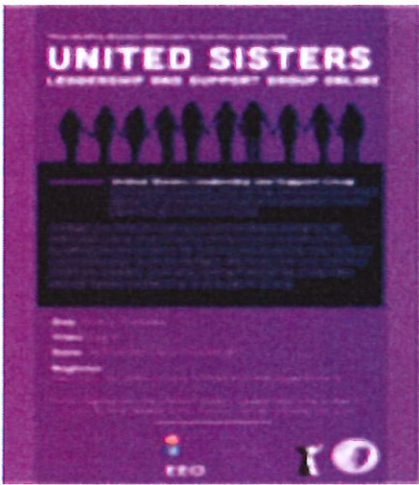
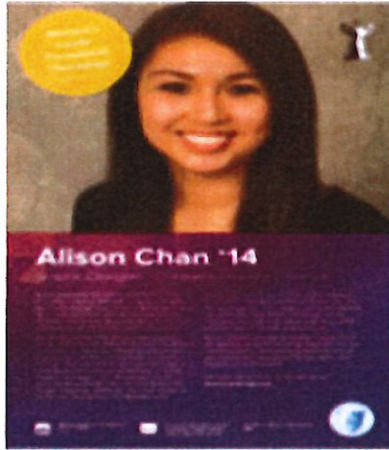
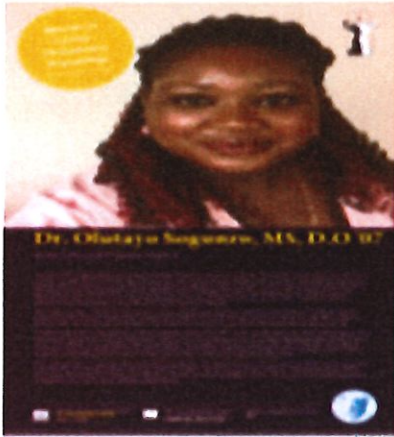
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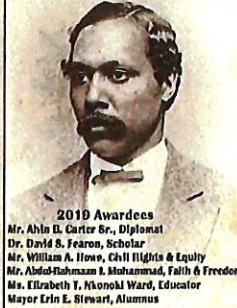


ATTORNEY ANU PATEL '98

...and more text...

EEO logo at the bottom.






2019 Ebenezer D. Bassett Humanitarian Awards
 Wednesday, October 10, 2019
 Reception at 6:00 p.m.
 Awards at 7:00 p.m.

CCSU Founders Hall
 1015 Stanley Street
 New Britain, Connecticut

Free and open to the public




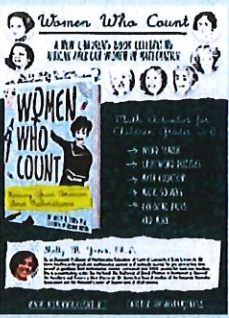
2019 Awardees
 Mr. Ahin D. Carter Sr., Diplomat
 Dr. David S. Fearon, Scholar
 Mr. William A. Howe, Civil Rights & Equity
 Mr. Abdul-Rahman S. Bishammas, Faith & Freedom
 Ms. Elizabeth T. Konomi Ward, Educator
 Mayor Erin E. Stewart, Alumnus

THE CENTER FOR AFRICANA STUDIES PRESENTS

POETRY AT NOON

NO PRESSURE. JUST POETRY

CRISP, KILL YOUR TALK AND BEAN CLOTHES! CRY! CRY!

Women Who Count
 TALK & BOOK SIGNING
 with author **Shelly M. Jones, PhD**
 Professor of Mathematics Education

Thursday, October 17
 6:00 to 8:00 pm

Center for Africana Studies
 Marcus White 008

Reception 6:00-6:30 Book talk 6:30-7:00
 Book signing 7:00-8:00

Sponsored by the Center for Africana Studies and the Department of Mathematical Sciences

Free and open to the public - Refreshments provided

Book available at event - \$15 per copy


Summer 2020

Poetry @ Noon
 June 24, 2020 @ 7 pm
 Via Zoom
 for more info contact
 Sean.Clark@my.ccsu.edu

Coffee and Kala
 July 9, 2020 @ 7 pm
 Via Zoom
 for more info contact
 nehway@my.ccsu.edu


Book Discussion
 "The First Fare" by James Becket
 July 1, 2020 @ 7 pm
 Via Zoom
 for more info contact
 nglaude@my.ccsu.edu

Poetry @ Noon
 July 8, 2020 @ 7 pm
 Via Zoom
 for more info contact
 Sean.Clark@my.ccsu.edu



(noun) a cultural movement that uses the frame of science fiction and fantasy to reimagine the history of the African Diaspora and to invoke a vision of a technically advanced and generally hopeful future in which black people thrive

THE CHRISTMAS CRISIS



AFROFUTURISM

(Pre)figuring the (Afro)futuristic:
 Cartography and African Diaspora
 in W.E.B. DuBois's *The Crisis*

Professor Ennis Addison
 Department of Language & Culture, SUNY Purchase

Wednesday, November 6, 2019 5:00 pm
 Center for Africana Studies Marcus White 008

THE CENTER FOR AFRICANA STUDIES INVITES YOU TO

Celebrate the creation and establishment of the Center for Africana Studies

RIBBON CUTTING CEREMONY & OPEN HOUSE

TUESDAY, OCTOBER 15
 4:00-5:30PM
 MARCUS WHITE 008



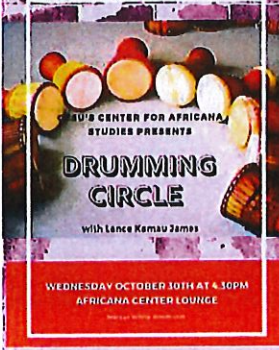
Refreshments provided
 Music by Netop's Daughters
 Drum demonstration by Lance Kamau James

THE CENTER FOR AFRICANA STUDIES PRESENTS

DRUMMING CIRCLE

with Lance Kamau James


WEDNESDAY OCTOBER 10TH AT 6:30PM
 AFRICANA CENTER LOUNGE



CCSU Center for Africana Studies
 20th Annual Conference

EXCAVATING TRUTHS
 Revealing Untold Stories of Free and Captive Africans in the Northeastern U.S.


Celebrating the Career Accomplishments of Dr. Warren Perry




"Jambonez" Album by Charlie Castoried

Thursday, March 8, 2020 | 9 am - 4 pm
 Constitution Room
 Central Connecticut State University

Free Event | Open to the Public | Buffet Lunch Provided
 African Marketplaces Jewelry, Artworks, Crafts and More



MOVIENT-TO-MOIENT MEDITATION



Reduce stress
 Improve attention
 Increase motivation
 Promote healthy living


FALL 2019
 Thursdays 3:00 - 3:30 pm
 Center for Africana Studies - 008 Marcus White
 No experience necessary - Instruction provided

"We meditate to find inner peace so that we might then reflect that peace out into the world through patience, generosity and compassion."

Inspired by
 The African Center for Contemplative Practices
 The Department of Communication & Family Therapy
 in partnership with
 The Center for Africana Studies & HCCoEhd

THE CENTER FOR AFRICANA STUDIES PRESENTS

Coffee & Kala



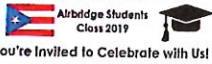
OPEN MIC SOCIAL

OCT 24 2019 7PM-9PM

MARCUS WHITE 008
 REFRESHMENTS, MUSIC, CIVILWAYS, ART

INTERESTED IN PARTICIPATING? EMAIL: nehway@my.ccsu.edu

CELEBRACIÓN FAMILIAR



You're Invited to Celebrate with Us!

Thursday, December 12, 2019 @ 5:00pm
PreCollege & Access Services
Wilford-DiLoreto Hall W313

Menu: [Arroz con gandules, pollo, pernil, ensalada, frijols, flan, queso]
RSVP TO: [Avaldo Reasco | reasco@ccsu.edu or 810-832-1905]

HISPANIC HERITAGE MONTH AT CCSU

SEPT. 23 Founders Ball - Sea of Storms
1:40 PM Lecture by Stuart Schwartz
Testimonials by CCSU Heritage students

SEPT. 26 Hispanic Heritage and Beyond
Proboscian
10:00 AM Concert - We're Auditioning
11:00 AM Panel of Hispanic Heritage Founders Hall
1:00 PM Concert - Alumni Ball

OCT. 15 Conference: Living Our American
8:30 AM Bellin Gallery - All Day
8:00 AM keynote Speaker 1 - Dr. Mark
Dwyer-Velazquez, CCNY
10-12 PM Panels
12-1:30 PM Lunch
1:30-1:50 PM keynote Speaker 2 - Alton
by Doctor Carbery - Georgia
1:50-3:00 PM Panels - Bellin Gallery
3:00 PM Group Photo

Source: The Latin American, Latina, and Caribbean Center at CCSU. The Center is a part of the Department of Latin American and Caribbean Studies. The Center is a part of the Department of Latin American and Caribbean Studies. The Center is a part of the Department of Latin American and Caribbean Studies. The Center is a part of the Department of Latin American and Caribbean Studies.

The Latin American, Latina, and Caribbean Center presents:

LIVING IN LAS AMÉRICAS: MIGRATION AND COMMUNITIES

A conference on the Latin American and Latinx experiences, with a focus on the role of migration across the Americas, past and present.
A Free & Well Open to Students, Faculty, Staff, and the Community!

OCTOBER 15, 2019 • 8:00 AM - 5:00 PM
CCSU - BELLIN GALLERY (STUDENT CENTER)

For Registration and Information go to LALCC@ccsu.edu

All Welcome: ADRIANO GEORGE AND THE GROOVE BROTHERHOOD

September 26, 2019

10:00 p.m. Concert
Weiss Auditorium

3:05 p.m.
Department of Music Forum

7:30 p.m. Concert
Alumni Hall

Sponsored by the CCSU Department of Music, the State of Utah Board of Governor's Music Committee, the Board of the Corp. Amigos College of Latin American and Caribbean Studies, the Latin American, Latina and Caribbean Center, Latin American Studies, the Department of History, and the Ministry of Culture of the Republic of Haiti.

Alaska Park, Department of Music, CCSU
Beverly Daniel Tolum, Prof. College Career Advisor
Department of Music, CCSU (caribbea@ccsu.edu)
or Prof. Mary Ann Mahony, Department of History, CCSU (mahony@ccsu.edu)

FACULTY BOOK DISCUSSION GROUP

NATIONAL BESTSELLER

WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?

Author: Beverly Daniel Tolum, PhD

The CHD has teamed up with the Spring to host a book discussion on *Why Are All the Black Kids Sitting Together in the Cafeteria?* and other conversations about race. We will be reading the revised and updated 20th Anniversary Edition.

join us!

MEETING TIMES:
FEBRUARY 4 & 18
MARCH 10 & 24
APRIL 7

THE GROUP WILL MEET AT
ELIUD BUNATT LIBRARY IN THE
CTFD CONFERENCE ROOM
(3RD FLOOR)
FROM 3:05-4:30

Why Are All the Black Kids Sitting Together in the Cafeteria? was a landmark publication when it appeared in 1997. Twenty years later this updated edition is as fresh, poignant and timely as ever.—Earl Lewis, *President, the Andrew W. Mellon Foundation*

Co sponsored by:
ELIUD BUNATT LIBRARY

The book will be provided to faculty at no charge
Books will be provided!

amygagan@ccsu.edu

PROUD TO RESIST

JOIN CCSU PRIDE IN OUR FIGHT FOR RACIAL JUSTICE AND LGBTQ+ PRIDE!

CAPITOL BUILDING IN HARTFORD
JUNE 26TH
INTERSECTIONALITY WORKSHOP AT 12PM
PEACEFUL PROTEST AT 1PM

PLEASE WEAR ALL BLACK WITH RAINBOW OR OTHER QUEER-FLAG ACCESSORIES, DON'T FORGET YOUR MASKS!



#BLACK LIVES MATTER

CONTACT PAT OR AMARA FOR FURTHER INFO:
@CCSUPRIDE ON IG

Virtual Office Hours

Monday's 12:00 pm - 2:00 pm
 Tuesday's 9:00 am - 12:00 pm
 Wednesday's 1:00 pm - 3:00 pm
 Thursday's 9:00 am - 12:00 pm
 Friday's 9:00 am - 5:00 pm

To make an appointment outside of these hours, please email us at lgbt@ccsu.edu

CCSU LGBT CENTER

LGBTQIA+ WEEKLY DISCUSSION GROUP

Are you looking for community during the spring semester? Would you like to speak with other LGBTQIA+ folk from CCSU? Anyone is welcome to join our weekly support group via Discord.

EVERY THURSDAY | 3:00 PM - 4:30 PM
 EMAIL LGBT@CCSU.EDU TO SIGN UP

CCSU LGBT Center

Are you looking for ways to stay connected?

As an online virtual lobby, our LGBT Center will be open Monday-Friday 9:00 am - 5:00 pm via Discord.

To join, please email LGBT@ccsu.edu

We will still be here for you.



CONNECTION STATE UNIVERSITY
 OFFICE OF EQUITY, INCLUSION AND THE CENTER FOR STUDIES

RACIAL INJUSTICE: SPEAKING YOUR TRUTH

A LIVE PANEL CONVERSATION

- Dr. Reginald Simmons
Associate Professor, African American Studies, Criminology, Criminal Justice
- Mr. Lawrence Hall
Director, Office of Admissions
- Mr. William Fothergill
Associate Curator, Studies, Wellness Services, Counseling & Student Development
- Mr. Jamal A. Smith
Senior Mechanical Engineering Technology, CCSU Department of Students and Society, CHS&E Engineers
- Mr. Olanrewaju Olanrewaju
Systematic Risk & Statistics, SGA Services & Large, Commission Leader, CCSU Business


FRIDAY, JUNE 5
12:00 P.M.

TO JOIN VIA DISCORD AT THE TIME OF THE EVENT, CLICK THE QR CODE TO JOIN OR COPY THE LINK OR PASTE THE CODE INTO YOUR BROWSER. IF PROMPTED FOR A PASSWORD, ENTER: 6667663777

MODERATED BY
 Dr. Evelyn Phillips
 Professor, African American Studies, Anthropology, Director, Center for Studies



Central Connecticut State University
 Office of Equity & Inclusion presents



UNDERSTANDING UNCONSCIOUS BIAS: WE ALL HAVE THEM

Join us for a virtual panel discussion and conversation.

UNCONSCIOUS BIAS

Unconscious bias, also referred to as implicit or unintended bias, refers to stereotypes or beliefs about certain groups of people that individuals form outside their own conscious awareness. Everyone forms these stereotypes or beliefs without realizing it. Many researchers suggest that unconscious bias occurs automatically as the brain makes quick judgments based on experiences and background. We often internalize this implicit bias, leading us to unconsciously believe certain things, both positive and negative, about ourselves and others.

During this panel, we will discuss how unconscious biases are developed and maintained and how they impact our interactions. Strategies for recognizing and challenging bias will be discussed.

TUESDAY, MAY 26
 12:00 pm - 1:30 pm

Register online at bit.ly/ubpanel to receive the WebEx invitation.

PANELISTS

- Blakey Hall
Vice President for Minority Affairs, University as Multicultural Diversity Office, Director of Wellness
- William Mann
Assistant Professor of History and Director of the LGBT Center, Central Connecticut State University
- Josanna Flanagan
Dr. Jill Anne, J.D., Vice President for Student Affairs, Office of Equity & Inclusion, Central Connecticut State University

MODERATOR

- Dr. Nancy "Nasty" Barceló
Invasion Vice President, Office of Equity & Inclusion, Central Connecticut State University

STUDENT CLIMATE SURVEY
 CENTRAL CONNECTICUT STATE UNIVERSITY

Share Your VOICE Shape Our FUTURE

Take the Diverse Learning Environments Survey

Now through April 30th

Check your email from CCSUClimateSurvey

- Have you ever demonstrated for a cause?
- Are you able to discuss and negotiate controversial issues?
- Have you taken courses that included material/reading about gender identity?
- Have you participated in campus activities?

For details about the survey, www.ccsu.edu/ShareYourVoice

STUDENT CLIMATE SURVEY
 CENTRAL CONNECTICUT STATE UNIVERSITY

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