

## Internal Communication: Section 46a-68-79

During the reporting period, the affirmative action staff at Central Connecticut State University (CCSU) was led by Rosa Rodriguez, Chief Diversity Officer (CDO), and her staff consisted of Sarah Dodd, Associate to the CDO, and Sharon Gaddy, ODE Assistant and Alberto Cifuentes, Jr., University Assistant up until July 1, 2019. On July 1, 2019, Nancy Barcelo was hired to temporarily serve in the capacity of Interim Vice President of the newly named Office of Equity and Inclusion (OEI) and her staff includes a new hire, Pamela Whitley, Lead Diversity Associate. The office address for both the CDO and Associate was CCSU, Office of Diversity and Equity (ODE) 1615 Stanley St., Davidson Hall, Room 102, New Britain, CT 06050-4010. The telephone number for Ms. Rodriguez is 860.832.0178 and her e-mail address was [rosa.rodriguez@ccsu.edu](mailto:rosa.rodriguez@ccsu.edu). The telephone number for Ms. Dodd was 860.832.1653 and her email address was [sarah.dodd@ccsu.edu](mailto:sarah.dodd@ccsu.edu). The new Office of Equity and Inclusion has moved, and the address is 1615 Stanley Street, Davidson Hall, Room 119, New Britain, CT 06050-4010. The telephone number for Ms. Barcelo is 860.832.0178 and her email address is [barcelo.n@ccsu.edu](mailto:barcelo.n@ccsu.edu). The telephone number for Ms. Whitley's is 860-832-1653 and her email address is [pamela.whitley@ccsu.edu](mailto:pamela.whitley@ccsu.edu). All communications concerning Equal Employment Opportunity/Affirmative Action will identify the new 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 ODE'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 ODE 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 CDO and now will be addressed to the new Interim Vice President of the Office of Equity and 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 **February 7, 2019** 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 2018-2019 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 CDO 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 new Interim Vice President of the Office of Equity and Inclusion (OEI) will continue to meet with the Executive Committee regarding the affirmative action plan and related diversity and inclusion programs.

The CDO 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 new 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.

During the reporting period, ODE distributed more than 2000 booklets containing the nondiscrimination and anti-harassment policies, resources and complaint procedures to students, faculty and staff.

### **Meeting with Search Committees**

The CDO or designee 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 ODE staff answered numerous inquiries from the search committees throughout the year related to the search procedures. In addition, the CDO 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 Associate in Diversity and Equity or the CDO 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, the ODE 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. The new OEI Office has been handling these responsibilities and continues to provide copies of the AA/EEO policies to new employees.

The CDO 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 CDO 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 new Interim Vice President of the Office of Equity and 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 Diversity and Equity, Office of Equity and 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, Ruthe 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.

<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. Cherly 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 Spring Speaker: Ms. Marilyn Alverio</p>	
<p>Women’s Center- Women of Color Luncheon Fall Keynote Speaker- Representative Robyn Porter Spring Keynote Speaker- Dr. Sheryl Best</p>	
<p>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</p>	
<p>Women’s Center- Domestic Violence Awareness Month: <b>The Walk of No Shame:</b> A campus speak out event that addresses rape culture within college campuses and promotes the eradication of a victim blaming community. Keynote Speaker: Fiyabomb <b>Silent Witness Exhibit:</b> 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.</p>	
<p>Women’s Center- Sexual Assault Awareness Month: <b>Take Back the Night:</b> International event with the mission of ending sexual, relationship, and domestic violence in all forms. Keynote Speaker: Ms. Amy Oestreicher <b>White Ribbon Campaign:</b> An International men’s campaign aimed to ending men’s violence against women. <b>I Don’t Owe You Campaign:</b> A campaign recognizing, naming, and addressing the issues entitlement, consent, and rape culture</p>	

Below is a sample of jointly sponsored events by the Office of Diversity and Equity and 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, 2018 to July 31, 2019.) These programs included but were not limited to:

**Stand Up CCSU Campaign**

Stand Up CCSU is a student-led bystander intervention campaign that focuses on the prevention of sexual assault, intimate partner violence and stalking.

Students primarily lead stand up CCSU. In Fall 2018, recruitment began for the Spring 2019 Stand Up CCSU Community Organizer program. After an application and interview process, ten students were ultimately selected to be a part of the program. These students were provided a full day of training on sexual and interpersonal violence and prevention strategies. They then worked to plan events, host information tables, and create a poster campaign to educate the campus about bystander intervention.

- *Tabling*: Organizers regularly tabled in the Student Center and at major events across campus. They provided resources on advocacy as well as bystander intervention. Number of student contacts: 200 (approx.)
- *Stand Up Day*. At this outdoor event, the Stand Up Community Organizers partnered with campus and community organizations to provide interactive activities for CCSU students to practice and think deeply about bystander intervention. Number of participants: 400 (approx.)
- *Poster Campaign*. Community organizers developed a poster campaign with messages about victim advocacy and violence prevention. They created eight unique posters that were distributed in academic buildings, residence halls, athletic facilities and administrative buildings.
- *Social Media*. Photos, events, poster campaign promotion and links were shared on an on-going basis on Facebook, Twitter and Instagram.
- *Classroom Presentations*. The Office of Victim Advocacy offered classroom presentations to share information about the campaign and violence prevention. Number of student contacts: 80 (approx.)

### **Bringing in the Bystander**

Bringing in the Bystander is a 90-minute training focused on sexual assault awareness and bystander intervention. The Office of Victim Advocacy and other trainers from departments across campus facilitated sessions with athletics and student organizations throughout the year. The program was also included during new student orientation and all incoming first-year students participated in a session.

Number of sessions: 20

Number of student contacts: 1042

See University Events 2018-2019. Attachment in supportive documents area for a more detailed report of these events including the date, description and sponsoring university department(s).

### **Diversity and Sexual Harassment Prevention Training**

#### *State Mandated Diversity Training*

The CDO will continue to schedule Title IX (including sexual harassment) and diversity training for all new employees as needed and will continue to report the scheduled sessions in CCSU's annual filings.

Diversity Training is also periodically scheduled for the University's managers and supervisors, including employees who supervise student workers. A copy of the materials utilized and/or distributed during the diversity training sessions is included within the "Supportive Material" subsection which follows this portion of the "Internal Communications" section.

#### Diversity Training Sessions

During this reporting period, five (5) sessions were conducted serving 201 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
August 23, 2018	Diversity Training	48
October 23, 2018	Diversity Training	49
November 12, 2018	Diversity Training	30
February 22, 2019	Diversity Training	33
March 26, 2019	Diversity Training	41
<b>TOTAL</b>		<b>201</b>

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, Rosa Rodríguez provided information on sexual harassment, nondiscrimination, ADA, and sexual misconduct policies, and complaint procedure. During the Fall 2019, Nancy Barcelo met with new faculty members and provided information on the new Office of Equity and 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 CDO 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, ODE 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 Sarah Dodd, CCSU's Victim Advocate.

The CDO 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.

<b>Date</b>	<b>Topic Area</b>	<b>Number of Participants</b>
January 19, 2019	Sexual Harassment Prevention Training for CCSU Police	24
April 11, 2018	Sexual Harassment Prevention Training for Supervisors	23
	<b>Sexual Harassment Prevention TOTAL</b>	<b>47</b>
August 22, 2018	Title IX In-Person (3 Hour)	18
August 23, 2018	Title IX In-Person (3 Hour)	11
February 20, 2019	Title IX In-Person (3 Hour)	10
February 28, 2019	Title IX In-Person (3 Hour)	10
March 7, 2019	Title IX In-Person (3 Hour)	9
March 27, 2019	Title IX In-Person (3 Hour)	12
April 18, 2019	Title IX In-Person (3 Hour)	20
June 20, 2019	Title IX In-Person (3 Hour)	20
	<b>Title IX In-Person (3 Hour)</b>	<b>110</b>
February 20, 2019	Title IX Refresher	6
February 21, 2019	Title IX Refresher	7
February 27, 2019	Title IX Refresher	6
March 8, 2019	Title IX Refresher	7
March 28, 2019	Title IX Refresher	6
April 4, 2019	Title IX Refresher	6
May 9, 2019	Title IX Refresher	6
May 10, 2019	Title IX Refresher	6
	<b>Title IX In-Person TOTAL</b>	<b>110</b>
	<b>On-line Training TOTAL</b>	<b>210</b>
	<b>Title IX Refresher Training TOTAL</b>	<b>50</b>
	<b>TOTAL Title IX and Sexual Harassment Prevention STAFF TRAINING</b>	<b>270</b>

### **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 2018/2019 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.

<b>Date</b>	<b>Topic Area</b>	<b>Number of Participants</b>
August 6, 2018	Sexual Harassment Prevention Training for Supervisors	20
October 5, 2018	Sexual Harassment Prevention Training for Supervisors	9
October 22, 2018	Sexual Harassment Prevention Training for Supervisors	7
March 27, 2019	Sexual Harassment Prevention Training for Supervisors	1
January 9, 2019	Sexual Harassment Prevention Training for Supervisors	22
January 10, 2019	Sexual Harassment Prevention Training for Supervisors	13
	<b>Sexual Harassment Prevention TOTAL</b>	<b>72</b>
August 23, 2018	Title IX In-Person (3-Hour)	70
August 24, 2018	Title IX In-Person (3-Hour)	25
November 16, 2018	Title IX In-Person (3-hour)	14
January 11, 2019	Title IX In-Person (3-hour)	14
February 6, 2019	Title IX In-Person (3-hour)	9
March 29, 2019	Title IX In-Person (3-hour)	3
April 18, 2019	Title IX In-Person (3-Hour)	9
May 23, 2019	Title IX In-Person (3-Hour)	14
June 4, 2019	Title IX In-Person (3-Hour)	11
June 25, 2019	Title IX In-Person (3-Hour)	7
June 27, 2019	Title IX In-Person (3-Hour)	10
	<b>Title IX In-Person (3-Hour) TOTAL</b>	<b>186</b>
November 9, 2018	Title IX Refresher	2
February 25, 2019	Title IX Refresher	9
March 5, 2019	Title IX Refresher	6
March 13, 2019	Title IX Refresher	10
March 15, 2019	Title IX Refresher	5
March 21, 2019	Title IX Refresher	8
March 26, 2019	Title IX Refresher	4
April 3, 2019	Title IX Refresher	14
April 8, 2019	Title IX Refresher	5
June 27, 2019	Title IX Refresher	22
	<b>Title IX Refresher (in-person) TOTAL</b>	<b>85</b>
	<b>Online Title IX Training TOTAL</b>	<b>231</b>
	<b>TOTAL Title IX and Sexual Harassment Prevention STAFF TRAINING</b>	<b>574</b>

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.

## Matterazzo, Susan (PresOffice)

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**From:** Whittemore, James (Academic Affairs)  
**Sent:** Friday, July 19, 2019 4:45 PM  
**To:** Williams, Louise (History); Kean, Kevin (Psychological Science); Jackson, Mark (Biology); Jasek, Michael D. (Student Affairs); Gutierrez, Christian (Veterans Affairs); Barcelo, Nancy V. (Diversity and Equity); Suski-Lenczewski, Anna E. (Human Resources); Magnan, Carolyn (University Counsel); Sneed, Gregory (CCSU Police); Dauwalder, David P. (Academic Affairs)  
**Cc:** Taddei, Janelle (Student Affairs); Richards-Meade, Claudia E. (Human Resources); Hastings, F. Kamilah (PresOffice); Matterazzo, Susan (PresOffice); Lynes, Michelle (Academic Affairs); Lopez, Melina (Veterans Affairs); Malinowski, Michelle (AAUP); Montano, Gina (GradStudies)  
**Subject:** New Faculty Orientation - Thursday, August 22nd  
**Attachments:** 2019 New Faculty Orientation Agenda.docx

Good Afternoon,

As you know, New Faculty Orientation is one of our first opportunities to welcome new faculty members to the CCSU community. We hope that you are able to participate in this year's engaging New Faculty Orientation event, which is scheduled for Thursday, August 22<sup>nd</sup>. Please note that there are some changes from the program we have run in previous years, but the overall goal remains the same – to welcome the new faculty and provide them with the information they need to get off to a healthy and productive start on campus. Please review the attached draft with suggested speaking times, and let me know as soon as possible if you have a conflict with your assigned time. If you have a handout you would like included in the information packet, please make sure to send 100 copies to the Office of the Provost, Davidson 111, by August 16<sup>th</sup>. Otherwise, you are welcome to hand out materials during your speaking time.

Thank you,

Christina Robinson, Ph.D.  
Interim Associate Vice President for Graduate Studies, Research, and Faculty Development  
Associate Professor of Economics  
Central Connecticut State University  
1615 Stanley Street  
New Britain, CT 06050  
Phone: (860) 832-2364  
Email: [ChristinaRobinson@ccsu.edu](mailto:ChristinaRobinson@ccsu.edu)

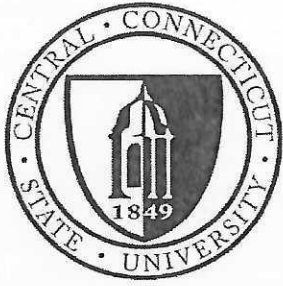


# 2019 New Faculty Orientation

Thursday, August 22, 2019  
Connecticut Room, Memorial Hall

Hosted by Christina Robinson, Ph.D.  
Interim Associate Vice President for Graduate Studies, Research, and  
Faculty Development

- 8:30 – 9:00 a.m.**                    **Breakfast**
- 9:00 – 9:45 a.m.**                    **Welcome and Opening Remarks**
- Zulma Toro, President
  - David Dauwalder, Provost and Vice President for Academic Affairs
- 9:45 – 9:55 a.m.**                    **Student Affairs and Faculty: Helping Students Succeed**
- Michael Jasek, Vice President for Student Affairs
- 9:55 – 10:10 a.m.**                    **CCSU-AAUP and Faculty Senate**
- Louise Williams, CCSU-AAUP President and Professor of History
  - Kevin Kean, CCSU-AAUP Part-Time Advisory Committee Chair and Lecturer of Psychological Science
  - Mark Jackson, Faculty Senate President and Professor of Biology
- 10:10 – 10:20 a.m.**                    **Veterans Affairs Coordinator**
- Chris Gutierrez, Veterans Affairs Coordinator
- 10:20 – 10:30 a.m.**                    **Break**
- 10:30 – 10:40 a.m.**                    **Diversity & Equity Services and Resources**
- Rusty Barcelo, Interim Vice President for Diversity, Inclusion & Equity
- 10:40 – 11:00 a.m.**                    **What You Need to Know About Human Resources**
- Anna Suski-Lenczewski, Chief Human Resources Officer
- 11:00 – 11:20 a.m.**                    **Resources for Resolving Legal Issues**
- Carolyn Magnan, University Counsel
- 11:20 – 11:30 a.m.**                    **Threat Assessment and Campus Security**
- Gregory Sneed, Police Chief



# 2019 New Faculty Orientation

Thursday, August 22, 2019

Connecticut Room, Memorial Hall

## Campus Resources

11:30 – 12:00 p.m.

### **Instructional Design & Technology Resource Center (IDTRC)**

- Jennifer Nicoletti, Instructional Support Center Supervisor

### **Information Technology/Central Pipeline**

- Amy Kullgren, Director of Client Support Services, IT
- Tina-Marie Rivera, Help Desk Manager, IT

### **Student Disability Services**

- Joanne M. Milke, M.S., M.S.ED, Director, Student Disability Services

### **Center for International Education**

- Momar Ndiaye, Director of CIE

### **Community Engagement**

- Jessica Hernandez, Coordinator of Community Engagement

### **Writing Circles**

- Amanda Fields, Assistant Professor, English, Writing Center Director
- Kimberly Meyer, Assistant Professor, Criminal Justice

### **Research: Grants and Funded Research/Institutional Review Board (IRB)**

- Roderick Waterman, Director, Grants and Funded Research
- Dr. Laura Bowman, Co-Chair, Human Studies Council

### **Work-Life Balance**

- Leah Glaser, Professor, History, Co-Chair, Work-Life Balance
- Fiona Pearson, Professor, Sociology, Co-Chair, Work-Life Balance
- Jacqueline Cobbina-Boivin, Coordinator, Women's Center

12:00 – 1:15 p.m.

### **Luncheon and Resource Fair Hosted by CCSU-AAUP**

1:15 – 1:45 p.m.

### **Tour of Elihu Burritt Library**

- Location: Special Collections, 2<sup>nd</sup> Floor, Rm. 208000
- Carl Antonucci, Director of the Library
- Susan Slaga-Metivier, Head of Library Reference

## Matterazzo, Susan (PresOffice)

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**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

## Matterazzo, Susan (PresOffice)

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**From:** Toro, Zulma R. (President CCSU)  
**Sent:** Saturday, March 23, 2019 12:49 PM  
**To:** Matterazzo, Susan (PresOffice)  
**Subject:** Fwd: Required Clery Act Training for Campus Security Authorities (CSA's)  
**Attachments:** CCSU\_CSA Reporting Form\_Updated (1).pdf

Susan:

Please coordinate with Sarah to get this message out.

Thanks,

Zulma

Get [Outlook for iOS](#)

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**From:** Dodd, Sarah J. (Diversity and Equity) <sarahdodd@ccsu.edu>  
**Sent:** Saturday, March 23, 2019 12:13 PM  
**Cc:** Toro, Zulma R. (President CCSU)  
**Subject:** Required Clery Act Training for Campus Security Authorities (CSA's)

**To:** Campus Security Authorities

**From:** Office of the President  
Office of Diversity & Equity

According to a federal law known as the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*, our school is required to disclose "statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined, as a *Campus Security Authority*." **After careful consideration, you have been designated a Campus Security Authority (CSA) at CCSU. Please review the below information regarding the role of the CSA and directions on how to register for your required training.**

The Clery Act requires that CCSU disclose three general categories of crime statistics:

- **Primary crimes:** Criminal homicide (murder and non-negligent manslaughter, and negligent manslaughter); sex offenses (rape, fondling, incest, statutory rape); robbery; aggravated assault; burglary; motor vehicle theft; and arson.
- **Hate Crimes:** Any of the above primary crimes, and any incidents of larceny-theft, simple assault, intimidation, or destruction/damage/vandalism of property that were motivated by bias.
- **VAWA Crimes:** Dating violence, domestic violence and stalking.
- **Arrests and referrals for disciplinary action:** Arrests for liquor law violations, drug law violations and illegal weapons possession; referrals for liquor law violations, drug law violations, and illegal weapons possession.

We are required to disclose statistics for offenses that occur on campus, in or on non-campus buildings or property owned or controlled by our school, and public property within or immediately adjacent to our campus. Additionally, CCSU has a responsibility to notify the campus community about any crimes which pose an ongoing threat to the community, and, as such, CSAs are obligated by law to report crimes to the university police department. Even if you are not sure whether an ongoing threat exists, immediately contact the CCSU Police Department.

## Register for Required Training

In order to understand your responsibility as a CSA, we ask that you complete a brief training by June 1, 2019. Four trainings have been scheduled. In order to register for a training please follow this link: [Clery Training Registration](#)

Also, attached to this e-mail you find the CCSU Campus Security Authority Reporting Form. If you are made aware of any crimes in our geographical reporting area, you will fill out this form and submit it to Jerry Erwin at the CCSU Police ([erwinJ@ccsu.edu](mailto:erwinJ@ccsu.edu) or 860-832-2381).

If you have any questions about this request please contact Sarah Dodd (Diversity Associate) at [sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu) or 860-832-1653.

Sarah Dodd  
Diversity Associate  
The Office of Diversity and Equity  
Central Connecticut State University

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Monday, July 1, 2019 10:01 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Your feedback is needed

Dear Central Family,

We are seeking your ideas! We need to increase our fall enrollment numbers for both incoming and continuing students? As faculty and staff who have direct contact with our students or as parents who have gone through the college recruitment and admissions process with your children, you likely have insights that could prove helpful to us.

What do prospective college students need to hear about CCSU? What we could be doing better to help our current students succeed in their studies at CCSU? These are just some of the questions for which we are seeking your feedback. To share your constructive ideas with me, please follow [this link](#).

I appreciate your efforts and contributions in making CCSU a university we can all be proud of!

Sincerely,

Zulma R. Toro  
President



## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Wednesday, June 19, 2019 10:43 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** NECHE Accreditation

Dear Central Family,

I am pleased to share the news that the University has earned reaccreditation by the New England Commission of Higher Education (NECHE) after determining we are “substantially in compliance” with accreditation standards. Also of note, the Doctor of Nurse Anesthesia Program was accepted and included within the University’s accreditation.

The Commission commended us for a “comprehensive and candid” self-study and a “clear governance process.” NECHE also praised us for making “significant gains in student learning outcomes.” This speaks volumes about our faculty and its efforts to advance and embrace assessment.

As we expected, there were several findings, but there were no surprises. In Fall 2020, we are required to submit a report highlighting advances in three areas. The NECHE update will include: the implementation of the University’s Strategic Plan; the progress toward achieving our enrollment goals; and assuring compliance with Title IX and Title IV requirements. I have every expectation that we will demonstrate advances in Fall 2020. Work is well underway to address deficiencies in the aforementioned areas, including the Action Plan to Change Campus Culture and our additional investment in staff and resources.

As part of our fifth year interim report due to NECHE in Fall 2023, the Commission has requested that we provide an update on our success in “clarifying expectations and demonstrated outcomes” of Board of Regents’ “Students First” and shared services initiatives. To view the full communication, please follow [this link](#).

It is an honor to be part of this dedicated and committed team. My sincere appreciation to all of you who helped us through this intensive review and reaffirm our commitment to high educational standards.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Monday, April 15, 2019 1:08 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Campus culture and LGBTQ incidents

Dear Central Family,

The turnout for the Blackout Rally last week was impressive, and I heartily applaud the students, faculty, and staff who took part. I am sorry to have missed the opportunity to voice my support and address concerns of the group. I was in Boston at a mandatory meeting critical to the University's accreditation process. On Friday morning, I met with representatives from two student groups, PRIDE and the Black Student Union (BSU), whose members did an outstanding job bringing light to issues we must aggressively and honestly address.

In addition to the racist graffiti on campus targeting African Americans, there have been reports of other hateful acts, specifically directed at our LGBTQ community. Two weeks ago, an anti-gay brochure promoting conversion therapy was strategically displayed in a classroom where LGBTQ fiction is taught. In February, a sign outside the LGBTQ Center was ripped down, and a student in the Center reported overhearing several people outside of the Center using gay slurs. These cases are being actively investigated by CCSU Police.

There is no place on our campus for hatred and bullying – none! These incidents are deeply troubling to me, so I am asking you to “Give Your Voice to Diversity.” Shortly, you will receive an email about an event, organized by a variety of student groups and the Division of Student Affairs, to give us all an opportunity to share what diversity means to us.

Also, I am looking forward to the arrival of Dr. Nancy “Rusty” Barceló, a nationally recognized expert in diversity in higher education, as we work together to transform our campus into a safe and welcoming space. In a couple of weeks, Dr. Barceló will join us for a day to lead an open forum focused on diversity and inclusion. In July, she will begin her role as interim Chief Diversity Officer for the University.

Last week's rally was a strong indication of the strength we have when we work together. I truly believe we are moving in a positive direction to becoming the inclusive and supportive environment we expect Central to be. As we continue the good fight, please remember you can share your campus culture concerns by posting anonymously to [www.ccsu.edu/ccc](http://www.ccsu.edu/ccc).

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Thursday, April 11, 2019 9:49 AM  
**To:** Academic Departments; Administrative Departments; Students-AllActivelyEnrolled  
**Subject:** National diversity expert to join CCSU

Dear Central Family,

I am very pleased to announce that a nationally recognized expert in diversity, equity, and inclusion in higher education has been hired to lead the Office of Diversity and Equity on an interim basis.

Dr. Nancy "Rusty" Barceló will be joining us this summer after wrapping up her most recent work at the University of Illinois at Urbana-Champaign. As a diversity consultant, she led an external review and worked with the University's chancellor to, among other initiatives, overhaul its sexual harassment policies and implement a new diversity plan.

Dr. Barceló's 30-year career in higher education began at the University of Iowa and has included various positions as a diversity administrator at the University of Washington and the University of Minnesota. She also served as president of Northern New Mexico College for five years.

She earned her B.A. in Social Work from Chico State University, M.A. in Recreational Education from the University of Iowa, and became the first Mexican-American to earn a Ph.D. from the University of Iowa.

I am confident Dr. Barceló will be an excellent agent for change at Central as we implement our 15-point Action Plan to Change CCSU Campus Culture. We will work together to do what is necessary to transform our campus into a safe environment for all and to restore faith and pride in Connecticut's oldest public institution of higher education.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Tuesday, March 19, 2019 2:53 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Action Plan to Change Campus Culture

Dear Central Family,

We continue to press ahead to improve the campus culture, especially as it relates to sexual misconduct and bullying, and I want to update you on our progress.

Following the release of our independent investigations and task force reports in January and the hosting of an Open Forum, I began meeting with and have scheduled a series of small group conversations with survivors of sexual assault and representatives from our African American, Hispanic, and LGBTQ communities, among others. Though I have several more groups to meet with, the insights and feedback from participants have been informative.

Concurrently, I have been working with my Executive Committee to develop the "Action Plan to Change CCSU Campus Culture," based on findings from our independent investigators and the report from the Task Force on Sexual Misconduct, Bullying, & Campus Culture. While in draft form, we consulted with and sought feedback from the AAUP and SUOAF leadership, as well as the Faculty Senate President. The resulting Action Plan and its 15 key actions will guide us as we institute needed changes and launch initiatives at the departmental and university-wide levels ([To view the full plan, follow this link](#)).

While the plan was under development, we moved forward with a couple of needed steps. George Claffey, the interim Chief Information Officer, and his team are working to identify systems that could be used for institution-wide reporting, monitoring, & tracking of complaints and of the training of personnel. We also are close to administering a campus climate survey.

Many other actions will be completed within the next several months and the remaining few will be concluded by end of the calendar year. With the implementation of our Action Plan, it is my hope and expectation that we will soon see evidence of real and meaningful change of our campus culture.

Sincerely,

Zulma R. Toro  
President

**Matterazzo, Susan (PresOffice)**

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Friday, March 8, 2019 8:41 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** March 20 & 21 invitation to Bassett Naming Ceremony & Africana Studies Conference

Dear Central Family,

We are looking forward to hosting two very important events for our University!

**CONNECTED TO OUR PAST**


CENTRAL CONNECTICUT STATE UNIVERSITY  
**STILL MAKING HISTORY**

		
State Normal School	Ebenezer D. Bassett	Social Sciences Hall

Please join President Zulma R. Toro and the Central Family for two special events

<b>NAMING CEREMONY</b> Honoring the legacy of our first African American graduate <b>Ebenezer D. Bassett, 1853</b> Wednesday, March 20 Social Sciences Hall 6 p.m.  RSVP by March 15 to (860) 832-3000 or modavido@ccsu.edu	<b>AFRICANA STUDIES CONFERENCE</b> Celebrating 25 Years of Engaging the World on African Issues Thursday, March 21 10 a.m. to 8 p.m. Student Center Alumni Hall  Conference details: <a href="http://www.ccsu.edu/asc25">www.ccsu.edu/asc25</a>
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Parking available in Welle Garage. Directions: [www.ccsu.edu/visit](http://www.ccsu.edu/visit)



I hope to see you there!

Sincerely,

Zulma R. Toro  
President

**Matterazzo, Susan (PresOffice)**


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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Friday, February 22, 2019 2:40 PM  
**To:** Academic Departments; Administrative Departments; Students-AllActivelyEnrolled  
**Subject:** March 20 - Bassett Hall naming ceremony

CONNECTED TO OUR PAST


# SAVE THE DATE

WEDNESDAY, MARCH 20, 2019



We are renaming  
Social Sciences Hall  
to honor our  
first African American graduate  
Ebenezer D.C. Bassett

Join us for the celebration  
Wednesday, March 20 - 6 p.m.



## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Thursday, February 14, 2019 11:47 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Student Success input and Faculty Liaisons

Dear Central Family,

I want to update you on the progress the Student Success Team (SST) and invite you to be part of the process of developing a comprehensive retention plan.

First, let me introduce our new Student Success Faculty Liaisons. Faculty from each school were invited to serve on the SST as liaisons to the faculty at large. I am greatly appreciative of the faculty who stepped up to take part in this important initiative. They are:

- Lisa Frank, professor of Finance;
- Laura Jacobson, assistant professor of Special Education & Interventions;
- Jim Mulrooney, professor of Biomolecular Science; and
- Mary Anne Nunn, associate professor of English.

Professor Nunn has an additional responsibility. As the liaison leader, she will serve as the faculty representative on the Enrollment Management Council.

As the semester progresses, we hope to add more faculty members to the team. In the meantime, the liaisons have devised a brief survey to capture the ways in which full- and part-time faculty define, consider, pursue, and face frustrations related to "student success." I encourage you to take two or three minutes to respond to the survey questions ([Click here for survey](#)). You have until **March 1**, and then the liaisons will compile the responses and share them with you.

On **Friday, March 29**, you are invited to join the Student Success Team for lunch and a discussion of your ideas for defining and effectively advancing the success of our students. The meeting will be held in Memorial Hall's Connecticut Room from 11:30 a.m. to 1:30 p.m.

Retention of our students and, ultimately, their attainment of an academic degree, must be among our top priorities. I thank you for making time to participate in and contribute to improving student success.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident  
**Sent:** Wednesday, January 30, 2019 3:39 PM  
**To:** andrew.sylvain@prattandwhitney.com; andyk@achievefinancialcu.com; arose3@gdeb.com; atorseil@travelers.com; bill@phonon.com; billmc@mccuemortgage.com; billpat@aol.com; Bradleye@aetna.com; britchie@shepardsteel.com; catriona.calo@nm.com; ChrisB@Data-Mail.com; christina.j.semenza@ehi.com; christopher.leigh@eversource.com; curtis.wiggins@foresters.com; davedavisonct@gmail.com; david.aquilino@arthurgrussell.com; David.Turner@thehartford.com; donna.devito@usa.gknaerospace.com; evescovi@farmingtonbankct.com; fuscodl@kellyservices.com; gauntle@nu.com; hwensley@wm.com; jackie.ouellette@ct.gov; jeffrey.greene@pw.utc.com; jfact@mcmgmt.com; john.cookley@td.com; jzimmer@tilcon-inc.com; kahlstrand@tcco.com; kaitlin.buckley@trumpf.com; karen.anginoli@whiting-turner.com; kathleen.marioni@ct.gov; katie.plas@sherwin.com; kevin\_j.pigeon@uhc.com; kgregorc@umd.edu; kmoquet@parker.com; kolodziej.erik@gmail.com; Kristen.Kelly@collins.com; ksedlak@manafort.com; kturk@petraconstruction.com; lepages@plainvilleschools.org; lholowesko@rmiusa.com; lisa.futtner@utc.com; louis.bronk@meridenk12.org; lynn.vasquez@eversource.com; marcia.guzy@imcorp.com; Maria.Tackett@hhchealth.org; Melissa.sheffy@network-interiors.com; michelle.naumec@voya.com; mike@mychimney.com; mikeboissy@cox.net; mschroeder@centralctcommunications.com; mtarsi@manafort.com; mwt@tomassogrooup.com; Narijauskas, Michael S. (Student); nmartin@barnesaero.com; PatelP@aetna.com; PATRICIA.ZUCCARELLI@ct.gov; paul.gianaris@snet.net; Peter\_Ramsay@MWFinancial.com; putnamp@csdnb.org; rachel.morris@sbdinc.com; recruitment.events@walgreens.com; rich.picone@oakhillct.org; ron.utterbeck@thehartford.com; ronald.suatoni@foresters.com; rpenton@larosabg.com; Sanfords@csdnb.org; sarra@csdnb.org; steve.guglietta@cooc.com; superintendent@whps.org; TampasisE@aetna.com; TECDPCareers-CCSU@cigna.com; Thomas.ferranti@cigna.com; tim@greaternewbritainchamber.com; tmancini@kbebuilding.com; tpizzo@lockton.com; University.Relations@TheHartford.com; uradmin@travelers.com; utc@nc3.com; verickson@globalsteering.com; zachary.goul@utas.utc.com; Zuccarelli, Patricia (Social Work)  
**Subject:** Moving CCSU forward - Your input is needed

Dear Central Partners,

As employers who hire Central Connecticut State University graduates, I thank you! Your experiences with our alumni has likely led to insights that would be extremely helpful as we develop a new strategic plan. I am hoping you will help us chart the future of CCSU. During the next 11 months, we will be hosting several events to inspire conversation about our strengths and elements of distinction, as well as the challenges public higher education is facing and the opportunities we might seize to overcome them.

The strategic plan will guide our work over the next several years and will convey a compelling and pragmatic vision for driving investment in what distinguishes Central as the oldest public university serving the State of Connecticut.

The Strategic Planning Steering Committee will host **three open forums on Wednesday, Feb. 6**, to gather feedback and answer questions about the plan. If you can, please join us at one of these events to share your observations and



opinions. The forums will include smaller group discussions and conclude with a summary of the common themes that emerge.

**STRATEGIC PLAN OPEN FORUMS**

**Feb. 6: 9:30 to 11 a.m. – Memorial Hall’s Constitution Room**

**3 to 4:30 p.m. – Memorial Hall’s Constitution Room**

**5 to 6:30 p.m. – Memorial Hall’s Constitution Room**

Whether or not you attend one of the forums, we ask that you complete a survey. It will take about 10 minutes of your time and is [available here](#).

Additional information about our strategic planning process is available at [www.ccsu.edu/strategicplan](http://www.ccsu.edu/strategicplan).

I thank you for your continued support and efforts as we work together to build on Central’s long legacy of success!

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Tuesday, January 22, 2019 10:22 AM  
**To:** Academic Departments; Administrative Departments; Students-AllActivelyEnrolled  
**Subject:** Corrective actions following sexual misconduct investigation & task force review

Dear Central Family,

The long-awaited findings from the Shipman & Goodwin investigation and the review from the Task Force on Sexual Misconduct, Bullying, & Campus Climate were recently delivered to me.

The reports support many of the sexual misconduct claims reported last April in the University's student newspaper, *The Recorder*. I am disgusted and disheartened by what I have read in the reports. They indicate that two of our professors repeatedly engaged in sexual misconduct and inappropriate behavior with several students. Also disturbing are the apparent failures by administrators who, over the years, did not protect our students.

It is clear to me that a series of vital steps are required to ensure past misbehaviors, mistakes, and inaction are not repeated at this University and, certainly, not under my watch. Therefore, I am proceeding with a number of personnel and organizational changes.

I have begun the process of dismissing Joshua Perlstein and Thomas Delventhal, both professors of the Theatre Department. Professor Delventhal was placed on administrative leave last week and, as you probably are aware, Professor Perlstein has been on leave since April.

The investigation findings related specifically to Professor Perlstein include: significant evidence that he had a history of questionable interactions with female students; that he was involved in sexual misconduct with one or more students; he was untruthful about the extended period of time he was involved in a sexual relationship with a student, and attempted to conceal his problematic conduct because it would "put his job in jeopardy."

Following up on student complaints about Professor Delventhal, the investigators report that he admitted to, over the years, kissing five students on the neck and/or forehead, that he was untruthful during his investigatory interview, and denied attempting to engage in any relationship with current or former students.

In addition to several procedural changes instituted last spring, I will oversee the reengineering of the Office of Diversity & Equity and the Human Resources Department. As part of that process, I soon will be announcing the appointment of new leadership for the Office of Diversity and Equity.

This is just the beginning. I also am moving ahead with the following initiatives:

- Identify and adopt an institution-wide reporting, monitoring, & tracking system to facilitate and maintain the collection and dissemination of information and data. This will enable the assessment of trends, issues, and retrieval of case information;
- Explore a new model for investigating sexual harassment, bullying, and misconduct on campus, rather than a "single investigator" to decrease individual bias or conflicts of interest;
- Administer an ongoing campus climate survey;
- Seek input from union leaders on how to achieve 100% employee participation in Title IX training; and
- Determine how best to incorporate educational material on Title IX, bullying, and civility into student programming.

Some of the changes are and will be guided by the final report submitted by the Task Force. At this time I extend my deep appreciation to the members of the Task Force who spent an incredible amount of time delving into the processes, procedures, communication, and programs related to sexual misconduct issues. Of note, the group also identified bullying on campus as another matter of concern, so I will be appointing a committee to examine that specific subject.

Additional information about the Task Force and its final report are [available here](#). To view the three Shipman & Goodwin investigation reports, please follow [this link](#).

To those who bravely shared their stories with our investigators, I am immensely grateful. This has been a painful process for all of those involved. During my recent meeting with the students, staff, and faculty of the Theatre Department, I assured them of my full and unwavering support, as well as my regret for all they are having to endure. I encourage each of you to be especially supportive and sensitive to our Theatre colleagues past and present.

As I've stated before, I am resolved to take the actions necessary to ensure our campus is a safe environment for all and to restore faith and pride in Connecticut's oldest public institution of higher education. This is not something I can accomplish on my own. I am counting on the help and support of the Central family to make substantive, lasting changes to our campus culture.

If you wish to discuss the reports with me, I invite you to join me **tomorrow at 3 p.m. in Memorial Hall's Constitution Room**.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Monday, January 21, 2019 7:26 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Remembering Dr. Martin Luther King, Jr.

Dear Central Family,

As you know, today is Martin Luther King, Jr. Day. I encourage you to set aside some time to reflect on Dr. King's commitment to civil rights and social justice. Many individuals observe the holiday by participating in community service activities. As president of a university that views community engagement as a necessary component of higher education, I think that is a beautiful way to celebrate Dr. King's legacy.

This reminds me of something Dr. King once said: "Make a career of humanity. Commit yourself to the noble struggle for equal rights. You will make a better person of yourself, a greater nation of your country, and a finer world to live in."

We strive to cultivate a welcoming and supportive learning community for all through our commitment to respect, diversity, and inclusion. It is my belief that such connection will inspire you to follow Dr. King's advice.

This Friday, we will consider additional aspects of Dr. King's work at the annual CCSU Dr. Martin Luther King, Jr. Breakfast from 9 to 11 a.m. Our guest speaker, Arvia Walker, is a public policy specialist at Planned Parenthood of Southern New England. The Connecticut Women's Education and Legal Fund recently honored Ms. Walker for her work in building the political power of women and girls, especially those of color. I anticipate a fascinating presentation from Ms. Walker and our other speakers, including Dr. Felton Best from the Philosophy Department and a student representative. If you can join us for some breakfast and uplifting conversation, register [here](#).

Meanwhile, take this day to celebrate our shared humanity and honor the memory of Dr. King.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** McDavid, Courtney (PresOffice)  
**Sent:** Thursday, September 20, 2018 2:46 PM  
**To:** Rodriguez, Rosa (Diversity and Equity); Dodd, Sarah J. (Diversity and Equity)  
**Cc:** Hastings, F. Kamilah (PresOffice); Matterazzo, Susan (PresOffice)  
**Subject:** Re: Rainbow Breakfast/Recipients of the 2018 Rainbow Awards

Hi Rosa and Sarah,

Please note that President Toro will be away on October 12. She sends her regrets.

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Friday, September 7, 2018 1:46:11 PM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Rainbow Breakfast/Recipients of the 2018 Rainbow Awards

Dear CCSU Community:

We are proud to announce the recipients of the 2018 Rainbow Awards. The awards will be presented during the **Rainbow Breakfast on Friday, October 12, 2018 at 9:30 AM (breakfast and registration will begin at 9 a.m.) in the Constitution Room, Memorial Hall** (ASL interpreters will be on-hand).

The Rainbow Awards recognize CCSU faculty, staff, students, and alumni for their achievements and work towards the advancement of LGBTQ inclusion on our campus and the greater community. The following members of our CCSU family will be honored:

- Activism/Advocacy (Faculty/Staff): Dr. Joanne DiPlacido, Associate Professor of Psychological Science
- Activism/Advocacy (Student): Student Founders of LGBT Center (Individual Names TBA)
- Community Partnership Award: Frank Gagliardi, Faculty Emeritus, Elihu Burritt Library

The Office of Diversity and Equity, Division of Student Affairs, Office of Institutional Advancement, Center for Public Policy & Social Research/O'Neill Endowed Chair, Confucius Institute, and the LGBT Center extend our congratulations to all nominees and award recipients.

**To Register, please click [here](#). Registration fills up very quickly, so please do not hesitate to sign up to be a guest at this exciting event!**

### **CCSU Rainbow Breakfast: LGBTQ PRIDE at CCSU: *Sharing Our Stories***

Sharing our stories gives us a voice and recognizes our contributions to CCSU. Today, in 2018, it remains critical for each of us, as individuals and as members of the CCSU community, to step back and reflect on how our stories empower ourselves and each other to advocate for safe and inclusive communities. This event will recognize the efforts of the LGBTQ Community and Allies who continue to help us in this work.

**Keynote:** We are proud to announce this year's keynote speaker: **Daniel Trust**, President and CEO of the Daniel Trust Foundation. Mr. Trust is a survivor of the Rwandan Genocide and a youth advocate that has provided mentorship and scholarship to hundreds of talented low-income youth who are immigrants, refugees, first generation college students, and members of the LGBTQ community. He will be sharing his coming out story and talking about the wonderful work he does to empower marginalized youth.

**Coming out stories:** Faculty, staff and students have been invited to share their *coming out* stories. These stories will highlight the richness of their lived experiences and how they have persevered in the face of adversity.

**Rainbow awards:** The Rainbow Award is a distinguished honor and represents the awardee's work, passion and commitment to ensuring our community embraces diversity and creates a space for our LGBTQ members.

Sent on behalf of the Rainbow Breakfast Nominating Committee,

Alberto Cifuentes, Jr.  
Committee Chair

## Matterazzo, Susan (PresOffice)

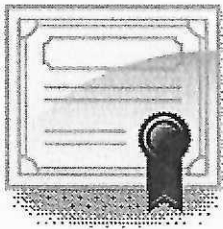
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**From:** HumanResources Updates <PersonnelUpdates@ccsu.edu>  
**Sent:** Wednesday, March 27, 2019 8:29 AM  
**To:** Academic Departments; Administrative Departments  
**Subject:** REMINDER: Performance Excellence Award for Support Staff  
**Attachments:** Performance Excellence Award Program Guidelines 3\_1\_19.pdf;  
PerformanceExcellenceAwardNominationForm 3\_1\_19.docx

Just a reminder, we are accepting nominations for the annual **Performance Excellence Award for Support Staff**. This award recognizes support staff (all classified employees and certain management/confidential employees) for their contributions to the University. Classified employees are those staff in the following bargaining units: Administrative Clerical; Administrative and Residual; Engineering, Scientific & Technical; Maintenance & Service; and Protective Services.

Attached are the Program Guidelines and Nomination Form for the award. CCSU faculty, staff and students may nominate a support staff member (or team) by completing the attached form and returning it to Mary Cavanaugh **no later than Friday, March 29<sup>th</sup>**, by email or campus mail.

If you have any questions concerning this program, please feel free to contact Mary Cavanaugh.



**Mary N. Cavanaugh**  
University Human Resources Administrator  
Human Resources, Davidson Hall, Room 201  
Central Connecticut State University  
1615 Stanley Street  
New Britain, CT 06050  
Phone: (860) 832-1856  
Fax: (860) 832-3197

**Matterazzo, Susan (PresOffice)**

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**From:** HumanResources Updates <PersonnelUpdates@ccsu.edu>  
**Sent:** Wednesday, May 8, 2019 10:02 AM  
**To:** Academic Departments; Administrative Departments  
**Subject:** FW: Service Awards and Retiree Recognition Ceremony - Wednesday May 8th TODAY

**Importance:** High

***A reminder about this afternoon's event. Please join us if you are able.***

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**From:** HumanResources Updates <PersonnelUpdates@ccsu.edu>  
**Sent:** Friday, May 3, 2019 1:50 PM  
**To:** Academic Departments <AcademicDepartments@ccsu.edu>; Administrative Departments <AdministrativeDepartments@ccsu.edu>  
**Subject:** Service Awards and Retiree Recognition Ceremony - Wednesday May 8th

Colleagues,

We invite you to the annual **Service Awards and Retiree Recognition Ceremony** to be held on **Wednesday, May 8, 2019 at 2 pm** in Founders Hall (Davidson). Listed below are the names of all who will be recognized at the ceremony, although not all honorees will be in attendance. The **Performance Excellence Award for Support Staff** will also be presented. Please join us in support of your fellow faculty and staff. The ceremony will be followed by a reception in Davidson courtyard.

**SERVICE AWARD RECIPIENTS**

***20 YEARS OF SERVICE:***

**Academic Affairs**

- Don Adams, *Professor*, Philosophy
- Catherine Baratta, *Associate Professor*, Social Work
- Marsha Bednarski, *Professor*, Geological Sciences
- James Bryant, *Administrative Coordinator*, Design
- Nelson Castaneda, *Professor*, Mathematical Sciences
- James Conway, *Professor*, Psychological Science
- Guy Crundwell, *Professor*, Chemistry & Biochemistry
- Michael Davis, *Professor*, Biomolecular Sciences
- Bruce Day, *Associate Professor*, Sociology
- Glynis Fitzgerald, *Associate VP Academic Affairs, Dean*, Graduate Studies
- Zdzislaw Kremens, *Interim Dean*, School of Engineering, Science, & Technology
- Paloma Lapuerta, *Professor*, Modern Languages
- Zdravko Markov, *Professor*, Computer Science
- Angela Morales, *Professor*, Modern Languages
- N. Carlotta Parr, *Professor*, Music
- Nimmi Sharma, *Professor*, Physics & Engineering Physics
- Olusegun Sogunro, *Professor*, Educational Leadership, Policy & Instructional Technology
- Eleanor Thornton, *Assistant Professor*, Design



## **Adjuncts**

Stephen Armstrong, History  
Colleen Casey-Nelson, Music  
John Dueben, Physics & Engineering Physics  
Samia Elsafty, Mathematical Sciences  
Scott Erardi, Communication  
Andrew Fal, Library  
Theresa Feder, Art  
Edward Freeman, Computer Science  
Laurent Gareau, Music  
Joseph Gosselin, Manufacturing & Construction Management  
Robert Hamm, Psychological Science  
John Hurley, Philosophy  
Carol Ivers, Geological Sciences  
Trevor Johnson, Criminology & Criminal Justice  
Angela Johnson-Shaw, Mathematical Sciences  
Victoria Kniering, Art  
Michael Krozel, English  
Kathleen Laundry, Counselor Education & Family Therapy  
Donald Lukaszek, Physics & Engineering Physics  
Jill Maurer-Davis, Music  
Susan McGuire, English  
Steven Mead, Computer Science  
Thomas Melito, Music  
Christopher Montes, Psychological Science  
John Mueller, History  
Lynn Page, Mathematical Sciences  
James Parker, Finance  
Adele Paxton-Mierzejewski, Music  
William Pilkington, Sociology  
Thomas Ratliff, History  
Daniel Riccio, Art  
Holly Richards, History  
Eileen Roark, Biology  
Donald Rogers, History  
Shirley Rojas, Modern Languages  
Kara Russell, English  
Daniel Russo, History  
Aldorigo Scopino, History  
Ann Sinko, Continuing Education  
Peter Teti, Manufacturing & Construction Management  
Patricia Weise, Art  
Patricia Yeaman, Sociology

## **Enrollment Management**

Douglas Benoit, *Assistant Director/Recruitment Services*, Recruitment and Admissions

## **Information Technology**

Tuan Do, *Program Specialist*, Information Technology  
Stanley Styrzcula, *Director of IT Strategic Initiatives & Special Projects*, Information Technology

## Institutional Advancement

Joseph Gordon, *Director*, Advancement Services

## Office of the President

Courtney McDavid, *Special Project Administrator*, President's Office

## Public Safety

Edward Dercole, *Police Lieutenant*, Police Department

Gerald Erwin, *Police Sergeant*, Police Department

## Student Affairs

Melina Lopez, *Veteran Retention Assistant*, Veterans Affairs

## **30 YEARS OF SERVICE:**

### Academic Affairs

James Arena, *Professor*, Chemistry & Biochemistry

Peter Lemaire, *Professor*, Physics & Engineering Physics

Olusegun Odesina, *Professor*, Computer Electronics & Graphic Technology

Bradley Waite, *Professor*, Psychological Science

### Adjuncts:

Thomas Edwards, Art

Haydee Hodis, Library

David Holzman, Art

Burton Levine, Sociology

David Makinster, Philosophy

Thomas Sherer Jr., Geography

Hermine Smikle, Mathematical Sciences

Pierre Weisgram, Mathematical Sciences

## Institutional Advancement

Michael Ansarra, *Senior Associate Athletics Director*, Athletics

## Public Safety

Christopher Cervoni, *Police Lieutenant*, Police Department

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## PERFORMANCE EXCELLENCE AWARD FOR SUPPORT STAFF

### Nominees:

Brenda Albert, *Processing Technician*, Advancement Services

Iris Astacio, *Secretary*, Nursing

Sarah Atkinson, *Secretary*, Theatre

Diane Cannata, *Secretary*, Geography

Jennifer DelSanto, *Secretary*, Physical Education & Human Performance

Anne Dubiel, *Secretary*, Special Education and Interventions

Adelaida Sarisley, *Secretary*, Communication

Leslie Silva, *Secretary*, Engineering

Kimberly Smith, *Secretary*, Technology & Engineering Education

Tadeusz Stanik, *Custodian*, Custodial Services

Stacy Tallberg, *Administrative Assistant*, Educational Leadership, Policy & Instructional Technology

Susanne Ventura, *Secretary*, Residence Life

Carolyn Yousef, *Administrative Assistant*, Art

## RETIREE RECOGNITION

### Academic Affairs

Shelley Bochain, *Associate Professor*, Nursing  
Sharon Braverman, *Assistant Dean*, School of Business  
Jin-Chih Chang, *Library Technician*, Library  
Nancy Hoffman, *Professor*, Educational Leadership, Policy & Instructional Technology  
Abel Iannone, *Professor*, Philosophy  
Paul Karpuk, *Professor*, English  
Paloma Lapuerta, *Professor*, Modern Languages  
R. Craig Robinson, *Planetarium Technician*, Geological Sciences  
Donald Rogers, *Adjunct Professor*, History  
Barry Sponder, *Professor*, Educational Leadership, Policy & Instructional Technology  
Nicholas Tomaiuolo, *Librarian*, Library  
Luisito Tongson, *Professor*, Physics and Engineering Physics

### Administrative Affairs

Michael Sangeloty, *Property Control Assistant*, Facilities Management  
Henry Schrager, *Custodian*, Custodial Services  
Waldo Santos, *Custodian*, Custodial Services

### Fiscal Affairs

Richard Mason Jr., *Procurement Specialist*, Purchasing

### Human Resources

Louise Olszewski, *Human Resources Assistant*, Human Resources

### Information Technology

Gary Koropatkin, *Customer Support Center Assistant*, IT User Support Services

### Institutional Advancement

Joseph Vigdorichik, *Athletics Equipment Manager*, Athletics

### Public Safety

Edward Dercole, *Police Lieutenant*, Police Department  
Leslie Richardson, *Police Officer*, Police Department  
Claire Williams, *Telecommunications Dispatcher*, Police Department

### Student Affairs

W. Otis Mamed, *Director*, Student Center

Anna E. Suski-Lenczewski  
Chief Human Resources Officer  
Central CT State University  
1615 Stanley St.  
New Britain, CT 06050  
Phone (860) 832-1757  
Fax (860) 832-3197

## **Matterazzo, Susan (PresOffice)**

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**From:** HumanResources Updates <PersonnelUpdates@ccsu.edu>  
**Sent:** Friday, May 3, 2019 1:50 PM  
**To:** Academic Departments; Administrative Departments  
**Subject:** Service Awards and Retiree Recognition Ceremony - Wednesday May 8th

Colleagues,

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N. Carlotta Parr, *Professor*, Music  
Nimmi Sharma, *Professor*, Physics & Engineering Physics  
Olusegun Sogunro, *Professor*, Educational Leadership, Policy & Instructional Technology  
Eleanor Thornton, *Assistant Professor*, Design

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Carol Ivers, Geological Sciences  
Trevor Johnson, Criminology & Criminal Justice  
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Victoria Kniering, Art  
Michael Krozel, English  
Kathleen Laundry, Counselor Education & Family Therapy  
Donald Lukaszek, Physics & Engineering Physics  
Jill Maurer-Davis, Music  
Susan McGuire, English  
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Thomas Melito, Music  
Christopher Montes, Psychological Science  
John Mueller, History  
Lynn Page, Mathematical Sciences  
James Parker, Finance  
Adele Paxton-Mierzejewski, Music  
William Pilkington, Sociology  
Thomas Ratliff, History  
Daniel Riccio, Art  
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Eileen Roark, Biology  
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Kara Russell, English  
Daniel Russo, History  
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Ann Sinko, Continuing Education  
Peter Teti, Manufacturing & Construction Management  
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Michael Ansarra, *Senior Associate Athletics Director*, Athletics

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Christopher Cervoni, *Police Lieutenant*, Police Department

---

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Diane Cannata, *Secretary*, Geography

Jennifer DelSanto, *Secretary*, Physical Education & Human Performance

Anne Dubiel, *Secretary*, Special Education and Interventions

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Leslie Silva, *Secretary*, Engineering

Kimberly Smith, *Secretary*, Technology & Engineering Education

Tadeusz Stanik, *Custodian*, Custodial Services

Stacy Tallberg, *Administrative Assistant*, Educational Leadership, Policy & Instructional Technology

Susanne Ventura, *Secretary*, Residence Life

Carolyn Yousef, *Administrative Assistant*, Art

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## **RETIREE RECOGNITION**

### **Academic Affairs**

Shelley Bochain, *Associate Professor*, Nursing

Sharon Braverman, *Assistant Dean*, School of Business

Jin-Chih Chang, *Library Technician*, Library

Nancy Hoffman, *Professor*, Educational Leadership, Policy & Instructional Technology

Abel Iannone, *Professor*, Philosophy

Paul Karpuk, *Professor*, English

Paloma Lapuerta, *Professor*, Modern Languages

R. Craig Robinson, *Planetarium Technician*, Geological Sciences

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Waldo Santos, *Custodian*, Custodial Services

**Fiscal Affairs**

Richard Mason Jr., *Procurement Specialist*, Purchasing

**Human Resources**

Louise Olszewski, *Human Resources Assistant*, Human Resources

**Information Technology**

Gary Koropatkin, *Customer Support Center Assistant*, IT User Support Services

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Anna E. Suski-Lenczewski  
Chief Human Resources Officer  
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1615 Stanley St.  
New Britain, CT 06050  
Phone (860) 832-1757  
Fax (860) 832-3197

**Matterazzo, Susan (PresOffice)**

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**From:** HumanResources Updates <PersonnelUpdates@ccsu.edu>  
**Sent:** Tuesday, April 2, 2019 3:48 PM  
**To:** Academic Departments; Administrative Departments  
**Subject:** 2019 Race in the Park

Colleagues,

Please join us in support of the Connecticut Breast Health Initiative's (CT BHI) annual fundraiser, the **2019 CT Race in the Park**. Many of us have family, friends, or co-workers who have been affected by breast cancer. Let's honor them together and join **Team CCSU** in this cause.

The **CT Race in the Park** will be held on the morning of Saturday, May 11 in Walnut Hill Park, New Britain. The registration fee is \$30.00 (adult) and \$15.00 (age 0-17). All funds raised during this event remain in Connecticut in support of leading breast cancer research.

Last year, **Team CCSU** raised almost \$8000. This year, the CCSU Police Department, Environmental Health & Safety, and Human Resources are partnering to spearhead this campaign. To register for **Team CCSU**, donate to the team, or pledge a participant [follow this link](#) to our team's webpage.

If you have any questions feel free to contact either one of the following team co-chairs:

Karen Misbach                      860-832-2499  
Chief Gregory Sneed              860-832-2375  
Anna Suski-Lenczewski          860-832-1757





**Matterazzo, Susan (PresOffice)**

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**From:** HumanResources Updates <PersonnelUpdates@ccsu.edu>  
**Sent:** Wednesday, January 2, 2019 3:54 PM  
**To:** Academic Departments; Administrative Departments  
**Subject:** Spring 2019 In-Service Opportunities  
**Attachments:** Individual Application - Spring 2019.doc

Colleagues,

- The Spring 2019 In-Service Training courses are now available for review. The catalog can be viewed by clicking on the following link: <http://bor.ct.edu/in-service/>
- The IST courses provide a variety of cost-effective training opportunities to State of Connecticut employees.
- Applications must be approved by your supervisor and forwarded to Human Resources. Generally, these courses are available to you at no cost.
  - Please note that funds are limited for these training offerings and consideration will first be given for job-related courses. If you are approved for a course, please make every effort to attend.  
**If you are unable to attend a course for which we have reserved a seat and you are unable to find a replacement, your department will be responsible for the course fee.**

In order for the University to have sufficient time to comply with the In-Service Training Program deadline, **University staff must submit completed individual applications to the Human Resources Department by Friday, January 25, 2019.** Please note: The catalog references the deadline date of February 8, 2019 for State agencies to submit applications to the State In-Service Training Coordinator of this program, however, that is not the deadline for employees to submit their applications. **The deadline date for CCSU employees to submit their individual applications to CCSU Human Resources is Friday, January 25, 2019.**

Please complete the individual application form inserted with this email, obtain supervisor's signature and forward to Claudia Richards-Meade in Human Resources (not to the State In-Service Training Coordinator directly).

Questions should be referred to Claudia Richards-Meade via email at [Claudia.richardsmeade@ccsu.edu](mailto:Claudia.richardsmeade@ccsu.edu) or by calling x20031.

Colleagues,

The Spring 2019 In-Service Training courses are now available for review. The catalog can be viewed by clicking on the following link: <http://portal.ccsu.edu/in-service>

The IST courses provide a variety of cost-effective training opportunities to State of Connecticut employees.

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Please complete the individual application form inserted with this email, obtain supervisor's signature and forward to Claudia Richards-Meade in Human Resources (not to the state In-Service Training Coordinator directly).

## **Matterazzo, Susan (PresOffice)**

---

**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Friday, August 31, 2018 5:06 PM  
**To:** Academic Departments; Administrative Departments; Students-AllActivelyEnrolled  
**Subject:** Help us promote CCSU to Connecticut's next administration

Dear Central Family,

CSCU President Mark Ojakian has asked us for our input on a white paper that he will share with the state's next governor and legislature. His two primary goals are:

- Make them aware of who we are, what role we play in Connecticut and the lives of its residents, and what our vision is for the future.
- Advocate for new initiatives and resources to help carry out that vision.

We have one month until we must present our recommendations to the System Office. Given the limited time frame, it is not possible to meet with all of you. I do have meetings scheduled with a number of groups to solicit ideas. Among those groups are: the Executive Committee, deans and other key administrative leadership, the Integrated Planning Council, representatives from the Student Government Association and Graduate Student Association, and the Faculty Senate. To hear from as many of you as possible, we have created a web-based form where you will be able to respond to questions that will help shape our response to the System Office.

I realize the start of a new semester is demanding on your schedules, but I would greatly appreciate hearing your ideas – even if you are only able to respond to a couple of the questions. Please find the questions and response form here: <https://form.jotform.com/82423635788972>.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

---

**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Tuesday, September 11, 2018 12:06 PM  
**To:** Academic Departments; Administrative Departments  
**Subject:** REMINDER: Task Force on Sexual Misconduct, Bullying, and Campus Climate Open Forum TODAY

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Wednesday, September 5, 2018 8:36 AM  
**To:** Administrative Departments <AdministrativeDepartments@ccsu.edu>; Academic Departments <AcademicDepartments@ccsu.edu>; Students-AllActivelyEnrolled <Students-AllActivelyEnrolled@my.ccsu.edu>  
**Subject:** Task Force on Sexual Misconduct, Bullying, and Campus Climate Open Forum Dates

Dear Central Family,

As you are likely aware, President Toro convened the CCSU Task Force on Sexual Misconduct, Bullying, and Campus Climate to respond to the following charges:

- Assess CCSU's processes and procedures for the reporting and handling of sexual misconduct and bullying and review the organizational structure currently in place to support those processes;
- Review when and how an investigation is triggered;
- Analyze the communication process during the investigatory process, including how all parties are informed of an investigation's conclusion or findings;
- Examine programmatic initiatives currently in place to prevent sexual misconduct and other bullying behaviors; and
- Identify standards of best practices for processes, procedures, communication, education, and provide recommendations to implement the best practices.

To meet these charges, the CCSU Task Force on Sexual Misconduct, Bullying, and Campus Climate will host two Open Forums to gather input from the entire CCSU community.

The forums will be held:

- Tuesday, September 11 from 3:30 – 5 PM (Memorial Hall, Constitution Room)
- Wednesday, September 12 from 3:30 – 5 PM (Mid-Campus Residence Hall, Multipurpose Room)

To elicit feedback from students, faculty, and staff that will inform the CCSU Task Force on Sexual Misconduct, Bullying, and Campus Climate's charge to identify standards of best practices for processes, procedures, communication, education, and provide recommendations to implement the best practices for the creation of an inclusive and safe campus free of sexual harassment and bullying.

Proposed Agenda:

1. Welcome
2. Introduction of Task Force Members
3. Review of Task Force Charges and Timelines
4. Task Force Information and Data Gathering Process
5. Call for Community Input
6. Meeting Summary and Closure

We hope to see you there!

On behalf of the CCSU Task Force on Sexual Misconduct, Bullying, and Campus Climate,

Richard Spada, Chair

Dear Central Family,

As you are likely aware, President Tom Conway the CCSU Task Force on Sexual Misconduct, Bullying, and Campus Climate in response to the following charges:

- Review CCSU's processes and procedures for the reporting and handling of sexual misconduct and bullying and review the organizational structure currently in place to support those processes.
- Review when and how an investigation is triggered.
- Analyze the communication process during the investigatory process, including how all parties are informed of an investigation's conclusion or findings.
- Examine programmatic initiatives currently in place to prevent sexual misconduct and other bullying behaviors, and
- Identify standards of best practices for processes, procedures, communication, education, and provide recommendations to implement the best practices.

To meet these charges, the CCSU Task Force on Sexual Misconduct, Bullying, and Campus Climate will host two Open Forums to gather input from the wider CCSU community. The forums will be held:

- Tuesday, September 11 from 5:30 - 7:00 (Linnell Hall, Convocation Room)
- Wednesday, September 12 from 3:30 - 5:00 (Mink-Thrupp Residence Hall, Multi-purpose Room)

To seek feedback from students, faculty, and staff that will inform the CCSU Task Force on Sexual Misconduct, Bullying, and Campus Climate's charge to identify standards of best practices for processes, procedures, communication, education, and provide recommendations to implement the best practices for the creation of an inclusive and safe campus free of sexual harassment and bullying.

- Proposed Agenda:
1. Welcome
  2. Introduction of Task Force Members
  3. Review of Task Force Charges and Findings
  4. Task Force Information and Data Gathering Process
  5. Call for Community Input
  6. Meeting Summary and Closure

## **Matterazzo, Susan (PresOffice)**

---

**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Wednesday, October 10, 2018 8:07 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Strategic Plan Steering Committee announced

Dear Central Family,

Now that the NEASC/NECHE campus visit is behind us, it is time to refocus on our future as a University. The Interim Strategic Plan, approved five months after my arrival in 2017, served us well for the short-term. Today, I announce the formation of a Steering Committee whose members will help lead us in the development of a new, comprehensive Strategic Plan.

The committee, which I will chair, represents many constituencies of our Central Family, from an alumnus and member of the business community to students, faculty and staff. I am grateful the following people have agreed to undertake this important mission for our University. They include:

David Dauwalder, Provost and Vice President of Academic Affairs  
Charlene Casamento, Chief Financial Officer  
Robert Wolff, Dean of the Ammon College of Liberal Arts and Social Sciences  
Mark Jackson, Professor of Biology and Faculty Senate President  
Daniel Broyle, Assistant Professor of History  
Lisa Bigelow, Director of Institutional Advancement and Chair of the UPBC  
Yvonne Kirby, Director of Institutional Research and Assessment  
M. Suzanne C. Berry, Alumna and Principal Berry2 and Associates, LLC  
Kassandra Fruin, President of the Student Government Association  
Andres Cintron, President of the Graduate Student Association

The first step goal for the Steering Committee is to draft a framework that we will share with the University Planning & Budget Committee (UPBC) for its input. Once that feedback is integrated, the revised framework will be presented to the Integrated Planning Council (IPC) for approval. The framework will then serve as our guide in developing the strategic plan.

As we begin to formulate the plan, we will need to hear from you and from our communities. We will be seeking your ideas through open forums, email, and other communication channels. So, if you haven't already, please spent a bit of time thinking about your vision for the future of our institution.

It is important to me that all voices are heard. We will be back in touch with you in the coming months.

Sincerely,

Zulma R. Toro  
President

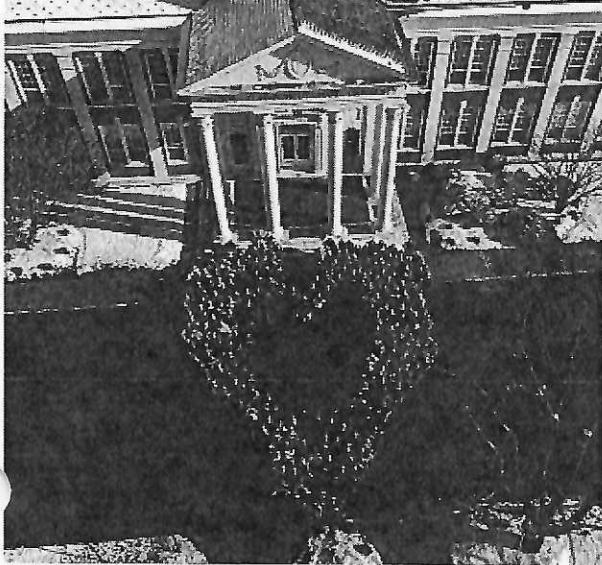
## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, October 29, 2018 3:01 PM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** CCSU, AGP, New Britain & NBC CT partner for Love Wins Community Drive

Dear Central Family,

As many of you are aware, December 14th is the anniversary of the Sandy Hook School shooting, a tragedy that we all remember. Last year, many of us gathered to send the message of "Love Wins" in remembrance of the Márquez-



Greene family and Nelba, who works among us in Davidson Hall as director of The CCSU Ana Grace Project. Her daughter, Ana Grace, was one of the children killed in the shooting.

This year, we are turning December 14 into a day of giving. CCSU, The Ana Grace Project and the Consolidated School District of New Britain are collaborating on the Love Wins Community Drive with the ultimate goal of making a difference in the lives of children and families in our communities.

Beginning in November, we will collect donations of toys, winter clothing, toiletries, and food (specific recommendations will be forthcoming). Instead of multiple campus efforts, we are encouraging all of our campus organizations to join us in one massive donation effort that will be delivered on the front steps of Davidson Hall on Friday, December 14.

We are excited to announce that NBC CT has agreed to partner with us to publicize the drive leading up to the event and, then, to cover the donation drop-off during its morning newscasts.

Taking our cue from Nelba and the many generous, passionate hearts on this campus and in the New Britain community, we know that acts of kindness greatly benefit the hearts and souls of both the receiver and the giver. I don't think there is a better time of year to demonstrate this. The items we collect will be donated to New Britain Youth & Family Services, New Britain schools (hats and mittens are greatly needed), Maria's Place food pantry, among other agencies.

We will be back in touch to share information on how you can assist in the collection.

In the meantime, if you have any questions, please email [Courtney McDavid](mailto:CourtneyMcDavid) or call (860) 832-3000.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

---

**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Saturday, November 3, 2018 4:03 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Supporting Ebenezer Bassett

Dear Central Family,

You likely have heard about the effort to name Social Sciences Hall in honor of one of our most prestigious alumni. Not only was Ebenezer D. Bassett the first African American to graduate from the State Normal School (our founding institution) in 1853, the noted educator and influential activist became the first African American to attain a diplomatic appointment in 1869 as an ambassador to Haiti.

The Hartford Courant published an [article](#) on Thursday about the Bassett Memorialization Committee's initiatives. Two weeks ago, WNPR featured an interview with two members of the committee, Janet Woodruff and Dr. Evelyn Newman-Phillips. You can listen to that interview here: <https://soundcloud.com/wnpr>.

The committee has accomplished a great deal in helping us understand and embrace our connections to Mr. Bassett's storied past. Led by William Fothergill, an associate counselor in the Counseling & Wellness Center, the group of CCSU faculty and staff has established an annual campus celebration and humanitarian awards to honor Mr. Bassett's legacy.

The committee has also worked hard to establish the Ebenezer D. Bassett Scholarship Fund recognizing the humanitarian spirit. It is awarded to students who have demonstrated their commitment to the improvement of civil rights and equality in their communities. Scholarship recipients come from underrepresented, non-traditional, and underprivileged groups with proven financial need and a drive for outstanding academic achievement.

I am making a contribution to the Bassett Scholarship and am asking you to consider doing so. Our goal is to endow the scholarship as soon as possible.

Thank you for all that you do on behalf of our institution and students!

Sincerely,

Zulma R. Toro  
President



**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Tuesday, November 13, 2018 3:09 PM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Reminder: Your input needed on sexual misconduct, bullying, and campus climate  
  
**Importance:** High

The Task Force on Sexual Misconduct, Bullying, and Campus Climate wants to hear from you. A brief, anonymous survey will help inform the committee in its work to ensure Central is a more inclusive and safe community for all—a community free from sexual harassment and bullying.

Please take five minutes to complete the survey. It is [available here](#), or you can follow this link [www.CCSU.edu/taskforce](http://www.CCSU.edu/taskforce). All responses are strictly confidential and contain no personal identifiers.

Thank you for taking a few moments to contribute to our efforts in improving our campus culture.

*Sent on behalf of the Task Force on Sexual Misconduct, Bullying, and Campus Climate*

## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, November 19, 2018 10:28 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** CCSU: a driving force, a social enabler, and a committed community partner

Dear Central Family,

You might recall that CSCU President Mark Ojakian requested we supply information for a white paper that he would present to the new governor on behalf of the system. He presented his report to the Board of Regents last Thursday.

In preparation for the information we would submit to President Ojakian, I met with a significant number of our stakeholders (alumni, Foundation Board members, student leaders, deans, academic department chairs, Faculty Senate representatives, the Integrated Planning Council, AAUP and SUOAF leadership, the Executive Committee, and administrators) to brainstorm. I also reached out to faculty, staff, and students through an email offering an opportunity to share their thoughts via an online form.

Many of your ideas became the foundation for a white paper we produced and submitted to President Ojakian and the Board of Regents. The paper presents our vision for building upon Central's strengths and resources to expand our role as a driving force, a social enabler, and a committed community partner. It will serve as a starting point for the conversations we are going to have as part of the process to develop the University's new strategic plan. If you are interested in reading the report, you can find it on the Integrated Planning Council web page (for [Downloadable PDF click here](#)).

I am greatly appreciative of the thoughtful contributions so many of you shared with me. Thank you!

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Tuesday, November 20, 2018 10:50 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Community Drive volunteers, donations needed

Dear Central Family,

Help us turn December 14 into a day of giving! CCSU, The Ana Grace Project, and the Consolidated School District of New Britain are collaborating on the **Love Wins Community Drive**.

We are asking that donations be delivered to CCSU on **Friday, December 14 between 6 a.m. and noon**. Davidson Hall driveway on Stanley Street will be turned into a drive-up location, so people can drop off their items, grab a cup of cocoa, and chat with our team of volunteers.

We expect NBC CT will be live on scene for part of the morning, along with KISS 95.7 radio, as they help promote our efforts.

How can you be part of this heart-warming event?

1. **Be a Donation Organizer:** If you are willing to organize a donation box at your business, employer, or group, or you are willing to contact companies, community groups, or civic organizations on behalf of the Love Wins Community Drive, please let us know. [Sign up here](#).
2. **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](#).

Learn more about the community drive and the Ana Grace Project by watching **NBC CT at 11 p.m. tonight** when Nelba Márquez-Greene is interviewed by Keisha Grant. We'll also post a link from the event web page: [www.ccsu.edu/LoveWins](http://www.ccsu.edu/LoveWins).

Hope you'll take part in this wonderful event!

*Sent on behalf of the President's Office*



# LOVE WINS COMMUNITY DRIVE

DECEMBER 14 • 6 AM – NOON  
Central Connecticut State University, Davidson Hall

Toys ♥ Food ♥ Baby Items  
Toiletries ♥ Winter Clothing  
(Children & Adult Sizes)

Donations go to: Greater New Britain/Hartford Community Agencies

[www.ccsu.edu/LoveWins](http://www.ccsu.edu/LoveWins)

## **Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, November 29, 2018 10:04 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Campus Police Dept. Review, Changes Announced

Dear Central Family,

This morning I met with the CCSU Police Department to share two reports from Bernie Sullivan, assistant to the President for Safety. You may recall that I appointed him in June to temporarily take over management of the department after an independent investigation brought to light a series of troubling behavioral, procedural, and staffing issues in the department.

Mr. Sullivan was asked to identify and correct Police Department policies, procedures, and training and to evaluate staffing levels and the department's budget. His reports are [available here](#).

In the first report, Mr. Sullivan reviewed the alleged sexual assault of a female CCSU police officer by Officer Curtis Lollar. Based upon that review, Mr. Sullivan recommended that the administration "make every effort to keep Officer Lollar from returning to the department due to the nature of his behavior as determined by the investigation conducted by Shipman & Goodwin LLC." Officer Lollar's employment at CCSU was terminated on Sept. 21, 2018.

Mr. Sullivan's comprehensive review of the CCSU Police Department corroborates the independent investigator's findings that a culture of unprofessional and disrespectful behavior existed within the department, discipline was lacking, and that there were deficiencies in staffing, hiring, and budget. Under Mr. Sullivan's leadership, and with my approval, a number of changes have been or are in the process of being implemented. They include the following:

### **Training**

- Since July 2018, all Police Department supervisors attended a two-hour, in-person sexual harassment prevention training.
- In September, several police officers attended a training about strategies for working with sexual violence victims.
- The entire department will undergo sexual harassment and Title IX training while the University is on winter break.
- Supervisors will undergo training in areas such as evaluating staff and using progressive discipline and positive reinforcement with subordinates to enhance performance.

### **Policies & Procedures**

- A new disciplinary policy is in place requiring police supervisors to review employee personnel files prior to issuing any counseling or discipline. This will ensure they are aware of any prior offenses and any discipline is reflected in evaluations. The police chief is required to conduct an annual inspection to ensure these procedures are compliant.
- A new background investigation sign-off has been implemented requiring multiple layers of review. It provides solid documentation as to the candidate's position and prevents any single individual from having the final approval for hiring.
- Pre-background questionnaires will require candidate signatures to be notarized and affirmed as truthful. This will make it easier to decertify officers if, later, facts reveal the candidate was untruthful.

### **Staffing & Budget**

- The Police Department will now report directly to me.
- The Police Department budget has been separated from the Administrative Services budget and is receiving \$282,000 annually in additional funding.
- A new police sergeant will be hired.
- Two vacant police officer positions are being reclassified to positions of sergeants.
- Two vehicles will be purchased for the two new sergeants.
- The student cadet program is hiring five or more additional students.
- Three police recruits were hired in July, have been undergoing training at the Police Academy in Meriden, and will begin full-time duty in January 2019.
- A full-time, seasoned administrative assistant was reassigned to work with the department.
- A clerk typist position has been converted to an administrative assistant position.

In Mr. Sullivan's view, the department's slip in performance during the past several years was "caused by a lack of proper oversight by the previous administration."

"With proper supervision, there is no reason to believe the department and its individual officers cannot provide appropriate police services to the campus community," Sullivan noted.

I realize the reputation of the CCSU Police Department has been tarnished by our investigations. The poor choices and actions of a few do not represent the good work and dedication of the entire department. I am pleased at the progress that has been made in addressing deficiencies and that the culture within the department is improving. I am confident this will continue as our police force works to regain its stature as a professional, caring partner in making the CCSU campus a safe and welcoming environment for all.

Finally, I am greatly appreciative of Mr. Sullivan's oversight and guidance during the last six months. His experience and insights as a seasoned law enforcement expert have been invaluable. Thank you Bernie!

Sincerely,

Zulma R. Toro  
President

**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, December 13, 2018 4:30 PM  
**To:** Students-AllActivelyEnrolled; Administrative Departments; Academic Departments  
**Subject:** The Ebenezer Bassett story continues!

Dear Central Family,

I hope you will join me in congratulating the members of the Ebenezer D. Bassett Memorial Committee for their successful campaign to rename the Social Sciences Building in honor of Ebenezer Don Carlos Bassett, our first African-American graduate and a distinguished educator and activist.

For those who do not know, the Board of Regents for Higher Education voted today to support the resolution to rename the building after Mr. Bassett put forth by William Fothergill and the Committee.

More than a century after his graduation from the New Britain Normal School, Mr. Bassett's principled character remains a model for our students. In taking advantage of the encouragement and opportunities offered to him, Mr. Bassett set a standard of excellence and diligence and made sure to pay it forward by creating opportunities for others.

The Memorial Committee has contributed to that legacy today, and I am very grateful for their perseverance in leading this initiative. The activities and conversations surrounding this effort has demonstrated to me once again that Central has the talent, vision, and the passion to spur many innovative curricular programs advancing our mission.

I look forward to sharing more details about when we will officially open the Ebenezer Don Carlos Bassett Social Sciences Hall. We are planning to have a celebration in the early spring.

Sincerely,

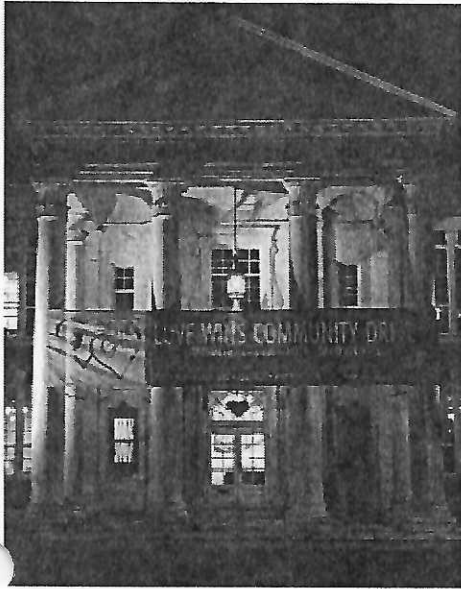
Zulma R. Toro  
President

**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Wednesday, December 5, 2018 9:33 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Love Wins Month at CCSU

Dear Central Family,



Have you noticed Davidson Hall is bathed in **purple**?

**DECEMBER IS LOVE WINS MONTH AT CCSU.**

We are asking that you wear purple on Fridays to honor our colleague Nelba Márquez-Greene, her family, and the community-building work of the CCSU-Ana Grace Project.

We would also appreciate your support on **Friday, December 14** when we remember Nelba's daughter Ana Grace, her classmates, and educators who lost their lives at Sandy Hook Elementary School six years ago. We are determined to turn December 14 into a day of giving through the Love Wins Community Drive.

CCSU, The Ana Grace Project, The Consolidated School District of New Britain, NBC CT, iHeart Radio, and many local businesses and organizations are collecting new toys, winter clothing, and baby items, along with non-perishable food. All donations will go to New Britain and Hartford agencies, along with Maria's Place food pantry.

We are asking that donations are delivered to the front of Davidson Hall on December 14 between 6 a.m. and noon. Please go to our web page for additional information on how to volunteer and donate [www.ccsu.edu/lovewins](http://www.ccsu.edu/lovewins).

Although our hearts will be heavy that day, let them be lightened by the hope and joy the donations will provide to those in need.

Sincerely,

Zulma R. Toro  
President



## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, December 20, 2018 2:20 PM  
**To:** Academic Departments; Administrative Departments  
**Subject:** Improving planning and budgeting at CCSU  
**Attachments:** FY20 Budget Calendar.docx

Dear Central Family,

We are making progress in transforming the culture of strategic planning and budgeting at CCSU, and I thought you would appreciate an update.

Just over a year ago, we formed the Integrated Planning Council (IPC) to take the lead on approving initiatives that support the four goals of our Interim Strategic Plan (increasing student enrollment, maintaining academic excellence, expanding community engagement, and developing additional sources of revenue). A number of proposals were submitted to the IPC through the course of the year, and each of them underwent review (Those proposals can be viewed at [www.ccsu.edu/ipc](http://www.ccsu.edu/ipc)). In addition to informed data-driven, collaborative decisions, this process also enables the University to conduct extensive conversations about the pros and cons of each proposal.

Another advancement in our budgeting process was the implementation of the Integrated Budget Model (IBM) pilot. In the fall of 2017, the IPC appointed a workgroup to develop the IBM, which is founded on zero-based budgeting principles. This pilot supports my goal of transparency and strategic resource allocation. The department's that participated in the pilot included: Athletics (volleyball, football, and administration); Information Technology (units reporting to the CAO); and one academic department from each school and the Ammon College (Educational Leadership, Biology, Finance, and Design).

I am pleased that both the UPBC and IPC recommended the continuation of the IBM pilot for a second year and will include all of Athletics, Informational Technology, and the School of Business. You can find additional information about the IBM process [here](#).

Attached to this email is the FY 2020 budget calendar. I encourage you to review the traditional budget materials and pilot proposals and share your thoughts, comments, and ideas with the UPBC chair in accordance with the time frames.

Each of us has a unique lens to view this critical information. Your feedback and participation will ensure our continued success.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, February 4, 2019 9:12 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Feb. 6 Open Forum reminder

**Reminder:** The Strategic Planning Steering Committee will host **three open forums on Wednesday, Feb. 6**, to gather feedback and answer questions about the strategic planning process. Each forum will include smaller group discussions and conclude with a summary of the common themes that emerge. If you can, please join us at one of these events:

Feb. 6: 9:30 to 11 a.m. – Memorial Hall’s Constitution Room  
3 to 4:30 p.m. – Memorial Hall’s Constitution Room  
5 to 6:30 p.m. – Memorial Hall’s Constitution Room

Another option for weighing in is participating in an online survey. It will take about 10 minutes of your time and is [available here](#).

Additional information about our strategic planning process is available at [www.ccsu.edu/strategicplan](http://www.ccsu.edu/strategicplan).

We hope to hear from you on Wednesday!

*Sent on behalf of the Strategic Planning Committee*

## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, February 7, 2019 9:08 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Affirmative Action Plan available for review

Each year, the Office of Diversity and Equity (ODE) invites all employees to read and review the CCSU's Affirmative Action Plan. Copies are available by [clicking here](#) or in the following locations:

Office of Diversity & Equity  
Office of the President  
Office of the Provost  
Human Resources  
Elihu Burritt Library  
Facilities Dept. (East Hall)

Any comments regarding the Affirmative Action Plan should be directed to me at [sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu).

ODE is the office designated with the responsibility and authority to administer and monitor our affirmative action program. Employees must submit their comments no later than June 1, 2019, so that the comments can be incorporated into the University's submission of its 2019 Affirmative Action Plan.

For information relating to the University's policy on affirmative action, please visit the department's web page at <http://www.ccsu.edu/Diversity/>. The web page contains CCSU's [Affirmative Action/Equal Employment Opportunity Policy Statement](#), [Non-discrimination in Education and Employment Policy](#), [BOR Sexual Misconduct Policy](#), [ADA Policy](#), and the [CCSU Procedures and Timetables for Processing of Discrimination, Harassment and Sexual Misconduct Complaints](#).

The signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Diversity and Equity, Davidson Hall, Room 102. Should you have any questions, please feel free to contact our office at 860-832-1652.

Thank you,

Sarah Dodd  
Diversity Associate  
[sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu)

## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, February 11, 2019 12:22 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Soliciting campus-wide feedback on FY20 Budget Proposals  
**Attachments:** FY20 Budget Calendar.docx

Dear Colleagues,

As communicated below, we are in the midst of the FY20 budget process. Traditional budget proposals for FY20, as well as the proposals for the three units participating in the second year of the Integrated Budget Model (IBM) pilot – the School of Business, Information Technology, and Intercollegiate Athletics – are now available on the UPBC website at [www.ccsu.edu/UPBC](http://www.ccsu.edu/UPBC) under Current Documents.

On behalf of the University Planning & Budget Committee (UPBC), we are soliciting feedback from the campus community. Kindly provide your feedback either by submitting it via [this link](#) or forwarding it to me, preferably by email. We ask you submit your feedback **by close of business on Friday, February 15** to give the UPBC optimum time to consider it and conduct any further research that may be required, prior to the budget presentations scheduled for February 22. All feedback received, no matter how it is submitted, will be shared with all voting members of the UPBC. If you choose to use the [link](#) to provide your feedback, you'll see you can include your name, or submit it anonymously.

You will note that the budget submissions for Student Affairs and Enrollment Management are not yet posted to the site. We've extended the submission deadline for the Student Affairs proposal to February 14 given that Vice President Jasek joined us in late January. Associate Vice President for Enrollment Management Karissa Peckham will submit the Enrollment Management budget on February 22. Accordingly, your comments, questions, concerns, etc. on those proposals are welcome until close of business on Thursday, February 21 and Friday, March 1, respectively.

Sent on behalf of the University Planning & Budget Committee,

Lisa Marie Bigelow, Chair

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, December 20, 2018 2:20 PM  
**To:** Academic Departments <AcademicDepartments@ccsu.edu>; Administrative Departments <AdministrativeDepartments@ccsu.edu>  
**Subject:** Improving planning and budgeting at CCSU

Dear Central Family,

We are making progress in transforming the culture of strategic planning and budgeting at CCSU, and I thought you would appreciate an update.

Just over a year ago, we formed the Integrated Planning Council (IPC) to take the lead on approving initiatives that support the four goals of our Interim Strategic Plan (increasing student enrollment, maintaining academic excellence, expanding community engagement, and developing additional sources of revenue). A number of proposals were submitted to the IPC through the course of the year, and each of them underwent review (Those proposals can be

viewed at [www.ccsu.edu/ipc](http://www.ccsu.edu/ipc)). In addition to informed data-driven, collaborative decisions, this process also enables the University to conduct extensive conversations about the pros and cons of each proposal.

Another advancement in our budgeting process was the implementation of the Integrated Budget Model (IBM) pilot. In the fall of 2017, the IPC appointed a workgroup to develop the IBM, which is founded on zero-based budgeting principles. This pilot supports my goal of transparency and strategic resource allocation. The department's that participated in the pilot included: Athletics (volleyball, football, and administration); Information Technology (units reporting to the CAO); and one academic department from each school and the Ammon College (Educational Leadership, Biology, Finance, and Design).

I am pleased that both the UPBC and IPC recommended the continuation of the IBM pilot for a second year and will include all of Athletics, Informational Technology, and the School of Business. You can find additional information about the IBM process [here](#).

Attached to this email is the FY 2020 budget calendar. I encourage you to review the traditional budget materials and pilot proposals and share your thoughts, comments, and ideas with the UPBC chair in accordance with the time frames.

Each of us has a unique lens to view this critical information. Your feedback and participation will ensure our continued success.

Sincerely,

Zulma R. Toro  
President

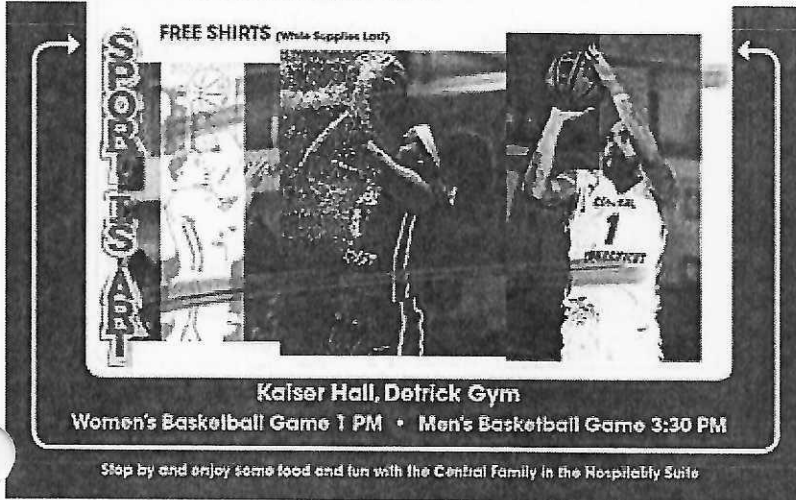
**Matterazzo, Susan (PresOffice)**

**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, February 21, 2019 7:59 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Arts Meets Athletics & Two Games, One Great Cause on Saturday

Dear Central Family,

Please join us on Saturday, Feb. 23 for two special events during the Women's and Men's basketball games!

**2<sup>nd</sup> Annual Arts Meets Athletics!**



A poster for the 2<sup>nd</sup> Annual Arts Meets Athletics event. It features three images: a woman in a white jersey, a person in a dark jersey, and a basketball player in a white jersey with the number 1. The text on the poster includes: "FREE SHIRTS (While Supplies Last)", "Kaiser Hall, Detrick Gym", "Women's Basketball Game 1 PM • Men's Basketball Game 3:30 PM", and "Stop by and enjoy some food and fun with the Central Family in the Hospitality Suite".

**Two Games, One Great Cause!**



A poster for the "Two Games, One Great Cause" event. It features the CCSU logo and the text: "TWO GAMES ONE GREAT CAUSE", "SATURDAY, FEBRUARY 23, 2019", "CCSU VS. SACRED HEART", and "During the February 23 double header basketball game, the Alumni Association is partnering with students from the EOP and Airbridge programs, collecting items to make emergency kits for homeless shelters in New Britain." The CCSU Alumni Association logo is also present.

The CCSU Alumni Association is partnering with students from the EOP and Air Bridge program to collect supplies for the homeless shelters in New Britain. All supplies are welcome, but high-priority items include new socks, toothbrushes, toothpaste, dental floss, & travel-size shampoo.

Please consider donating items by bringing them to the games or the collection locations here:

Davidson Hall – Outside the President’s Office  
Ammon Hall – EOP Office Room W313  
Student Center – North Entrance  
E.B. Library – Main Level  
Kaiser Hall – Athletic Administration Offices

**Thank you. We hope to see you on Saturday!**



**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, February 25, 2019 3:23 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** March 1 Student Success survey deadline

A reminder from the Student Success Faculty Liaisons:

**Friday, March 1** is the deadline for responding to a short survey that will help inform our development of a comprehensive student retention plan. Just two or three minutes are needed to answer the survey questions ([Click here for survey](#)).

Looking ahead, you are invited to join the Student Success Team (SST) for lunch and a discussion of your ideas for defining and effectively advancing the success of our students. The meeting will be held on **Friday, March 29** in Memorial Hall's Connecticut Room from 11:30 a.m. to 1:30 p.m.

I thank you on behalf of the SST Faculty Liaisons,

Mary Anne Nunn  
Associate Professor of English



**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Wednesday, March 6, 2019 1:42 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** 2019 Carnegie Designation Re-classification Application Survey

Dear Central Family,

CCSU has been classified as a Carnegie Community Engagement Institution by the Carnegie Foundation for the Advancement of Teaching since 2010. We are in the process of submitting the application for Carnegie Designation Re-Classification. We invite all faculty who have participated in any community engagement activities for AY 2017-218 to take [this short survey](#). Data collected will be included in our application.

Please submit no later than **Monday, March 18th, 2019**. For any questions, please contact the Office of Community Engagement at 860-832-0260 or via email at [communityengagement@ccsu.edu](mailto:communityengagement@ccsu.edu).

Thank you,

Office of Community Engagement  
Central Connecticut State University  
T: 860-832-0260  
E: [St\\_cm7607@ccsu.edu](mailto:St_cm7607@ccsu.edu)

**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, March 18, 2019 7:59 AM  
**To:** Academic Departments; Administrative Departments  
**Subject:** Excellence in Teaching Awards update

Dear Colleagues,

Based on information recently obtained, the Excellence in Teaching (EIT) Committee found it necessary to revise the list of the CCSU 2018-2019 Excellence in Teaching Awards.

The following faculty members have demonstrated a remarkable ability to engage students, to work effectively both inside the classroom and the larger CCSU community, and to remain open-minded about refining their teaching techniques even after years of teaching. The EIT Committee congratulates these creative and hardworking faculty. Here is the list of award winners:

**FINALISTS, full-time**

Kate McGrath	History
Nghi Thai	Psychological Science

**FINALISTS, part-time**

Bob Kagan	Communication
John Rasimas	Accounting

The EIT Committee also wishes to recognize, once again, all of the Semi-Finalists for the 2017 EIT Award. We thank them for the time and care they put into their teaching and into the EIT application process. It was a true privilege to interview all of you.

**SEMI-FINALISTS, full-time**

Jotham Burrello	English
Timothy Garceau	Geography
Anurag Rimzhim	Psychological Science

**SEMI-FINALISTS, part-time**

Lewis Finkel	Manufacturing & Construction Management
Alexandra Maravel	History

And finally, the EIT Committee wishes to recognize all of the faculty who have been named to the honor roll this year. It was with great admiration that we read your statements, CVs and letters from your students and colleagues. All of you have been honored by the students who took the time to recognize the positive difference you have made in their lives. Congratulations.

**HONOR ROLL, full-time**

Nilda Alicea-Velazquez	Chemistry & Biochemistry
Julia J.C. Blau	Psychological Science
Caleb Bragg	Psychological Science

Cassandra Broadus-Garcia	Art
David Broderick	Computer Electronics & Graphics Technology
Andy Myungjin Chae	Manufacturing & Construction Management
Stacy Christensen	Nursing
Silvia Corbera Lopez	Psychological Science
Cheryl S. Crespi	Accounting
Paramita Dhar	Economics
Margaret (Peg) Donohue	Counselor Education & Family Therapy
Darius Dziuda	Mathematical Sciences
Brian Flinn	Art
John Foshay	Special Education & Interventions
Amy Gagnon	Physical Education & Human Performance
Reza Ghodsi	Engineering
Leah Glaser	History
Amanda Greenwell	English
Reginald W Holt	Counselor Education & Family Therapy
Paul Karpuk	English
Lindsay Keazer	Mathematical Sciences
Cherie King	Counselor Education & Family Therapy
Carrie Kramer	Counselor Education & Family Therapy
Marie Kulesza	Accounting
Frederic Latour	Mathematical Sciences
Namhun Lee	Manufacturing & Construction Management
Charisse Levchak	Sociology
Chen Liu	Modern Languages
Megan Mackey	Special Education & Interventions
William Mann	History, LGBT Center
Michelle McKelvey	Nursing
Melissa Mentzer	English
Maria B Mongillo	Educational Leadership, Policy & Instructional Technology
Evadne Ngazimbi	Counselor Education & Family Therapy
Michael North	Communication
Brian Osoba	Economics
Steven Ostrowski	English
Elisabeta Pana	Finance
Yvonne Patterson	Social Work
Carmela Pesca	Modern Languages
Jared Ragusett	Economics
Linda Reeder	Manufacturing & Construction Management
Sinead Ruane	Management & Organization
Jason Sikorski	Psychological Science
Young M. Sohn	Engineering
Carolyne Soper	Economics
Glenn Sunshine	History
Harold Vedeler	History
Joan Walden	Communication
Stephen Watton	Chemistry and Biochemistry

Fu-Shang Wei  
Jacob Werblow

Rebecca Wood  
Robert Wooster III  
Cassandra Forsythe York  
Samuel Zadi

Engineering  
Educational Leadership, Policy & Instructional  
Technology  
Psychological Science  
Mathematical Sciences  
Physical Education & Human Performance  
Modern Languages

**HONOR ROLL, part-time**

Noelle Boone  
Diane Sienkiewicz  
Connie Yan  
Robert Lauzon

Music  
Criminology/Criminal Justice  
Management Information Systems  
Engineering

To reiterate, we invite the CCSU community to celebrate the fine work of all full-time and part-time faculty on the Honor Roll, the Semi-finalists and Finalists. This day promises to be exciting, collegial, and celebratory of all that CCSU does well.

Best Regards,

Excellence in Teaching Committee, 2018-2019:

Co-chairs: Vicente García (Art) and Lourdes Casas (Modern Languages),  
Cameron Brewer (Philosophy), Mitchell Charkiewicz (Economics), Kuan Pin Chiang (Marketing), Matt Orange  
(Physical Education Human Performance), and Johanna Zukowski (Student)

## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Friday, March 22, 2019 9:13 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** March 25 Diversity & Inclusion: Moving Business Forward

Please join us on Monday, March 25 at 7 p.m. for the annual American Savings Foundation Distinguished Banking Chair Lecture on **Diversity & Inclusion: Moving Business Forward**. The event, free and open to the public, will be held in Welte Auditorium.

The panelists are:

Dr. Zulma Toro – President of CCSU

Jorge Perez – State of CT Banking Commissioner

Andréa Hawkins – Partner at The Clarion Group

Fred Colon – Chief Diversity Officer & Head of Organization Effectiveness, Travelers

Moderator: Lisa Jacobi – SVP & Chief HR Officer at COCC

# Diversity and Inclusion: Moving Business Forward

**Monday, March 25 | 7pm**

**Welte Auditorium, CCSU**

1615 Stanley Street, New Britain, CT

Diversity and inclusion are integral to the growth and success of any business. Join CCSU, the American Savings Foundation and COCC for the interactive panel discussion **Diversity and Inclusion: Moving Business Forward**. Hear from leaders in banking, insurance and higher education on how a diverse and inclusive workplace can build a stronger business.

Please visit [www.cocc.com](http://www.cocc.com) for more information on the event, panelists and to register for the event.



## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, March 25, 2019 3:56 PM  
**To:** Academic Departments; Administrative Departments  
**Subject:** Student Success survey results and lunch invitation  
**Attachments:** liaisons lunch handout--edit.docx; Copy of redacted SSTLiaisonSurvey1.xlsx

Dear Colleagues,

The Student Success Faculty Liaisons are pleased to share the responses generated in a faculty survey asking the following questions:

- What do you see as the primary ways that faculty contribute to student success?
- What do you see as the most troublesome obstacles to student success at CCSU?
- What do you think faculty at CCSU could do to better promote and support student success?

We received 113 responses. Although not every respondent offered school or faculty information, here is the demographic breakdown that was reported. Of the respondents who gave this information:

- 38 were from the College of Liberal Arts and Social Sciences
- 10 were from the School of Business
- 24 were from the School of Education and Professional Studies
- 30 were from the School of Engineering Science and Technology
  
- 87 Full Time
- 26 Part Time

Thirteen departments asked for visits from one of the Liaisons, something we will try to achieve before the end of the semester, although a number of respondents requested such visits but did not specify departments.

Also attached to this e-mail is a more thematic characterization of the responses to the survey that we hope will facilitate our discussion on **Friday, March 29 over lunch. Please consider joining us at 11:30 a.m. in the Connecticut Room.**

We have reopened the survey and invite anyone who did not reply initially, or anyone who wishes to add to an earlier response, to do so ahead of lunch. Please follow [this link to the survey](#).

We very much look forward to our conversations regarding this snapshot of ideas related to the faculty's roles in student success.

Sincerely,

Lisa Frank, School of Business  
Laura Jacobson, School of Education and Professional Studies  
Jim Mulrooney, School of Engineering, Science, and Technology  
Mary Anne Nunn, College of Liberal Arts and Social Sciences

## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, April 4, 2019 11:47 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Stand Up CCSU campaign to begin

Dear Colleagues:

We are pleased to announce that the **2019 Stand Up CCSU Campaign** will commence in the coming weeks and invite you to engage with the campaign. Stand Up CCSU is an annual bystander awareness campaign organized by a group of CCSU student volunteers in the Office of Victim Advocacy, 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 dialogue on how each of us can actively play a part in creating an environment free of sexual and relationship violence.

There are a number of ways for you to get involved. They include:

➤ **Classroom or Student Group Presentations**

We offer a 10-15 minute classroom presentation co-facilitated by a trained student Community Organizer and Joanna Flanagan, Sexual Assault and Violence Prevention Specialist. The presentation focuses on bystander intervention techniques, information about sexual assault, and campus resources. Contact Joanna Flanagan at [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu) to schedule.

➤ **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 in any of your classes, please contact Joanna Flanagan at [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu).

***The Mask You Live In: Film Screening and Discussion***

Wednesday, April 17, 6:00 p.m. – 9:00 p.m.

Philbrick Room, Student Center

Join us for a viewing of the documentary *The Mask You Live In*, which addresses the concept of masculinity and the impact on boys and young men as they try to stay true to themselves. A structured discussion will follow.

***Stand Up Day***

Tuesday, April 23, 2019; 11:00 a.m. – 2:00 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 24, 2019; 11:00 a.m. – 2:00 p.m.

Student Center Lobby Table

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.

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

CCSU students have developed their own poster campaign. Volunteer to hang a Stand Up CCSU poster in your office or work station by contacting Joanna Flanagan at [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu).

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  
Willard DiLoreto Hall, Suite D-305  
860-832-3795 [jflanagan@ccsu.edu](mailto:jflanagan@ccsu.edu)

Sarah Dodd  
Diversity Associate  
The Office of Diversity and Equity



## Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Wednesday, April 10, 2019 8:56 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Community IS Central: Transforming a Trauma Affected Community

Please join us for an inspiring two-part **Community IS Central** event: Transforming a Trauma Affected Community to a Healing, Resilient Community, with guest speaker Father Paul Abernathy of Neighborhood Resilience Project (Formerly FOCUS Pittsburgh). Reverend Abernathy will discuss the role that universities played in facilitating change in Pittsburgh neighborhoods.

Join a community discussion on **Tuesday, April 30th from 6 - 8:30 p.m. at CCSU Downtown New Britain** or attend a discussion on **Wednesday, May 1st from 12 – 2 p.m.** (lunch will be provided).

See the flyer below to register or visit: <http://www.ccsu.edu/communityEngagement/communityIsCentral.html>

The events are sponsored by: the YWCA Stand Against Racism Committee, SUBOG's MOSIAC Committee, the Division of Student Affairs, and the Office of Community Engagement.

# JOIN US! COMMUNITY IS CENTRAL Luncheon Workshop:

Transforming a Trauma Affected Community  
to a Healing, Resilient Community  
Wednesday, May 1<sup>st</sup>-12:00-2:00pm  
Connecticut Room



*Father Abernathy is the Director of Neighborhood Resilience Project, formerly FOCUS Pittsburgh. He will present on trauma informed community development, how his organization built a movement, and examples of campus-community collaborations that have helped facilitate change.*

This workshop is presented as part of the 2019 STAND AGAINST RACISM Event in collaboration with YWCA New Britain, SUBOG's Mosaic Committee, The Division of Student Affairs and the Office of Community Engagement.

**LUNCH WILL BE PROVIDED-Please RSVP by Monday, April 15th**

<http://www.ccsu.edu/CommunityEngagement/CommunityIsCentral.html>

For questions, please contact the Office of Community Engagement at 860-632-0260  
or email [communityengagement@ccsu.edu](mailto:communityengagement@ccsu.edu)



Matterazzo, Susan (PresOffice)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Monday, May 6, 2019 8:57 AM  
**To:** Academic Departments; Administrative Departments; Students-AllActivelyEnrolled  
**Subject:** Please join us for the Police Memorial Ceremony, May 10



*Save the Date  
For our Annual*

*“Police Memorial  
Ceremony”*

*Friday, May 10, 2019*

*9:30 a.m.*

**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Wednesday, May 8, 2019 8:49 AM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Memorial Day Parade -Thursday, May 30th

**Correction:** Please be advised that the parade will be held on **Thursday, May 30**. We apologize for the error in the previous email.

Show us your red, white, & Blue Devil spirit by participating in New Britain's annual **Memorial Day Parade on Thursday, May 30**, which steps off at 6 p.m.



I invite you to join me in honoring those who have given their lives for our country. The parade is also an opportunity to show our support and engage with the community. Participating faculty, staff, and students will receive a t-shirt and candy to toss to eager parade viewers.

The two-mile parade route runs from Broad Street to Franklin Square. Parking is available near the Courthouse at 20 Franklin Square, and shuttle busses will transport you to the parade start location. Upon arriving at the line-up, look for our organizers: Jim Mulrooney and Courtney McDavid.

In hopes of inspiring a large turnout of faculty and staff, I issue this challenge: ***I will host a pizza party for the department with the largest percentage of parade participants.***

So, mark your calendars and organize your department. Please **register here** so we order the correct shirt sizes, and then we will let you know where and when you can pick up your parade shirt.

I hope to see you on May 30<sup>th</sup>!

Sincerely,

Zulma R. Toro  
President

**Matterazzo, Susan (PresOffice)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Tuesday, June 25, 2019 2:28 PM  
**To:** Academic Departments; Administrative Departments; Students-AllActivelyEnrolled  
**Subject:** Supply Drive underway for New Britain schoolchildren

Dear Central Family,

It's not too early to make a small investment that will help equip New Britain students for the new school year!

**Back to School  
SUPPLY DRIVE**  
for students in the  
**New Britain  
Community**

**SUGGESTED ITEMS:**

Crayons	Three-ring Binders	Colored Pencils
Backpacks	Gift Cards	Markers
Flash Drives	Composition Notebooks	Pens
Calculators	Spiral Notebooks	Rulers
Staples	Pocket Folders	Subject Dividers
Glue	Refill Paper (graphwide, college rule)	

**THANK YOU FOR YOUR SUPPORT!**

Please drop off your donations to Courtney McDavid  
Office of the President, Davidson Hall 112, by Friday August 2, 2019

**Matterazzo, Susan (PresOffice)**

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Monday, January 21, 2019 7:26 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Remembering Dr. Martin Luther King, Jr.

Dear Central Family,

As you know, today is Martin Luther King, Jr. Day. I encourage you to set aside some time to reflect on Dr. King's commitment to civil rights and social justice. Many individuals observe the holiday by participating in community service activities. As president of a university that views community engagement as a necessary component of higher education, I think that is a beautiful way to celebrate Dr. King's legacy.

This reminds me of something Dr. King once said: "Make a career of humanity. Commit yourself to the noble struggle for equal rights. You will make a better person of yourself, a greater nation of your country, and a finer world to live in."

We strive to cultivate a welcoming and supportive learning community for all through our commitment to respect, diversity, and inclusion. It is my belief that such connection will inspire you to follow Dr. King's advice.

This Friday, we will consider additional aspects of Dr. King's work at the annual CCSU Dr. Martin Luther King, Jr. Breakfast from 9 to 11 a.m. Our guest speaker, Arvia Walker, is a public policy specialist at Planned Parenthood of Southern New England. The Connecticut Women's Education and Legal Fund recently honored Ms. Walker for her work in building the political power of women and girls, especially those of color. I anticipate a fascinating presentation from Ms. Walker and our other speakers, including Dr. Felton Best from the Philosophy Department and a student representative. If you can join us for some breakfast and uplifting conversation, register [here](#).

Meanwhile, take this day to celebrate our shared humanity and honor the memory of Dr. King.

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** Mann, William J. (History)  
**Sent:** Thursday, October 24, 2019 10:41 AM  
**To:** Toro, Zulma R. (President CCSU); Matterazzo, Susan (PresOffice); Barcelo, Nancy V. (Diversity and Equity)  
**Cc:** DiPlacido, Joanne (Psychological Science); Greenebaum, Jessica (Sociology); Blau, Julia J C (Psychological Science)  
**Subject:** Request for meeting with LGBT Faculty

Dear Dr. Toro,

At a meeting this week, it was decided to honor the administration's request that the faculty LGBTQ survey, funded by the Diversity grant we were awarded last semester, be postponed. The faculty agreed that the concern about survey fatigue was important and should be respected. This does mean some sacrifice on the part of faculty, however, who have already invested many hours in the research and preparation of the survey. The faculty hopes that the survey can go out next year, after the administration has conducted its own surveys, as the much more LGBTQ-specific research that the faculty survey is undertaking will be vital to shaping the mission of the LGBT Center and the priorities of a new full-time permanent director.

To that end, the faculty members of the Strategic Planning Committee of the LGBT Advisory Board (cc'ed here) request a meeting with you. As Dr. Barcelo has been extremely helpful to us in this process, we are hoping she can be present as well.

We know how full your schedule is, but if we could meet soon it would be very helpful as the LGBT Advisory Board is anxious to move forward on the plans for next year, and this way we could report back to them about the best ways they can help.

As always, we are grateful for all your support.

Sincerely,  
William

## Matterazzo, Susan (PresOffice)

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Monday, April 15, 2019 1:08 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Campus culture and LGBTQ incidents

Dear Central Family,

The turnout for the Blackout Rally last week was impressive, and I heartily applaud the students, faculty, and staff who took part. I am sorry to have missed the opportunity to voice my support and address concerns of the group. I was in Boston at a mandatory meeting critical to the University's accreditation process. On Friday morning, I met with representatives from two student groups, PRIDE and the Black Student Union (BSU), whose members did an outstanding job bringing light to issues we must aggressively and honestly address.

In addition to the racist graffiti on campus targeting African Americans, there have been reports of other hateful acts, specifically directed at our LGBTQ community. Two weeks ago, an anti-gay brochure promoting conversion therapy was strategically displayed in a classroom where LGBTQ fiction is taught. In February, a sign outside the LGBTQ Center was ripped down, and a student in the Center reported overhearing several people outside of the Center using gay slurs. These cases are being actively investigated by CCSU Police.

There is no place on our campus for hatred and bullying – none! These incidents are deeply troubling to me, so I am asking you to “Give Your Voice to Diversity.” Shortly, you will receive an email about an event, organized by a variety of student groups and the Division of Student Affairs, to give us all an opportunity to share what diversity means to us.

Also, I am looking forward to the arrival of Dr. Nancy “Rusty” Barceló, a nationally recognized expert in diversity in higher education, as we work together to transform our campus into a safe and welcoming space. In a couple of weeks, Dr. Barceló will join us for a day to lead an open forum focused on diversity and inclusion. In July, she will begin her role as interim Chief Diversity Officer for the University.

Last week's rally was a strong indication of the strength we have when we work together. I truly believe we are moving in a positive direction to becoming the inclusive and supportive environment we expect Central to be. As we continue the good fight, please remember you can share your campus culture concerns by posting anonymously to [www.ccsu.edu/ccs](http://www.ccsu.edu/ccs).

Sincerely,

Zulma R. Toro  
President

## Matterazzo, Susan (PresOffice)

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**From:** Academic Affairs Updates <AcaAffUpdates@ccsu.edu>  
**Sent:** Thursday, October 31, 2019 3:34 PM  
**To:** Academic Departments  
**Subject:** Systematic Reflections

Dear Colleagues,

We are excited to announce *Systematic Reflections*, a peer-reviewed publication put forth by the Center for Teaching and Faculty Development. *Systematic Reflections* serves as a reinvigoration of Central's original monograph series, *Systematic Reflections on the Scholarship of Teaching at Central Connecticut State University*, originally edited by Dr. Paulette Lemma. This effort will feature a single volume per academic year with multiple issues, each focused on a campus-wide theme or initiative of interest.

The first issue of the reinvigorated series will follow in the tradition of the original series and focus on **innovation in the classroom**. Innovation in the classroom is broadly interpreted to include: new and novel pedagogical techniques; applications of tried and true techniques in experimental and/or experiential ways; the use of virtual reality to enhance student engagement; development and/or redesign of campus centers and programs including the cultural centers, eSports, virtual reality, FYE, etc.

Initial proposals for consideration should be approximately 500 words long, and be accompanied by sample references and a brief (i.e., no more than 100 word) biographical statement.

While the call is open to multiple interpretations, items suitable for submission could include:

- Notes and letters – in general these submissions would be 1,000-2,000 words (excluding references and works cited) focused on an individual technique, tool, or experience;
- Case studies – in general case studies would be comprehensive overviews of an individual technique, tool, or activity (2,000-5,000 words, excluding references and works cited);
- Research study – in general a complete research study would be 2,500 – 8,000 words (excluding references and works cited) themed around an individual innovation, tool, technique, or experience. Ideally these studies would present an innovation along with evidence of its effectiveness or anticipated effectiveness in the classroom.
- Works in excess of 8,000 words will be considered on a case-by-case basis, but prior approval from the co-editors should be sought prior to submission.

*Systematic Reflections* will be co-edited by the Faculty Director of the CTFD, Kristine Larsen, and the interim Associate Vice President of Graduate Studies, Research, and Faculty Development, Christina Robinson, and employ the APA's in-line citation style. All contributions will be available as on-line, Open Access, e-publications. Hard copies will be available in the Elihu Burritt Library and provided free-of-charge to all contributors.

Timeline for Volume 1:

- Preliminary proposals due via e-mail to [CTFD@CCSU.edu](mailto:CTFD@CCSU.edu) by noon on 12/16/2019
- Initial accept/reject decisions provided to authors by noon on 1/1/2020



- Please note that preliminary acceptance of a proposal does not guarantee final acceptance, but every effort will be made to work with authors to achieve publication in *Systematic Reflections*.
- Full manuscripts due via e-mail to [CTFD@CCSU.edu](mailto:CTFD@CCSU.edu) by noon on 3/16/2020
- Initial feedback provided to authors by noon on 4/1/2020
- Final revisions due via e-mail to [CTFD@CCSU.edu](mailto:CTFD@CCSU.edu) by noon on 5/1/2020

If you have an idea and would like to contribute to the collection or have questions about the suitability of your idea, please contact Dr. Kristine Larsen via [Larsen@ccsu.edu](mailto:Larsen@ccsu.edu) or Dr. Christina Robinson via [ChristinaRobinson@CCSU.edu](mailto:ChristinaRobinson@CCSU.edu).

Warmly,  
Kristine Larsen and Christina Robinson

--  
Christina Robinson, Ph.D.  
Interim Associate Vice President for Graduate Studies, Research, and Faculty Development  
Associate Professor of Economics  
Central Connecticut State University  
1615 Stanley Street  
New Britain, CT 06050  
Phone: (860) 832-2364  
Email: [ChristinaRobinson@ccsu.edu](mailto:ChristinaRobinson@ccsu.edu)

**Matterazzo, Susan (PresOffice)**

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**From:** Academic Affairs Updates <AcaAffUpdates@ccsu.edu>  
**Sent:** Wednesday, October 30, 2019 8:13 AM  
**To:** Administrative Departments  
**Subject:** Culture Over Coffee - Part 2  
**Attachments:** Culture Over Coffee The Refill.pdf

Good Morning,

Please do not forget to add the November 4<sup>th</sup> Culture Over Coffee event to your calendars. The event will feature two distinct sessions.

**The Refill**

8:30-10:30 (Breakfast available at 8)

If you missed the original cup of conversation or simply thirst for more, we invite you to join us for a recap of our initial conversation about making the CCSU campus more inclusive and welcoming.

**The Second Cup**

2:00-4:00

If you are anxious to learn more about our plans for the future and the next steps we can take towards becoming a more inclusive campus environment we will pick up our conversation where we left off in September.

We hope to see you in November!

Warmly,  
Christina Robinson and Rusty Barcelo

--  
Christina Robinson, Ph.D.  
Interim Associate Vice President for Graduate Studies, Research, and Faculty Development  
Associate Professor of Economics  
Central Connecticut State University  
1615 Stanley Street  
New Britain, CT 06050  
Phone: (860) 832-2364  
Email: [ChristinaRobinson@ccsu.edu](mailto:ChristinaRobinson@ccsu.edu)

# Culture OVER Coffee ROUND TWO

Join President Toro, Rusty Barceló, Interim Vice President of the Office of Diversity, Inclusion, and Equity, and your CCSU colleagues as we continue the conversation.



## REFILL:

MONDAY, NOVEMBER 4  
8:30-10:30  
MEMORIAL HALL  
CONNECTICUT ROOM

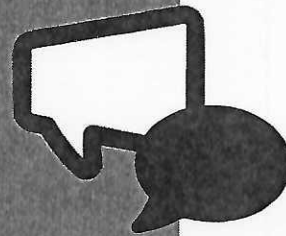
In case you missed it, or want to pick up new information, we're going to recap the **conversation** on making our **CCSU** campus more **inclusive** and **welcoming**.



## SECOND CUP:

MONDAY, NOVEMBER 4  
2:00-4:00  
MEMORIAL HALL  
CONNECTICUT ROOM

We're going to continue the **conversation** and plan the next steps for making our **CCSU** campus more **inclusive** and **welcoming**.



RSVPS ARE RECOMMENDED BUT NOT REQUIRED  
<https://form.jotform.com/CTFD/Refill>



Hosted by:

THE CENTER FOR TEACHING  
AND FACULTY DEVELOPMENT  
at Central Connecticut State University



CENTRAL  
CONNECTICUT STATE UNIVERSITY

**Matterazzo, Susan (PresOffice)**

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**From:** Academic Affairs Updates <AcaAffUpdates@ccsu.edu>  
**Sent:** Friday, August 16, 2019 2:44 PM  
**To:** Academic Departments; Administrative Departments  
**Subject:** Religious Holidays for the 2019-20 Academic Year

Dear Colleagues,

Various holidays are observed on days classes are scheduled to meet throughout the academic year. Students observing these holidays are considered officially excused from classes and it is suggested that faculty not give exams on major religious holidays. Everyone should also be considerate of religious commitments of observing students and faculty when scheduling meetings and academic events.

A comprehensive listing of religious holidays can be found by clicking on the links below for 2019 and 2020. Observing full-time faculty will charge their absence to Personal Leave (PL).

<https://www.interfaith-calendar.org/2019.htm>

<https://www.interfaith-calendar.org/2020.htm>

Best regards,

David Dauwalder  
Provost and Vice President  
Academic Affairs

**Matterazzo, Susan (PresOffice)**

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**From:** OfficeOfThePresident <OfficeOfThePresident@ccsu.edu>  
**Sent:** Tuesday, March 19, 2019 2:53 PM  
**To:** Administrative Departments; Academic Departments  
**Subject:** Action Plan to Change Campus Culture

Dear Central Family,

We continue to press ahead to improve the campus culture, especially as it relates to sexual misconduct and bullying, and I want to update you on our progress.

Following the release of our independent investigations and task force reports in January and the hosting of an Open Forum, I began meeting with and have scheduled a series of small group conversations with survivors of sexual assault and representatives from our African American, Hispanic, and LGBTQ communities, among others. Though I have several more groups to meet with, the insights and feedback from participants have been informative.

Concurrently, I have been working with my Executive Committee to develop the "Action Plan to Change CCSU Campus Culture," based on findings from our independent investigators and the report from the Task Force on Sexual Misconduct, Bullying, & Campus Culture. While in draft form, we consulted with and sought feedback from the AAUP and SUOAF leadership, as well as the Faculty Senate President. The resulting Action Plan and its 15 key actions will guide us as we institute needed changes and launch initiatives at the departmental and university-wide levels ([To view the full plan, follow this link](#)).

While the plan was under development, we moved forward with a couple of needed steps. George Claffey, the interim Chief Information Officer, and his team are working to identify systems that could be used for institution-wide reporting, monitoring, & tracking of complaints and of the training of personnel. We also are close to administering a campus climate survey.

Many other actions will be completed within the next several months and the remaining few will be concluded by end of the calendar year. With the implementation of our Action Plan, it is my hope and expectation that we will soon see evidence of real and meaningful change of our campus culture.

Sincerely,

Zulma R. Toro  
President

Rodriguez, Rosa (Diversity and Equity)

**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Tuesday, June 12, 2018 10:51 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Update on sexual misconduct investigation

Dear Central Family,

Some of you are away on summer break, but I thought it important to keep you informed of several developments related to the Professor Joshua Perlstein investigation and efforts to improve our campus culture. During the next several days, you might be reading or seeing a second round of news stories about the reports of sexual and behavioral misconduct by Professor Perlstein. We just released some documents as part of an on-going search and review of materials related to complaints against Perlstein. Several media outlets have requested copies of those documents through the Freedom of Information Act.

In responding to the media FOIA requests, I also released the following statement:

*It is likely that we will never know or understand all the circumstances that led to some of the past decisions that were made in reference to Professor Joshua Perlstein. After reading documents recently discovered as part of our investigation into Professor Perlstein, I fully believe there are a number of incidents I would have handled quite differently had I been leading the University at the time.*

*It remains clear to me that we need to fix communication breakdowns and hold people accountable for their actions and others for their apparent lack of responsiveness. I am confident that the special team I brought in from the outside to thoroughly investigate reported behaviors by Professor Perlstein and the comprehensive review being conducted by the task force I appointed, will serve to inform our next steps in assuring our students, faculty, and staff that CCSU is a safe, welcoming environment for all.*

*The Collective Bargaining Agreement prohibits me from taking certain actions at this time. I am working to expedite the appropriate processes. In the meantime, Professor Perlstein remains on administrative leave.*

The outside investigators from Shipman & Goodwin are in the process of reviewing thousands of pages of documents. They have interviewed 15 or so people with more to come. I hope to receive a final report on their findings at the end of the summer.

The second meeting of the Campus Culture Task Force will be held tomorrow. The web page: <http://www.ccsu.edu/culturetaskforce/> has been created to keep you informed of the committee's progress.

As a reminder, we encourage you to share concerns or ideas you might have about campus culture by using this form: <http://www2.ccsu.edu/ccc/>. Posting to this site is anonymous and confidential. However, if you are sharing serious concerns about an individual's behavior, please consider supplying your contact information so we can ask you follow-up questions.

I will continue to keep you updated as we move forward in our efforts to accomplish meaningful, enduring change to our campus culture.

Sincerely,

Zulma R. Toro  
President

## Rodriguez, Rosa (Diversity and Equity)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Friday, June 22, 2018 10:00 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Campus Police Dept. Report & Personnel Changes

**Importance:** High

Dear Central Family,

We are about to make public the findings of a very troubling investigation into issues and concerns involving the CCSU Police Department. I am deeply disturbed and saddened by the findings (the full report can be viewed [here](#)).

There is significant evidence that a sexual assault complaint by one of the department's own officers was inappropriately handled when the incident was first reported in 2016. I am particularly troubled as to how the department's chain of command did not, in a timely manner, conduct an investigation when the sexual assault was first reported.

Among other findings the investigators reported:

- Several police officers were hired by the CCSU Police Department even though background checks found evidence of significant discipline or other disqualifying performance issues in the past;
- An informal environment exists within the department, including relaxed professional standards and a fraternity-like environment, including inappropriate behavior, banter, or horseplay;
- Required sexual harassment prevention and other trainings are not taken seriously and serve as additional evidence that diversity and equity principles are not respected;
- A pervasive use of inappropriate gender labels for women and perception that the work of females is subjected to harsher criticism;
- Belief that expressing concern and/or opinion about the treatment of women in the department results in discrimination and retaliation; and
- Concern that all shifts are not staffed with a ranking, supervisor officer.

While we look deeper into the concerns brought to light by the investigation, today I made personnel changes to mitigate future issues. I want to assure our CCSU family and the public that the past environment, behaviors, and attitudes within the CCSU Police Department are not acceptable.

Among the immediate first steps, Bernard R. Sullivan, retired Commissioner of Public Safety and former Hartford Police Chief, has been hired to serve as CCSU's Assistant to the President for Safety. In addition to overseeing the police department, Sullivan will be charged to identify and correct defective procedures, policies, and training, evaluate staffing levels and budgetary issues.

He also will determine what means are necessary to restore professionalism to the department while building trust among its employees, the CCSU community, and the public and take disciplinary action where appropriate. This mission is not new to Sullivan. He was selected by former Governor William O'Neill in 1989 to take the helm of the Connecticut State Police when it was embroiled in controversy and worked to rebuild the force and restore its credibility.

Today, I placed Chief Administrative Officer Richard Bachoo on paid administrative leave pending an investigation. His responsibilities have been reassigned to ensure the campus operates smoothly and efficiently. Until further notice:

- Facilities Management and Environmental Health & Safety will be headed by Sal Cintorino, Assistant Chief Administrative Officer, and he will report directly to me;
- Information Technology will be headed by George F. Claffey, Jr., who will continue in his position as the Chief Information Officer for Charter Oak State College on a part-time basis; and
- Event Management will report to Chief Financial Officer Charlene Casamento.

Further, the Office of Diversity and Equity will undergo further review to ensure its investigations are conducted in a prompt, fair, and unbiased manner.

Indeed, these are very challenging times for us all. I repeat my pledge to you that I remain absolutely committed to taking the necessary steps to ensure the CCSU campus is a welcoming, safe environment for all.

If you have any concerns or questions, please feel free to email me at [toro@ccsu.edu](mailto:toro@ccsu.edu) or go to [www.ccsu.edu/ccs](http://www.ccsu.edu/ccs) to anonymously share information.

Sincerely,

Zulma R. Toro  
President



## Rodriguez, Rosa (Diversity and Equity)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Friday, June 29, 2018 5:57 PM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** New LGBT Center Director and History Professor named

Dear Central Family,

I have some wonderful news to share. Alumnus William J. Mann, an awarding-winning biographer, historian, and LGBTQ activist, has agreed to become the new director of our LGBT Center and join the History Department as a full-time faculty member. He also will become a member of the Women, Gender and Sexuality Studies program and will work with the English Department to develop more interdisciplinary, LGBT-themed courses.

I am very pleased to have someone of Professor Mann's stature and experience become more deeply involved at Central. His new position will unite his academic work with the critical mission of our LGBT Center and the unique GLBTQ Archive housed in the University's Burritt Library. Under his leadership, the LGBT Center will expand and thrive as a critical resource in helping our students acquire the knowledge and develop the beliefs and approaches for valuing our differences as human beings.

Professor Mann earned a B.S. in history from CCSU in 1984. He has been teaching courses on LGBT history and popular culture on a part-time basis for the last several years. During the fall semester, he will teach the History of AIDS and a public history project focused on uncovering mysteries in CCSU's GLBTQ archive.

He has been active in the local and national LGBTQ activist and literary communities since his college days. He has written 14 books, including *Tinseltown* (Winner of the 2015 Edgar Award for best true crime) and *The Wars of the Roosevelts* (2016). Many of his books consider the LGBT experience in some way.

In addition to welcoming Professor Mann, I wish to thank Kathy Hermes, professor and chair of the History Department, for her leadership in helping CCSU develop needed resources and academic offerings to become an LGBTQ-friendly university.

Sincerely,

Zulma R. Toro  
President

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**From:** Campus Announcements <[Announce@ccsu.edu](mailto:Announce@ccsu.edu)>

**Sent:** Thursday, February 7, 2019 9:08 AM

**To:** Administrative Departments <[AdministrativeDepartments@ccsu.edu](mailto:AdministrativeDepartments@ccsu.edu)>; Academic Departments <[AcademicDepartments@ccsu.edu](mailto:AcademicDepartments@ccsu.edu)>

**Subject:** Affirmative Action Plan available for review

Each year, the Office of Diversity and Equity (ODE) invites all employees to read and review the CCSU's Affirmative Action Plan. Copies are available by [clicking here](#) or in the following locations:

- Office of Diversity & Equity
- Office of the President
- Office of the Provost
- Human Resources
- Elihu Burritt Library
- Facilities Dept. (East Hall)

Any comments regarding the Affirmative Action Plan should be directed to me at [sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu).

ODE is the office designated with the responsibility and authority to administer and monitor our affirmative action program. Employees must submit their comments no later than June 1, 2019, so that the comments can be incorporated into the University's submission of its 2019 Affirmative Action Plan.

For information relating to the University's policy on affirmative action, please visit the department's web page at <http://www.ccsu.edu/Diversity/>. The web page contains CCSU's [Affirmative Action/Equal Employment Opportunity Policy Statement](#), [Non-discrimination in Education and Employment Policy](#), [BOR Sexual Misconduct Policy](#), [ADA Policy](#), and the [CCSU Procedures and Timetables for Processing of Discrimination, Harassment and Sexual Misconduct Complaints](#).

The signed copy of the Affirmative Action/Equal Employment Opportunity Policy Statement is on file in the Office of Diversity and Equity, Davidson Hall, Room 102. Should you have any questions, please feel free to contact our office at 860-832-1652.

Thank you,

Sarah Dodd  
Diversity Associate  
[sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu)

## **NEW FACULTY ORIENTATION AGENDA**

**Friday, August 24, 2018**

**Connecticut Room, Memorial Hall**

- 8:45-9:15 a.m.**                    **Continental Breakfast**
- 9:15-10:00 a.m.**                **Welcome and Opening Remarks**  
Dr. Zulma Toro, President
- Dr. David Dauwalder, Provost and Vice President for Academic Affairs
- Advising
  - Community Engagement
  - Faculty Development
  - Faculty's Ongoing Role with Respect to Enrollment
  - NEASC
  - Study Abroad
- 10:00-10:20 a.m.**                **CCSU-AAUP and Faculty Senate**  
Dr. Louise Williams, CCSU-AAUP President and Professor of History  
Dr. Kevin Kean, CCSU-AAUP Part-Time Advisory Committee Chair and  
Lecturer of Psychological Science  
Dr. Mark Jackson, Faculty Senate President and Professor of Biology
- 10:20-10:30 a.m.**                **Student Affairs and Faculty: Helping Students Succeed**  
Dr. Peter Troiano, Interim Vice President for Student Affairs
- 10:30-10:40 a.m.**                **Veterans Affairs Coordinator**  
Mr. Chris Gutierrez, Veterans Affairs Coordinator
- 10:40 - 10:50 a.m.**                **Break**
- 10:50 - 11:10 a.m.**                **Diversity & Equity Services and Resources**  
Ms. Rosa Rodriguez, Chief Diversity Officer  
Ms. Sarah Dodd, Diversity Associate
- 11:10 - 11:30 a.m.**                **What You Need to Know About Human Resources**  
Ms. Anna Suski-Lenczewski, Chief Human Resources Officer
- 11:30 - 11:50 a.m.**                **Resources for Resolving Legal Issues**  
Atty. Carolyn Magnan, University Counsel
- 11:50 - 12:10 p.m.**                **Threat Assessment and Campus Security**  
Mr. Gregory Sneed, Police Chief
- 12:10 - 1:00 p.m.**                **Luncheon Hosted by CCSU-AAUP**
- 1:00-3:00 p.m.**                    **Optional Suggested Activities (on reverse side)**

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## Rodriguez, Rosa (Diversity and Equity)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Wednesday, April 18, 2018 3:35 PM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Open Forum Update

Dear Central Family,

I want to thank the Faculty Senate for redirecting the focus of our previously scheduled Open Forum so that we could address the critical issue of our campus culture. I also am appreciative that, given the demands at this time of year, so many of you were able to attend.

In my opening remarks at the forum, I expressed deep concern about the information coming to light, during the past week, of a faculty member's reputation and long history of alleged sexual misconduct and other abuses.

This behavior on our campus and in our community and the practice of minimizing such behavior must end. I am passionately committed, as your president and as a woman, to follow this to the end. Certain aspects of this problem – the behaviors and attitudes of the past – I cannot change. As for those responsibilities and policies over which I do have the authority, I pledge to you significant change.

My two major goals at the forum were to provide an update on where our investigations stand and to listen to you.

The updates I can highlight without comprising the integrity of our investigations include:

Central's policy that complaints must be filed within 90 days of an incident was set decades ago. Though it is legal, in today's environment we must review the policy.

To immediately address my concerns about communications, we launched the Campus Culture Concerns webpage yesterday. It provides a new tool to expedite communication from faculty, staff, and students to my administration. A link to that page is [available here](#).

I am establishing a Task Force that will be charged with identifying best practices in these areas to help determine our next steps.

Meaningful, enduring change does not come easily, nor does it take place in a vacuum. I will continue to reach out to you for additional input, expertise, and participation.

We have much to do to examine what has and has not happened in the past while we cultivate a healthier campus culture, one that is inclusive and safe.

To read my full statement from yesterday's forum, please [go here](#).

Sincerely,

Zulma R. Toro  
President

## **Rodriguez, Rosa (Diversity and Equity)**

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Friday, April 27, 2018 2:26 PM  
**To:** Academic Departments; Administrative Departments; Students-AllActivelyEnrolled  
**Subject:** Progress report on Sexual Misconduct Investigation

Dear Central Family,

I promised to keep you updated on our investigation into how sexual misconduct complaints were handled in the past and in setting a new standard for how they are handled in the future.

To be clear about what sexual misconduct refers to, this includes intimate partner violence, sexual assault, sexual exploitation, or sexual harassment involving faculty, staff, and/or students.

The investigation by a team from the law firm Shipman & Goodwin is pushing forward. The attorneys have reviewed records and are now conducting interviews.

Our own internal review, which is ongoing, has highlighted two key areas in which we are able to make immediate changes. These procedural adjustments include:

### *Records Retention*

Effective immediately, I have instituted a new policy. The offices of Human Resources, Diversity & Equity, and University Counsel have been directed to save records in their offices even if, by state guidelines, they could be destroyed.

### *Reporting Time Limit*

We reviewed the two-decade-old procedure requiring complaints to be filed within 90 days of an incident. Effective this week, there is no time limit for the filing of complaints involving sexual misconduct allegations.

We are making progress in forming the Task Force that will examine a number of issues related to the handling of sexual misconduct complaints and concerns. I am working with the leadership of the AAUP and SUOAF to identify candidates for the Task Force. The panel will also include several people from outside the University community.

We have much more work to do, but this is a start in ensuring the safety and well-being of our students, faculty, and staff.

Sincerely,

Zulma R. Toro  
President

## Rodriguez, Rosa (Diversity and Equity)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Thursday, May 3, 2018 2:26 PM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Task Force Named

Dear Central Family,

I am very pleased to announce the formation of our new Task Force on Sexual Misconduct & Campus Climate. The work undertaken by this group, along with its findings and recommendations, will provide critical knowledge and a historical perspective that will drive our mission forward to ensure Central is a welcoming, safe place for all.

To identify candidates for the Task Force, I consulted with experts on and off campus and collaborated with the union leadership representing our faculty and staff. I am grateful to alumnus Richard Spada, an international leader in developing inclusive and accessible communities through effective leadership, management and organization, for agreeing to serve as the chair. The Task Force members are:

Richard Spada, Chair of the Task Force & Sr. Global Manager of Diversity and Inclusion, Novartis  
Bill Panetta, (Retired) Director of Leadership Development, United Technologies  
Ululy Martinez, Attorney  
Victoria Minervino, CCSU Student Government Association  
Kristina Rodrigues, CCSU Student Government Association  
William Fothergill, Associate Counselor, Student Wellness Services - Counseling  
Jean Alicandro, Director of Residence Life  
Fiona Pearson, Professor, Department of Sociology; Member of the Committee on the Concerns of Women; Co-Chair, Women, Gender and Sexuality Studies Program  
Shelly Jones, Associate Professor, Department of Mathematical Sciences  
Sinead Ruane, Assistant Professor, Department of Management and Organization  
Jeremy Visone, Assistant Professor, Educational Leadership, Policy and Instructional Technology  
Cecilia Perez-Colon, Contract Compliance Specialist, Business Services  
Yvonne Kirby, Director of Institutional Research and Assessment  
Natalie Ford, Secretary of the CCSU Learning Center

The Task Force will be charged with the following objectives:

- Assess CCSU's processes and procedures for the reporting and handling of concerns and complaints of sexual misconduct and review the organizational structure currently in place to support those processes;
- Review when and how an investigation is triggered;
- Analyze the communication process during the investigatory process, including how all parties are informed of an investigation's conclusion or finding;
- Examine programmatic initiatives currently in place to prevent sexual misconduct behaviors;
- Identify standards of best practices for processes, procedures, communication, and education; and provide recommendations to implement best practices.

The departments and programs we expect will be contributing to the inquiry and body of knowledge are (but are not limited to): the Office of Diversity & Equity, the Department of Human Resources, the Women's Center, the Committee on the Concerns of Women, the Office of Victim Advocacy & Violence Prevention, the Office of Student Conduct, and the Sexual Assault and Interpersonal Violence Resource Team (SART).

I am grateful to the members of the Task Force who will be working through the summer, with the expectation that they will conclude their work as soon as possible. They have a great deal of work ahead of them, and I thank them for making the commitment to help us set a new standard for the campus culture at CCSU.

Sincerely,

Zulma R. Toro  
President



## Rodriguez, Rosa (Diversity and Equity)

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**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Friday, August 3, 2018 10:48 AM  
**To:** Administrative Departments; Academic Departments; Students-AllActivelyEnrolled  
**Subject:** Input requested: Campus Culture update

Dear Central Family,

I am pleased with the progress being made by the Task Force on Sexual Misconduct and Campus Climate. As you might recall, I charged this group with providing recommendations for ensuring that our campus is a more inclusive and safe community for students, faculty, and staff—a community free from sexual harassment and bullying.

The task force is now ready to begin its comprehensive information and data gathering processes, and your assistance is needed. I am counting on you to provide your thoughts and ideas on improving our campus culture. Here is how you can help:

- 1) Click on [this link](#) and you will be directed to the Campus Culture Concerns web page where you can anonymously provide your thoughts and ideas;
- 2) Participate in one of two open forums hosted by the task force to be held September 11 and September 12; and,
- 3) Complete an anonymous online input survey which will be distributed via email to the campus community in September.

It is my belief that, collectively, we have the information, knowledge, and ideas necessary to help CCSU become a campus where safety and well-being are our top priorities.

Sincerely,

Zulma R. Toro  
President

**LGBT Advisory Committee Meeting**  
**February 5, 2018 Agenda**  
**Student Center - Clocktower Room**  
**12:15 to 1:30 PM**

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Agenda:

1. Welcome and Introductions
2. Note-taker/Attendance (Alberto Cifuentes, Jr. – Recording Secretary)
3. Committee Membership
  - a. Update current membership list
  - b. VPSA approves and appoints new student members acc. to by-laws
  - c. President approves and appoints faculty/staff members acc. to by-laws
4. Committee Leadership
  - a. New co-chairs (faculty/staff and student)
    - i. Both co-chairs appointed by VPSA acc. to by-laws
  - b. Selection of interim co-chairs by VPSA
5. LGBT Center Updates & Pride Updates
  - a. LGBT Center Updates and Events
    - i. University Assistant Search Update
  - b. Pride Updates and Events
6. Strategic Planning Committee: Purpose/Function of Committee within CCSU Culture and Community
  - a. Inclusivity/Campus Climate
  - b. Campus-Wide Education
  - c. Accessibility/Equitability
  - d. Recruitment/Retention of Students (i.e. working with GSAs)
  - e. New Buildings/Facilities
  - f. Space for Community Building/Accessibility to Resources
7. Develop Sub-Committee to review current bylaws and propose changes to Dr. Troiano
  - a. Identify members
  - b. Develop annual notice for membership
  - c. Formalize membership cycles
  - d. Establish timeframe

**Upcoming Events:**

**Next meetings: Mar. 5, Apr. 9**

**LGBT Advisory Committee Meeting**  
**October 23, 2017 Agenda**  
**Student Center – Clocktower Room**  
**12:15 to 1:30 PM**

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Present:

Not Present:

Agenda:

1. Welcome and Introductions
2. Note taker (Alberto Cifuentes, Jr. – Recording Secretary)
3. LGBT Center updates & Pride Updates
4. Strategic Planning Committee
  - a. Inclusivity/Campus Climate – Preferred name option, gender-inclusive housing, gender-neutral restrooms
  - b. Campus-Wide Education – Orientation (student and faculty/staff), curriculum, personal connections with students, safety of LGBT staff
  - c. Accessibility/Equitability – Bathrooms, housing, sports/athletics (connect with Dr. Bachoo about adding gender-neutral restrooms to new buildings before they're built or updated).
  - d. Recruitment/Retention – New and transfer students.
  - e. New Buildings/Facilities – Speak with Dr. Bachoo about developing some form of consistent and mutually agreed upon standards and practices regarding the equitability of housing, restrooms, and other campus spaces for LGBTQ students, faculty, and staff.
  - f. Space for Community Building/Accessibility to Resources – Demand for more programming, more resources, and more funds for LGBT Center and LGBTQ community on campus. Also a need for center full-time staff and a discussion of general spatial needs (i.e. possibly moving center to another building).
5. Develop Sub-Committee to review current bylaws and propose changes to Dr. Troiano
  - a. Identify members (Nicholas D'Agostino, Alberto Cifuentes, Jr.)
  - b. Develop annual notice for membership
  - c. Formalize membership cycles
  - d. Establish timeframe (December 2017)
6. New Business
7. Old Business:

**Upcoming Events:**

**Next meetings:**

TBD

**LGBT Advisory Committee Meeting:**  
**Strategic Planning**  
**April 20, 2018 Agenda**  
**Student Center – Clocktower Room**  
**9am to 11am**

Agenda:

1. Welcome and Introductions (4 min.)
2. Note-taker/Attendance (1 min.)
3. Announcements (5 min.)
  - a. Lavender Graduation: Saturday, May 12, 11am, in Founders Hall (Davidson). If you're interested in volunteering, please contact Nichol. Register at <http://www.ccsu.edu/lgbt/lavendergraduation/index.html>.
  - b. Rainbow Breakfast: Friday, October 12. 9:30am-11am, in the Constitution Room (Memorial Hall). **Please save the date!** Call for nominations via e-mail coming soon. Registration available in September.
4. Review Mission & Bylaws (Rev. May 11, 2017) (5 min.)
5. Strategic Planning Objectives Discussion (75 min.)
  - a. Guiding Questions
    - i. What is our specific demand/goal?
    - ii. What steps can we take to accomplish it?
    - iii. What is our projected timeline for accomplishing this goal?
  - b. Accessibility/Equitability
    - i. Preferred Name/Gender Option
  - c. LGBT Center
    - i. Expanding space (move to renovated Willard-DiLoreto?)
    - ii. Hiring full-time coordinator
    - iii. Figuring out budget-sensitive alternatives to full-time coordinator (i.e. student leadership)
  - d. Gender-Inclusive/Neutral Housing
    - i. Any updates from Residence Life regarding accessibility?
  - e. Recruitment/Retention
    - i. Strategies for recruiting and retaining LGBTQ students
    - ii. Working with Admissions
    - iii. Possible events to co-sponsor with Admissions or other departments
  - f. Campus-wide Education
    - i. Safe Zone Training
    - ii. Supporting Trans and Gender Non-Conforming Students (online/in-person training)
6. Next Steps (30 min.)
  - a. Prioritize strategic planning objectives
  - b. Develop a realistic timeline for accomplishing strategic planning objectives
  - c. Who are the key stakeholders or decision-makers for each objective?
  - d. Development of sub-committees
  - e. When should we meet during the next academic year? Move meetings to Friday mornings, 9am-10:30am?

Next meetings: TBA

Office of Diversity and Equity - Affirmative Action Employee Advisory Committee  
October 20, 2017 – Meeting Minutes  
1849 Room – CCSU Student Center

- I. Welcome and introductions  
PRESENT: Nicholas D'Agostino, Nidal Al-Masoud, Michael Alfano, Michael Ansarra, Alberto Cifuentes, Jr., Joe Farhat, Joo Eng Lee-Partridge, Carlos Liard-Muriente, Rosa Rodriguez, Chris Simcik
  
- II. Re-cap of last meeting (see June 14, 2017 Minutes)
  - A. Subcommittee Development – Key tasks – TABLED
  - B. Confirmation of Committee Membership
  - C. 2017/2018 Timeline
  - D. Any gaps in our review?
  
- III. Affirmative Action Plan 2017—Utilization Analysis 5 Categories (refer to Utilization Analysis handout)
  - A. Where there is a negative number in the utilization, we will establish affirmative action goals. The net utilization changes as a result of workforce changes, e.g., retirements, and the availability data, e.g., IPEDS data. Need to hire more Hispanic female Assistant Professors to meet requirement.
  - B. Internal mentoring is very important for meeting goals.
  
- IV. Gender/Sexual Harassment Climate Survey
  - A. We have received about 200 complete responses so far.
  - B. Survey will remain open until end of Fall 2017 semester.
  
- V. Subcommittees
  - A. Search Procedures– Joe Farhat will chair
  - B. Recruitment and selection process for special appointments and adjuncts
    - 1. Emergency appointments account for approximately half of new hires (four out of the nine faculty hired during the reporting period were already in emergency appointments the previous year.
    - 2. Process of hiring special appointments has been met with some controversy within departments (i.e. outside candidates chosen over current faculty members on tenure track). Rosa suggested coming up with some policy/procedure changes or an example of best practice.  
**TASK: Joseph Farhat will work on new points of recommendation for emergency hires (to be presented to Dr. Toro). Michael Alfano and Nidal will also help draft recommendations.**

**Office of Diversity and Equity - Affirmative Action Employee Advisory Committee**  
**February 9, 2018 – Meeting Minutes**  
**1849 Room – CCSU Student Center**

- I. Welcome and introductions  
PRESENT: Nicholas D'Agostino, Nidal Al-Masoud, Michael Alfano, Michael Ansarra, Alberto Cifuentes, Jr., Joe Farhat, Joo Eng Lee-Partridge, Carlos Liard-Muriente, Rosa Rodriguez, Chris Simcik
  
- II. Re-cap of last meeting (see June 14, 2017 Minutes)
  - A. Subcommittee Development – Key tasks – TABLED
  - B. Confirmation of Committee Membership
  - C. 2017/2018 Timeline
  - D. Any gaps in our review?
  
- III. Affirmative Action Plan 2017—Utilization Analysis 5 Categories (refer to Utilization Analysis handout)
  - A. Where there is a negative number in the utilization, we will establish affirmative action goals. The net utilization changes as a result of workforce changes, e.g., retirements, and the availability data, e.g., IPEDS data. Need to hire more Hispanic female Assistant Professors to meet requirement.
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**TASK: Joseph Farhat will work on new points of recommendation for emergency hires (to be presented to Dr. Toro). Michael Alfano and Nidal will also help draft recommendations.**

#### Agenda - CCW General Meeting

Monday, February 26<sup>th</sup>, 12:15 pm  
1849 Room, Student Center

#### Minutes review & approval:

1. Minutes from November 27, 2017 Meeting.  
- 11/27/17 Minutes were circulated via email after the January meeting.
2. Minutes from January 22, 2018 Meeting

#### New Business:

1. President Toro - plans to attend March 26 Meeting.  
Discussion on once per semester meeting with President Toro.
2. CT RACE in the Park
3. CCSU Threat Assessment and Crisis Management Program Open Forum
4. VP Student Affairs Search
5. Current Searches

#### Subcommittee Updates:

##### Women's History Month Luncheon:

Speaker: Leah Wright Rigueur, Assistant Professor of Public Policy, John F. Kennedy School of Government, Harvard University Government, Harvard University

"Black Women Will Rally! Black Women, Intersectional Politics, and the 2016 Presidential Election"

##### Bio:

Leah Wright Rigueur is an assistant professor of public policy at the John F. Kennedy School of Government at Harvard University. Her research interests include twentieth-century United States political and social history and modern African American history, with an emphasis on race, civil rights, social and political movements, political ideology, the American two-party system, and the presidency. She is the author of *The Loneliness of the Black Republican: Pragmatic Politics and the Pursuit of Power* (2015) which examines the ideas and actions of black Republican activists, officials, and politicians from the era of the New Deal to Ronald Reagan's presidential ascent in 1980.

#### Description:

This lecture will examine the role of black women in politics within the context of the 2016 presidential election. Specifically, it will examine the significance and historical emergence of black women as the "backbone" of the contemporary Democratic Party. Why are black women the most consistent and loyal voting group among the base of Democratic voters, and what does this mean for issues of race and gender in the present?

Date: Monday, March 5, 2018

Time: 12:15-1:30pm

Location: Constitution Room, Memorial Hall, CCSU  
Refreshments will be served. Free and open to the public

#### Sponsors:

Women, Gender, and Sexuality Studies Program  
Ruthe Boyea Womens' Center  
Committee on the Concerns of Women  
Africana Center  
Office of Diversity and Equity  
Center for Public Policy and Social Research/O'Neill Endowed Chair  
Honors Program  
Department of History  
Department of Political Science

For further information, please contact

Dr. Heather Munro Prescott  
Professor of History  
prescott@ccsu.edu

#### Work Life Balance Subcommittee

The WLB Subcommittee met on January 31<sup>st</sup> to begin discussing maternity/paternity leave policies and programs at peer institutions and in the state of CT. Fiona Pearson and Leah Glaser have also been meeting with Victor Constanza, Student Life Vice Chair of SGA, who is working with SGA Senators who are supportive of increasing child care resources at CCSU. Last week SGA passed a resolution supporting the creation of a Family Education and Resource Center that would 1) serve as an academic resource for students and faculty on campus who are researching the effects of early childhood education and 2) would provide a vital resource for CCSU and New Britain parents seeking comprehensive child care. We are now working with SGA to finance subsidized drop-in care for student parents at CCSU. The Work Life Balance Subcommittee next meets on Wednesday, February 28<sup>th</sup> at 12:15.

# CCW Meeting Minutes

Date | time Monday , 2/26/2018 | Meeting called to order by Evadne Ngazimbi

## In Attendance

Attending: Evadne Ngazimbi, Heidi Huguley, Myrna Garcia-Bowen, Toyin Ayeni, Elena Kouidobrova, Kristine Larsen, Sandra Matthews, Fiona Pearson, Claudia Richards-Meade, Olga Torres, Eva Vrdoljak

Not Present: Elizabeth Brewer, Jacqueline Cobbina-Boivin, Kristin D'Amato, Susan Gilmore, Leah Glaser, Meg Leavis, Gladys Moreno-Ruantes, Cara Mulcahy, Onyi Obidoa-Pelletier, Heather Prescott, Audrey Riggins, Karen Ritzenhoff, Susan Slaga-Metivier, Leanne Zalewski

## Approval of Minutes

### Minutes review & approval:

1. Minutes from November 27, 2017 Meeting.  
11/27/17 Minutes were circulated via email after the January meeting.

Kristine Larsen motion to accept, Elena Kouidobrova seconded.  
Unanimous vote of members present to accept minutes.

2. Minutes from January 22, 2018 Meeting

Question of who was speaker at Women of Color Luncheon 2/28/18 was raised.  
Could not have been Angela Davis as she went to Univ of Hartford to speak  
Heidi Huguley made motion to table 1/22/18 Meeting minutes review for answer to who was speaker at luncheon.

To add to meeting minutes: the Speaker at 2/28/18 Women of Color Luncheon is

Reverend Dr. Shelley Best

Myrna Garcia-Bowen motioned to accept 1/22/18 meeting minutes. Sandra Matthews seconded and unanimous vote to accept made by members present.

## New Business:

1. President Toro - plans to attend March 26 Meeting.  
Discussion on once per semester meeting with President Toro.
2. CT RACE in the Park
3. CCSU Threat Assessment and Crisis Management Program Open Forum
4. VP Student Affairs Search
5. Current Searches



Michelle Alexander – 2/28/18

E-Vite system was used for RSVP invitations to Reception. Please indicate yes or no to help count.

Want CCW members to be present at reception and to speak if they want, also to set up tables, make rounds, spouses are ok, let Sue Sweeney know asap.

Women of Color Luncheon – 2/28/18

Scheduled for 2/28/18, same day as Michelle Alexander. The time is earlier – 12:15 pm to 1:30 pm.

Speaker is Reverend Shelly Best

<http://www.ccsu.edu/boyea/woc.html>

Work-Life Balance Subcommittee

The WLB Subcommittee met on January 31<sup>st</sup> to begin discussing maternity/paternity leave policies and programs at peer institutions and in the state of CT. Fiona Pearson and Leah Glaser have also been meeting with Victor Costanza, Student Life Vice Chair of SGA, who is working with SGA Senators who are supportive of increasing child care resources at CCSU. Last week SGA passed a resolution supporting the creation of a Family Education and Resource Center that would 1) serve as an academic resource for students and faculty on campus who are researching the effects of early childhood education and 2) would provide a vital resource for CCSU and New Britain parents seeking comprehensive child care. We are now working with SGA to finance subsidized drop-in care for student parents at CCSU. The Work-Life Balance Subcommittee next meets on Wednesday, February 28<sup>th</sup> at 12:15.

This Wednesday 2/28/18 meeting will be rescheduled because of Spring Break upcoming and CUWFA Atlanta Conference. College and University Work Family Association Conference in Atlanta, GA  
Leah Glaser, Fiona Pearson will be attending. Will wait to have next Subcommittee meeting in March.

Victor Costanza has been very supportive of Child Care Center. Reviewed Drop In Center proposal with him a week ago. SGA is supportive at this time, though only if used by students. The Portland State center was looked at and they use student activity fee. Here could add \$5.00. Fiona Pearson plans to present the proposal to SGA's next meeting.

Louise Williams of AAUP is forming a Child Care Committee. For AAUP there are things that one can do with regards to maternity leave, e.g., stop tenure clock, but puts salary back a year. SUOAF may have wording regarding paternity leave. Perception that there are no consistent rules for maternity/ paternity leave between Departments/ Chairs/ Deans was also mentioned.

Page 3

ident Toro attending 3/26/18 CCW General Meeting

uld be best to have all CCW members present. Introductions of members and Subcommittee Chairs to s out on what they do. Meeting will be brief. Fifteen minutes

ession followed of Women of Color Subcommittee Meeting with Dr. Toro in February and expectations of /'s functions.

men's History Month Luncheon:

Speaker: Leah Wright Rigueur, Assistant Professor of Public Policy, John F. Kennedy School of Government, Harvard University Government, Harvard University

"Black Women Will Rally! Black Women, Intersectional Politics, and the 2016 Presidential Election"

Bio: Leah Wright Rigueur is an assistant professor of public policy at the John F. Kennedy School of Government at Harvard University. Her research interests include twentieth-century United States political and social history and modern African American history, with an emphasis on race, civil rights, social and political movements, political ideology, the American two-party system, and the presidency. She is the author of *The Loneliness of the Black Republican: Pragmatic Politics and the Pursuit of Power* (2015) which examines the ideas and actions of Black Republican activists, officials, and politicians from the era of the New Deal to Ronald Reagan's presidential ascent in 1980.

**Description:**

This lecture will examine the role of black women in politics within the context of the 2016 presidential election. Specifically, it will examine the significance and historical emergence of black women as the "backbone" of the contemporary Democratic Party. Why are black women the most consistent and loyal voting group among the base of Democratic voters, and what does this mean for issues of race and gender in the present?

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Refreshments will be served. Free and open to the public

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Ruthe Boyea Women's Center  
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Africana Center  
Office of Diversity and Equity  
Center for Public Policy and Social Research/O'Neill Endowed Chair  
Honors Program  
Department of History  
Department of Political Science

Page 2

Women of Color Subcommittee meets every other Monday at 12:00 pm, except when CCW General meeting is scheduled. Olga will check with Jackie for when next meeting is scheduled.

Current Searches

- VP of Student Affairs - in process.
- Dean - SEPS - will be awhile
- Dean - CLASS
- Nicholas D'Agostino's position in Office of Diversity and Equity - On web
- Library - On web
- SWS Counselor - On web

Dean - SEST - 2 candidates, 3<sup>rd</sup> pulled out, one active candidate is believed to be a woman, and interviews are upcoming.

Could be more proactive. There always is the opportunity to reopen a search, except for high level positions such as Provost position.

Search Committee may be diverse, what are we doing to solicit more diverse applicant pools? Many applicants are removed from applicant pool because of not following application directions.

Other positions have no Search Committee - e.g., current SWS Counselor opening has no Search Committee (at time of this CCW meeting). The position opening has to be announced internally for 10 days first.

SUCOAF - If hire is internal, no Search Committee is required. The search can go external if more candidates are wanted. This is more critical with higher positions such as Provost, VP's, etc. Rosa Rodriguez looks at all hiring and searches.

Create Statement like done for Provost Search, Do statement now rather than when interviews are already on campus. Provide a statement to Chairs at high level, Faculty Senate President, Human Resources, Office of Diversity & Equity, Presidents of our unions, maybe identified Managers.

Question about adding statement to Faculty Senate agenda. The Faculty Senate Personnel Committee is not functioning currently. Urge Faculty Senate to take a stance.

Discussed providing CCW member(s) on rotating basis to form either a Search Subcommittee or as a representative of CCW at Searches. Would have to go through Dr. Toro for approval. Could make recommendation, possibly to Rosa Rodriguez?

- 1) Create Statement - revise statement used for Provost Search, develop list of who it is to be sent to
- 2) Request to Represent CCW mission at Search Committees, Ask Rosa Rodriguez

SU Campus Safety Subcommittee

J Threat Assessment Team - Presentations in Davidson Hall this month

Went to Women's Center from student that they were followed by someone, went to a blue light phone and it not work.

Students reported being followed, two of the blue light phones did not work and student's cell phone was working. They went to a club meeting to talk to them and throw off follower rather than walking directly to their dorm. Club member(s) walked them to dorm. A mention was made that this was second time this has happened to one of these students. Student report to Women's Center was made towards the end of Fall 2017 semester.

Check after Safety Walk in January - the recommendations were mentioned to Facilities staff and it was that lighting on campus is adequate. Need to follow up as to what is meant by 'adequate': May check in light meter. Safety Walk found areas, e.g., walkways found that were either very dark or light was in shadows. Safety Walk in January - did not check the blue light phones.

W member reviewed response from Richard Bashoo - Phones are checked once per month and Safety Survey is every other year.

Recommendation was made to create a statement to Facilities for more regular checks of the blue light phones.

There are three areas of concern:

- 1) Campus Safety
- 2) Threat Assessment Team - issues seem to be addressed after they happen.
- 3) Violence Prevention Policy -

Board of Regents policy - policies differ - Faculty/Staff Policies request made if they can standardize policies and put on front of each main webpage policy is incomplete, gray areas, unclear terms. Waiting on response to request to standardize policies across campuses/ BOR.

OR could not find a CCSU policy - others were easier to find, but need to be clearer and more visible.

Subcommittee Meeting Schedules

Need to meet at least once a month, and at least one week before 3/26 meeting with Dr. Toro.

Business/ Announcements

CCW member - Toyer Ayeni, introduced and welcomed.

Place in the Park - Saturday, May 12, 2018  
ed over \$9,000 last year. Worthwhile event, encourage people to attend/contribute

Meeting

/18 at 12:15 pm - 1:30 pm, 1949 Room Student Center  
ion to adjourn was put forward by Heidi Huguley and seconded by Sandra Matthews. It was  
nimosly adopted.  
sting adjourned at 1:33 pm.

Vrdoljak, Eva (CenterForStudentAthletes)

Mon 3/26/2018 10:13 AM

To: Nazimbi, Evadne (Counselor Education & Family Therapy) <ngazimbi2012@ccsu.edu>; Huguley, Heidi (Student Wellness) <HuguleyH@ccsu.edu>;  
Ayeni, Oluwatoyin (CE) <ayeniO@ccsu.edu>; Brewer, Elizabeth (English) <ebrewer@ccsu.edu>; Cobblina-Bolwin, Jacqueline (WomensCt) <cobbina-  
bolwinj@ccsu.edu>; D'Amato, Kristin (Library) <damatok@ccsu.edu>; Garcia-Bowen, Myra (Academic Articulations and Partnerships)  
<GarciaBowenM@ccsu.edu>; Gilmore, Susan (English) <GilmoreS@ccsu.edu>; Glaser, Leah (History) <glaserles@ccsu.edu>; Greenebaum, Jessica  
(Sociology) <GreenebaumJ@ccsu.edu>; Koufobrova, Elena (English) <elena.koufobrova@ccsu.edu>; Larsen, Kristine (Biological Sciences)  
<LarsenK@ccsu.edu>; Lewis, Mag (Nursing) <LewisM@ccsu.edu>; Matthews, Sandra (ResLife) <matthewsas@ccsu.edu>; Moreno-Fuentes, Gladys  
(Student Wellness) <morenofuent\_g@ccsu.edu>; Mulcahy, Cara (Lit Et Ed Child Ed) <mulcahy\_cara@ccsu.edu>; Obidoe-Pelleter, Onyinye U. (Student)  
<obidoeapelleter@my.ccsu.edu>; Pearson, Fiona (Sociology) <pearsonf@ccsu.edu>; Prescott, Heather (History) <prescott@ccsu.edu>; Richards-  
Meade, Claudia E. (Human Resources) <claudia.richardsmeade@ccsu.edu>; Ruggins, Audrey (History) <rugginaa@ccsu.edu>; Ritzenhoff, Karen  
(Communication) <RitzenhoffK@ccsu.edu>; Slaga-MatWier, Susan (Library) <slagast@ccsu.edu>; Torres, Olga E. (Student) <olga.e.torres@my.ccsu.edu>;  
Zalewski, Leanne (Art) <zalewski@ccsu.edu>;

Importance: High

1 attachments (64 KB)

CCW Meeting Minutes - 2-26-2018.docx

Hi Everyone!

CCW General meeting is Monday, 3/26/18  
12:15 pm to 1:30 pm  
1849 Room, Student Center

A copy of 2/26/18 meeting minutes are attached.  
As well, please review list of agenda items, and forward agenda items to add for the meeting.

1. Call meeting to order
2. Minutes from previous meeting
3. Committee reports
4. President Toro's attendance at CCW meeting
5. Discussion of agenda for once per semester meeting with President Toro

Thank you!

Eva

Eva Vrdoljak  
Central CT State University  
Academic Ctr for Student Athletes  
VrdoljakE@ccsu.edu

## CCW Meeting Minutes

Date | Time Monday, 3/26/2018 | Meeting called to order by Evadne Ngazimbi

### Attendance

Present: Evadne Ngazimbi, Toyen Ayeni, Jacqueline Cobbina-Boivin, Kristin D'Amato, Olga Fritho, Myrna Garcia-Bowen, Susan Gilmore, Leah Glaser, Jessica Greenebaum, Elena Koulidobrova, Sandra Matthews, Dyls Moreno-Fuentes, Onyi Obidona-Pelletier, Fiona Pearson, Heather Prescott, Claudia Richards-Mead, an Slaga-Metivier, Eva Vrdoljak, Leanne Zalewski

Absent: Heidi Huguley, Elizabeth Brewer, Kristine Larsen, Meg Levvis, Cara Mulcahy, Grey Riggins, Karen Ritzenhoff

### Approval of Minutes

Minutes reviewed & approved:

Reviewed 2/26/18 minutes. Elena Koulidobrova motioned to approve minutes, Leanne Zalewski seconded. Motion was unanimous approval.

### Women's Center

There are a number of events for March and April, including - Vagina Monologues, Take Back the Night, EM program with YWCA New Britain, 4/26 is Take your Sons and Daughters to Work Day.

Michelle Chaudhury - Melinda Rising Scholarship recipient to attend AAUW Conference. Olga Fritho is about graduate - the Women's Center needs a second support person.

Dr. President Trioano accepted the WC staff invitation to join their staff meeting. The students enjoyed his visit. Dr. Trioano acknowledged the staff for their hard work and contribution to the community. He expressed support for the staff and Center. The discussion ranged from Women's Center spacing to staffing and leadership conferences.

Center looks forward to hosting other members of the campus community to their meetings.

### Women of Color Subcommittee

2/18 Luncheon with Reverend Shelly Best went well, are collecting Mobbing and Caslighting policies from other campuses. The Women of Color Subcommittee has been very busy working with campus climate concerns.

CCW Meeting 3/26/18

### Scholarship Subcommittee

Debra Cronin and Melanie Meyers have been selected as co-recipients of the Ruth Boyea Scholarship for 2018. Many thanks to Susan Gilmore and Jacqueline Cobbina-Boivin for the hard work they put in reviewing the applications with me. - Kristine Larsen

There was discussion of having a luncheon for Ruth Boyea Scholarship recipients. Last Fall the CCSU Foundation had a luncheon to recognize scholarship recipients. CCW could host a meeting with refreshments and take pictures of scholarship recipients

Motion made by Jacqueline Cobbina-Boivin to host a get together at CCW last general meeting for the scholarship recipients. Myrna Garcia-Bowen seconded the motion. Vote was unanimous approval.

### Work-Life Balance Subcommittee

CWOP Conference - Fiona Pearson and Christina Barmon attended the College and University Work Life Association's (CUWFA) Annual Meeting in Atlanta, March 13-15.

Discussed progress of support for Child Care Center - will keep in communication with SGA, met with President Toro. SGA support was withdrawn, with primary concern being the \$5 Student Activity fee addition, procedural questions with that. President Toro requested to meet with the Budget Office, SGA and Fiona Pearson to review Childcare Center proposal.

Louise Williams of AAUP is forming a Child Care Committee. Working on a Resolution for Child Care, copy was given to CCW members present and members of WLB Subcommittee to review. Comments are requested. SCSU AAUP is also reviewing the draft resolution. Want to move this quickly so can lobby with Legislature.

### Subcommittee Involvement

Question was raised as to how often Subcommittees are meeting. How well are the Subcommittees working? To increase Subcommittee involvement is for next academic year, could have standing meetings where people sign up for Subcommittee according to the meeting time(s) they can make. As part of this, have different Subcommittees meet on different days.

Possibly have a set of issues that are worked on across all Subcommittees. Decide as a group what we can tackle.

Next Meeting

4/23/18 at 12:15 pm - 1:30 pm, 1949 Room Student Center

Motion to adjourn was put forward by Evadne Ngazimbi and seconded by Claudia Richards-Meade. It was unanimously adopted.

Meeting adjourned at 1:30 pm

Meeting with President Toro

President Toro apologized that she is unable to attend meeting today due to an urgent matter. Evadne Ngazimbi will communicate with the President's Office about future meeting date and will update the CCW.

Other administrators CCW seemed not truly advisory and we would like to think that this has changed. In the past CCW did meet with CCSU President, including CCW Co-Chairs presenting Annual Report.

What are the issues, ideas, concerns to present to Dr. Toro?

Need a real campus climate survey

Drop in Child Care Center

Sexual Misconduct Policy on syllabus

Identify CCW successes - accomplishments and obstacles met?

Gather input/ email from Chairs of the different Subcommittees

Business/ Announcements

Location of Willard-DiLoreto space, decisions made by Richard Bashoo as well as respective Provosts, Deans, Managers, Administrators of Centers in Carroll Hall.

Ann Pease is still here, New Academic Affairs Provost is here.

John Dodd is moving to Willard-DiLoreto.

English Department, SWS - Health and Counseling Centers moving to Willard-DiLoreto.

Willard-DiLoreto - all space is assigned, no extra space

SGS could ask for a space in Marcus White once things open up.

Carroll Hall will be a swing space, Barnard Hall will be next for renovation.

Search Committees

Members that the search committee members are decided on before the committee is set up and search starts. How about justification for each Search Committee member?

Should 'lower' level staff to Search Committees, if they are in the same department they would know more about the position than an Administrator from another department.

Counseling has two open positions - AAUP Counselor and SUOAF Director.

Counselor search is national as it is AAUP.

What if IELP is open position - worked to get a person on Search Committee.

Who are on the Search Committees and how are they selected? Possibly start an Ad hoc Subcommittee to review?

Meeting Agenda  
Committee on Concerns of Women  
April 23, 2018, 12:15 pm  
1849 Room, Student Center

1. Call meeting to order
2. Minutes from previous meeting
3. Treasurer's Report
4. Debra Cronin and Melanie Meyers co-recipients of the Ruthe Boyea Scholarship for 2018
5. New CCW Members:
  - Silvia Corbera Lopez, Assistant Professor, Psychological Science
  - Charisse Levchak, Assistant Professor, Sociology
6. Subcommittee reports
7. Presentation - Dr. Charisse Levchak from Sociology Department
  - Brief discussion on the toxic experiences that women Faculty face in the classroom
8. Campus Climate - 4/17/18 Open Forum, 4/19/18 Meeting with Dr. Toro
9. Discussion of developing guidelines/procedures for meetings, incoming Chairs, Treasurers, Secretaries, Subcommittee Chairs, subcommittees.
10. CCW review and vote on support of the Child Care at CSCU Resolution.

uth Boyea Scholarship Subcommittee:

elanie Meyers and Debra Cronin have been notified and asked to attend our meeting Monday and submit photos.

ere are short bios:

elanie Meyers is a junior majoring in Social Work. She is a volunteer at the Plainville Food Pantry her previous service includes volunteering at the Turnxis Food Pantry, work in support of both sexual assault awareness and sexual assault survivors, and an unpaid internship with True Colors. On campus she is involved with the Human Services Club. In her scholarship essay she explained that "Unfortunately, not every woman may be privileged enough to know their rights, the risks of assault and STDs, or know where to get help. Therefore, I want to take advantage of my education and experiences to inspire women work with and work for, to provide more opportunities for education and growth.... My goal is to become a mental health counselor so I can advocate for disadvantaged populations and the betterment of women."

Debra Cronin is a graduate student in the Marriage and Family Therapy program. A graduate of the US Merchant Marine Academy, Debra was an active member of the school's Society for Women Engineers and as a Senior year officer led the mentoring of undergrads, especially those struggling academically. After a career in the engineering world, she became a yoga instructor and returned to college for her Masters. She has been a Cadette Girl Scout Troop leader since 2009 and developed a Mindfulness training program for 4th graders in East Hartford. On campus she is a charter member of our chapter of Delta Kappa International Marriage and Family Therapy Honor Society. In her essay she reflects "My career aspirations are to teach elementary school children how to engage in mindful self-leadership so they are able to choose their thoughts and feelings mindfully connecting with their inner calm, confidence, courage, clarity, curiosity, compassion, [and] creativity. I would like to lead middle and high school students in channeling their anger into creativity....I would like to end violence in our society by creating groups who lead their own self-awareness in body and mind...."

Women's History Month Subcommittee:

Suggestion to reinstall the Women's History Month subcommittee.

Work Life Balance Subcommittee:

Fiona Pearson and Christina Barmon attended the College and University Work Life Association's (CUWFA) Annual Meeting in Atlanta, March 13-15. They along with Leah Glaser are in the process of developing a report containing a proposed strategy of action to share with Provost Dauwalder in late April, early May. They will share this report with CCW members as well.

The CCSU-AAUP Executive Committee recently voted to support the attached "Resolution for Affordable, Accessible, and High Quality Comprehensive Child Care at CCSU." CCSU-AAUP will share the resolution with CSU-AAUP's Council for a vote. We encourage other union members to share this resolution with their leaders, asking them to consider supporting the resolution via vote. The subcommittee plans to meet on Wednesday April 25th in the SSH Poli Sci/Soc Conference Room.

Resolution for Affordable, Accessible, and High Quality  
Comprehensive Child Care at CSCU

areas, not a single campus in the CSCU system provides comprehensive child care, serving children from 6 weeks to 12 years;

areas, the population of older and returning students is anticipated to increase across the nation many of those students need affordable, accessible, high-quality child care to attend class, complete course work outside of class, and participate in campus life;

areas, 26 percent of college students in the United States are raising children while attending college, and just under half of those students are enrolled in community colleges;<sup>1</sup>

areas, gender pay inequalities in the U.S. persist in part because mothers are more likely than men to engage in part-time school or work, to not seek or to delay promotions, or to leave educational or work places altogether as a result of their caregiving responsibilities;<sup>2</sup>

areas, the CSCU system may not be able to compete with more highly-resourced universities and colleges in regards to offering competitive salaries to recruit high quality staff, faculty and administrators; the system can work to create a family-friendly climate where faculty, staff, and administrators of all genders feel supported in regards to their work, life, and family commitments;

areas, lab schools providing comprehensive child care and early childhood education can simultaneously provide 1) important caregiving resources to families and 2) serve as academic resources providing key learning, internship and research opportunities for students and faculty;

it resolved that the 17 campuses of the CSCU System provide affordable, accessible, high quality comprehensive child care (serving children from 6 weeks to 12 years) and on-campus drop-off child care facilities that will serve the CSCU system's faculty, staff, and students.

1. Elizabeth Lindsey Reichlin, and Barbara Gault. 2017. *College Students With Children: National and Regional Profiles*. Washington D.C.: Child Care Research, Available: <https://www.childcare.gov/pubs/2017/02/CC45L5.pdf>

2. Congress. 2017. *Gender Pay Inequality, Consequences for Women, Families, and the Economy*. April, Washington D.C.: Joint Economic Committee. Available: <https://www.jec.senate.gov/public/?a=cache/files/0775d02f-4a4e-438b-b647-9ae61973baac/gender-pay-inequality-us-congress-economic-committee.pdf>

CCW Meeting Minutes

Date | Time Monday, 4/23/2018 | Meeting called to order by Heidi Huguley

In Attendance

Attending: Heidi Huguley, Toyin Ayeni, Kristin D'Amato, Olga Fritho, Myrna Garcia-Bowen, Susan Gilmore, Jessica Greenebaum, Elena Koulidobrova, Kris Larsen, Charisse Levchak, Sandra Matthews, Gladys Moreno-Ruantes, Onyi Obidoa-Pelletier, Fiona Pearson, Claudia Richards-Meade, Audrey Riggins, Karen Ritzenhoff, Susan Slaga-Mctivier, Eva Vrdojak

Guests in Attendance: Scholarship Awardees Debra Cronin and Melanie Meyers

Not in Attendance or Excused: Ebadne Ngazimbi, Elizabeth Brewer, Jacqueline Cobbina-Boivin, Silvia Corbera Lopez, Leah Glaser, Meg Lewis, Cara Mulcahy, Heather Prescott, Leanne Zalewski

Approval of Minutes

Minutes review & approval:  
Reviewed 3/26/18 minutes  
Vote was unanimous approval.

Presentation

Professor Charisse Levchak was welcomed as a new CCW member. She introduced herself and we proceeded with a brief discussion on the toxic experiences that women faculty face in the classroom.

Ruth Boyea Scholarship Subcommittee

Debra Cronin and Melanie Meyers have been selected as co-recipients of the Ruth Boyea Scholarship for 2018. Many thanks to Susan Gilmore and Jacqueline Cobbina-Boivin for the hard work they put in reviewing the applications with me. - Kristine Larsen

Both students attended beginning of CCW Meeting today...

Kristine Larsen read portions of their bio's.

Photos were taken with CCW members and plan is to post them on CCW Website.

Jacqueline Cobbina-Boivin will have official scholarship award letters for the students.

Membership fee for CWOF

Louise Williams of AAUP is forming a Child Care Committee. Resolution for Child Care, copy was given to CCW members present and members of WLB Subcommittee to review.

Treasurer's Report

Membership fee for CWOF

Additional \$500 to Heather Prescott for Women's History Month luncheon

Other ideas... Women's Center - funding for Bring Your Sons and Daughters to Work Day 4/26/18  
Karen Ritzenhoff will check with Heather Prescott if additional funding could be used for WGSS

Can additional funding be placed in Ruth Boyea Scholarship account for the two awardees, this academic year?

Tabled for the Summer

Meeting adjourned at 1:35 pm

are short bios:

nie Meyers is a junior majoring in Social Work. She is a volunteer at the Plainville Food Pantry her ous service includes volunteering at the Funxix Food Pantry, work in support of both sexual assault 'eness and sexual assault survivors, and an unpaid internship with True Colors. On campus she is lved with the Human Services Club. In her scholarship essay she explained that "Unfortunately, not y woman may be privileged enough to know their rights, the risks of assault and STDs, or know ce to get help. Therefore, I want to take advantage of my education and experiences to inspire women rk with and work for, to provide more opportunities for education and growth.... My goal is to me a mental health counselor so I can advocate for disadvantaged populations and the betterment of ten."

ra Cronin is a graduate student in the Marriage and Family Therapy program. A graduate of the US chant Marine Academy, Debra was an active member of the school's Society for Women Engineers as a Senior year officer led the mentoring of undergrads, especially those struggling academically. r a career in the engineering world, she became a yoga instructor and returned to college for her iters. She has been a Cadette Girl Scout Troop leader since 2009 and developed a Mindfulness training ram for 4th graders in East Hartford. On campus she is a charter member of our chapter of Delta pa International Marriage and Family Therapy Honor Society. In her essay she reflects "My career irations are to teach elementary school children how to engage in mindful self-leadership so they are to choose their thoughts and feelings mindfully connecting with their inner calm, confidence, rage, clarity, curiosity, compassion, [and] creativity. I would like to lead middle and high school dents in channeling their anger into creativity....I would like to end violence in our society by creating ups who lead their own self-awareness in body and mind...."

Women's History Month Subcommittee:

eggestion to reinstall the Women's History Month subcommittee.

Work-Life Balance Subcommittee

ina Pearson and Christina Barmon attended the College and University Work Life Association's (UWFA) Annual Meeting in Atlanta, March 13-15. They along with Leah Glaser are in the process of veloping a report containing a proposed strategy of action to share with Provost Dauwalder in late ril, early May. They will share this report with CCW members as well.

ie CCSU-AAUP Executive Committee recently voted to support the attached "Resolution for Affordable, :cessible, and High Quality Comprehensive Child Care at CCSU." CCSU-AAUP will share the resolution ith CCSU-AAUP's Council for a vote. We encourage other union members to share this resolution with eir leaders, asking them to consider supporting the resolution via vote. The subcommittee plans to eet on Wednesday April 25th in the SSH Poli Sci/Soc Conference Room.



LALCC-March 2018 Meeting

Tuesday, March 27, 2018  
Latin America Latino and Caribbean Center

I. Welcoming

II. Announcements

III. Committee Membership

IV. LALCC: review current structure

V. Review of Committees

V. Other bussines

Notes:

Series of horizontal lines for taking notes.

Board Meeting Tuesday, March 27<sup>th</sup> 3:00pm

- Dr. Toro will be here for our May meeting
- Richard Bachoo will be here for our April 3rd meeting to discuss our new space.

Committees organized from the last meeting

- Organizational Structure
  - o Lourdes Casas
  - o Joanne Leone
- Recruiting Latinos (New Britain especially)
  - o Silvia Corbero
  - o Rocio Fuentes
  - o Awilda Reasco
- Retaining Latino Students
  - o Awilda Reasco
  - o Gladys Moreno-Fuentes
  - o Myrna Garcia-Bowen
- Host for Puerto Rican Studies Program
  - o Heather Rodriguez
  - o Katherine Sugg
  - o Rocio Fuentes
  - o Jose Carlos del Ama
  - o Antonio Garcia-Lozada
  - o Lourdes Casas
- Newsletter/Magazine
  - o Jose Carlos del Ama
  - o Lourdes Casas

Making improvements to our structure in order to use our budget more efficiently

- Dr. Toro is receptive, but we must give her a detailed plan
  - o Willing to set aside some money for a few people to work on this during the summer

Review of committees

- Look to past models that have worked at CCSU and see what we can model on these (ex. CONCAS)
  - o Reference reports we've done (Dr. Recorder)
  - o Faculty mentors
- Serefin is looking to create a program for Latino students in the Hartford public schools this summer, where students here from Puerto Rico mentor the younger students from the area
  - o Could the center be a part of this?
- Must be better on communicating issues

Committee responsibilities for the April 3<sup>rd</sup> and May 8<sup>th</sup> meetings

- Start having conversations about their topics to discuss at the April meeting
  - Select committee leader
- Each committee should at least have a rough idea of a plan to bring to the meeting in May
  - What we plan to do, what we'd like to do, what we've done in the past, etc.
    - Why we feel the actions we decide on will be worth it

Register for the Symposium April 12<sup>th</sup> (Questions directed to Heather Rodriguez)

- Registration link forthcoming

Looking forward

- Moving on with regular elections vs. continuing with an interim position until we are settled with the new plan and new space
- Review mission statement
  - Create a steering committee?
- Look into grant funding to help make the board activities easier
- Involving students in board activities (LASO, COLADA, CHANGE, Spanish Club, Caribbean Club, etc.)
- Organizing some social event for the board

### Board Meeting October 19, 3pm

Official Start time 3:15

- Open Issues
  - Only 3 members in attendance; need to meet another day in order to get more attendance (Elena, Carlos, Awilda)
    - Tuesdays 3:00?
      - Carlos: No
      - Elena: Yes
    - Thursdays 3:00?
      - Carlos: Yes
      - Elena: Yes
    - Carlos proposes Friday's 3:00, because those are usually less hectic
      - To be put out to the rest of the board
    - Thursday November 2<sup>nd</sup>, Africana Center will be in attendance
      - Should pursue this date
  - Latin Week
    - Carlos: went well
    - Awilda suggests we have a feedback/input form where people can suggest what they'd like to see in the future
      - Carlos hesitant because it should be up to the students to plan events they believe are best for students
      - Event attendees may not even show up to events in the future, or don't necessarily know what is best/possible
      - Programs were student-driven, and it should come from them
        - Clarification from Awilda: ask the students who created the events themselves about what they wish could be different/better next year
      - Can be challenging to get everyone into a room together, so it was not goal
        - Could do it electronically
        - Find something that exists already for feedback
          - Awilda will send materials to Carlos to modify for our purposes
    - Good to have this for our records
  - Forthcoming presentations
    - Emphasize event Thursday October 26<sup>th</sup>
    - LALCC needs posters/flyers to hang
    - November 8<sup>th</sup> event (TBA)
      - Is this the conference we want to conduct? (Uncertain of what this refers to—to be clarified when Lourdes arrives)
    - Ideas/Volunteers to continue series next semester
      - Can be handled via email
  - New business
    - \$9,000 funding for students

- o Able to designate more money for programming
- 112 Latino employees at the university (across all positions)
  - o Awilda has the full list now
  - o Wants to be able to invite everyone to Association meetings

**Lourdes arrived from meeting with Dr. Toro at 3:30**

- Will send an email about meetings on Tuesdays
  - o Skeptical of faculty coming in on Friday's
- Victoria will create a survey to send out with available times Tuesday, Wednesday, Friday 3pm
- November 8<sup>th</sup> event is a presentation,
  - o About Latino issues, but no focus yet
- CONFERENCE IS FOR THE SPRING
  - o Move for funds for conference
  - o Awilda has the room reserved (Constitution Room), and will update the program with the information
    - Use this to send out for funding requests

## LGBT Advisory Committee Meeting

October 19, 2018 Minutes

Student Center – Clocktower Room

9:30am to 11am

### Agenda:

1. *Welcome and Introductions*
  - a. *There were two new students in attendance: Patricia Bingham and Anastasia Marco.*
  - b. *Formal introductions were given and students shared why they would like to be inducted into the LGBT Advisory Board.*
2. *Review and Approve Last Meeting's Minutes (Sept. 21, 2018)*
  - a. *Jessica Greenebaum was first to make a motion to approve the Meeting Minutes, followed by William Mann, and Nichol McCarter.*
  - b. *Unanimously approved.*
3. *Committee Membership Updates*
  - a. *More student representatives are wanted and we were excited to welcome two students during this meeting.*
  - b. *The list was updated by Alberto, with any members that wished to be removed from the Advisory Board.*
4. *Committee Leadership Updates*
  - a. *Student Co-chair is still needed to join Alberto.*
  - b. *Alberto will remain the staff co-chair.*
5. *Event De-Briefing (Alphas/Deltas/Suggestions for Next Year)*
  - a. Sarah Schulman/United in Anger Documentary Screening: Monday, Oct. 8, and Tuesday, Oct. 9 (various times/locations) William reported that it went very well and the students were very inspired by their discussions with Sarah,
  - b. Rainbow Breakfast: Friday, Oct. 12, 9:30am-11am (Alumni Hall)
    - i. *Reflections on student/faculty/staff speeches and experiences*
    - ii. *It was successful and the first Richard Spada Scholarships were given to Anastasia Marco and Brayden Malley.*
    - iii. *Committee thanked Patricia Bingham for sharing her story.*
    - iv. *More events shared in LGBT Center Updates.*
6. *LGBT Center & Pride Updates*
  - a. *LGBT Center Updates and Events*
    - i. *See attached document for LGBT Center updates from William and Nichol*
  - b. *Pride Updates and Events*
    - i. *Armando was not able to attend this meeting to give updates. Pride is planning for TDOR and Fall Drag Ball.*
7. *Determining Goals for FY19 (Strategic Planning Objectives)*
  - a. *Accessibility/Equitability*
    - i. *Preferred Name/Gender Option- Still available but more education is needed on what options are available for students who would like to pursue this option. Joan suggested more training for RA's, specifically for pronoun etiquette and LGBTQ resources.*
    - ii. *Preferred Pronouns on rosters and the link would be something several members of the committee would like to strive toward.*
  - b. *LGBT Center*
    - i. *It was decided that the LGBT Center will not be moving to Willard-DiLoreto. Scott shared that this was decided as not an option last year.*
    - ii. *Hiring full-time coordinator- Scott and William will be meeting to work on strategic plans, with this as being included in their goals.*

- c. Gender-Inclusive/Neutral Housing
    - i. This is available to students but committee was not able to have time to fully discuss this.
  - d. Recruitment/Retention
    - i. Strategies for recruiting and retaining LGBTQ students
    - ii. Working with Admissions
    - iii. Possible events to co-sponsor with Admissions or other departments
  - e. Campus-wide Education
    - i. Safe Zone Training's are available for departments, groups, and general session dates. More outreach on this training should be pursued.
    - ii. Supporting Trans and Gender Non-Conforming Students (online/in-person training)
  - f. Counseling and Wellness Center
    - i. Students shared that they are concerned about the number of counselors we have and their availability, sharing a story that they were denied service when in crisis
    - ii. Victoria Ginter shared that this should not have been the case but that they are in the process of hiring another counselor, hopefully someone familiar with working with the LGBT community. She suggested that we forward her any recommendations for someone who could fill this role and to let anyone who would be interested know.
    - iii. Peter and Scott shared that we are technically under the requirement for the student-to-counselor ratio.
    - iv. Unanimous agreement that this issue needs to be addressed.
8. *Determining Next Steps (Strategy/Method for Achieving Goals)*
- a. Prioritize strategic planning goals/objectives
    - i. More time is needed to prioritize what we will be working on as our goals.
  - b. Develop a realistic timeline for accomplishing strategic planning goals/objectives
  - c. Determine the key stakeholders or decision-makers for each objective
  - d. Develop sub-committees to effectively address each strategic planning goal/objective
  - e. More time is needed to review all of these next steps and goals.

**Next meetings (9:30am-11am): Dec. 7 (Camp 121); Feb. 1 (Clocktower); Mar. 8 (Clocktower); Apr. 12 (Clocktower)**

### LGBT Center Updates

LGBT Advisory Board Meeting  
Student Center-Clock Tower Room

December 7th, 9:30 am

#### Events/activity:

- **Speakers series (late Oct and November):**
  - Carolyn Gabel, Leslie Brett, lesbian feminist activists
  - Berry Gallo/ Joe Grabarz, LGBT lobbyists
  - Diana Lombardi, CT Trans Advocacy
- **Transgender Identity Panel co-sponsored by Serafin Mendez Nov 19:**
  - Turned out to be an empowering experience for the few students who attended, got to meet and talk with successful trans performers, the mother of a trans son (Mary Collins) and trans adviocagte/HIV specialist Dr. Gary Blick
- **TDOR Nov 20:**
  - Good attendance, feedback very positive from students, emotional and empowering, Nichol did an amazing job. There are two articles in print about TDOR that can be seen in The Recorder and The New Britain Herald.

#### Updates:

- Center now has its own foundation—Lisa Bigelow created a fund (#1960) which will be an operating fund, meaning that we can spend up to the full balance at any time (though we would try not to do that.). The giving page will be set up by next week, with a link to the scholarship and to the GLBTQ Collection at the library.
- Exploring grants---as a way to possibly pay Kate Bornstein and other events/performers.
- Curriculum: working with WGSS to develop more LGBT-specific courses. Optimistic that we will have our first trans faculty member by Fall 2019.
- Two students will be attending the Creating Change Conference Trip this year: Anastasia Marco and Casey Watson. The trip will be taking place from Thursday, January 24<sup>th</sup> to Sunday, January 27<sup>th</sup> and will be in Detroit this year. An open panel discussion will be held on what we have taken back with us from this conference in February.

#### Priorities:

- Scott and Will are working with Robin McHaelan and True Colors to develop a strategic plan for the Center and LGBT resources on campus. Would like strategic plan finished early in semester so we can start actively working toward it by early spring.

- As part of this, we want to conduct a survey at the start of the next semester. True Colors will help us draft the questions. Input from board members welcome.
- Making this a goal: Preferred pronouns on class rosters by Fall 2019. This is doable. Meeting with registrar. Templates already in place in other schools.
- Peer mentor program and Alumni mentor program: We would like to create a proposal to create a peer mentorship/ Alumni mentorship program. Nichol is currently gathering information on how other campuses have rolled out this program, what would be involved, and what would be needed. This will be an extension of our safe zone program, which already is a visible network of students, faculty, and staff that are resources for our students.

## LGBT Advisory Committee Meeting

December 7, 2018 Minutes

Student Center – Camp 121

9:30am to 11am

### Meeting Minutes:

#### 1. Welcome and Introductions

- a. Name, Pronouns, and Department/Affiliation

#### 2. Review and Approve Last Meeting's Minutes (Oct. 19, 2018)

- a. Technical issues were found on last meeting's minutes for October. Nichol will input the adjustments and send the updated copy to Alberto.

#### 3. Committee Membership and Leadership Updates

- a. There are two (2) new students who were officially inducted onto the Advisory Board: Patricia Bingham and Anastasia Marco.
- b. Alberto shared that a student co-chair is still needed for this committee and let these students know that this opportunity was available.
- c. There will be a change to our meeting date/time in the spring semester. After discussion, it was decided that the new day and time will be the first Monday of every month, 11am-12:15pm.
- d. If changes are needed to this date/time due to scheduling needs, it can be altered. E-mail Alberto if this day and time conflicts with your schedule.

#### 4. LGBT Center & Pride Updates

- a. LGBT Center Updates and Events (please see attached LGBT Center Report for more details).
  - i. William will be talking with several people to find a grant that will give the LGBT Center funds to pay for Kate Bornstein and other events/performers.
  - ii. It was reiterated that WGSS is planning to hire their first trans faculty member for Fall 2019 and that it will be an adjunct position.
  - iii. There will be outreach to students, faculty, and staff on the strategic plan for the future of the LGBT Center. In addition, a student survey will be created to assess student need, and a gift card drawing will be provided as an initiative. Alberto suggested that William checks Campus Pride for survey templates.
  - iv. Scott stated that once pronouns are added as an option on class rosters, an e-mail should be sent to all faculty in order to give education on this change and more information on pronoun etiquette.
  - v. For the peer/alumni mentorship program that Nichol is working on, a subcommittee was proposed to decide on how students and alumni will be matched with one another. Scott suggested that interested students can also become Student Orientation Leaders. He also suggested that we make sure that alumni have actually graduated to match students with alumni that will also help them academically.
  - vi. For the Stonewall 50 trip in the spring, other departments like the Sociology and Psychology department would like to be involved. Scott said SA/LD could help pay for a bus, if needed.

#### b. Pride Updates and Events

- i. Scott and Nichol shared that the Drag Ball was rescheduled due to the snow day and it went very well.



5. LGBT Policy for CCSU Police Department Review

- a. Committee reviewed this document and came to many conclusions. There are many aspects that need to be adjusted so that it is more gender-inclusive and technically correct. More time is needed to provide feedback.
- b. Carolyn Magnan, University Counsel, will be contacted to review this document and add statutes that are relevant to this policy.
- c. More information is needed from the Police Department if this document is intended to be utilized and incorporated into their system. William Mann, Anastasia Marco, Patricia Bingham, and Nichol McCarter will contact the senior officer to schedule a meeting and address these questions.
- d. Jean suggested that if a sub-committee is formed to review and provide feedback on this policy, the committee should research best practices for this type of campus police policy. We should also invite Carolyn and a police official to be members of the sub-committee.
- e. By February, the committee agreed to provide a constructive assessment of this policy and have more answers about what this policy would mean.
- f. Dr. Greenebaum suggested that she can send a list of definitions that she uses for her WGSS class to be applied to this policy to replace the outdated terminology.

6. Expanding Curriculum Discussion

- a. LGBTQ-focused curriculum and more specialized classes
  - i. More classes are needed on LGBTQ issues, specifically in the Psychology department. Patricia shared her concerns on this. As mentioned, WGSS is hiring their first trans adjunct faculty member for Fall 2019.
  - ii. Moreover, more counselors are needed. Dr. Troiano shared that three (3) positions were approved for the Counseling and Wellness Services department (one director and two counselors). More commitment to this initiative was requested.

**Next meetings (11am-12:15pm): Feb. 4 (Blue & White); Mar. 4 (Blue & White); Apr. 8 (Blue & White)**

LGBT Center Report February 1, 2019  
William Mann

**Meeting with Chief Sneed at 9:30 AM on February 4** -will report to Board

**Talking with Registrar about adding a field for pronouns on rosters:**

Pres. Toro has indicated this is a priority – the University Counsel is on board and the Registrar has pledged to make this happen as soon as they have Banner 9 up and running-- probably by this summer, meaning we should be able to meet the deadline we asked for, by next semester. The Registrar is making sure this project is on the Banner team's radar this semester. However once they get 9.3.1 in a test environment they will need to determine if additional modifications are necessary inside Banner/Banner Self-Service, as well as integration between Banner and other systems used by the university and students. Suggest we reconstitute the group that worked on the Preferred First Name procedure to revisit policy and procedures at that point.

Registrar says at the moment "we are in a bit of a holding pattern until some of these IT tasks are worked through."

**Donations to the Center and Scholarship:**

We got in about \$600 to the Center over last few months and I'm expecting some more money in soon. Please use this link to solicit donations—it goes directly to our foundational account.

(Right now it's not coming up in searches but Charles Johnson is working on that.)

<https://ccsu.networkforgood.com/causes/14234-lgbt-center>

We got in about \$700 for the scholarship.

**Kate Bornstein and Lavender Graduation** --May 10-11

Promotion

**Pres. Toro meeting/ vision and Strategic Plan / Grant proposal**

Discussion of importance and methodology

Introduction of Ira Revels

Joanne and Jessica to assist

Visits to other universities--- ECSU, SCSU both agreed, UCONN also, asks if we might come on Friday March 1?

CCW meeting – various centers playing role in conflicts – concerns

**LGBT Advisory Committee Meeting**  
**February 4th, 2019 Agenda**  
**Student Center - Blue & White Room**  
**11:00 am- 12:15 pm**

1. Welcome and Introductions
2. Review and Approve Last Meeting's Minutes for Dec. 7th, 2018 (Minutes Approved)
3. Committee Leadership Updates
  - a. Student Co-chair still needed
  - b. Alberto asks for anyone who is interested in becoming a student co-chair or committee member to contact him
4. Response to/Concerns: Dr. Toro's Emails "Corrective actions following sexual misconduct investigation & task force review" and attached reports
  - a. Alberto opened the floor to talk about any questions or concerns
  - b. It was stated that Rosa Rodríguez left her position as Chief Diversity Officer (CDO)/Title IX Coordinator. There is no interim CDO yet, but Sarah Dodd, Diversity Associate, is acting as the designated authority for the office.
  - c. The Office of Diversity & Equity will possibly be hiring more students.
  - d. Joanna Flanagan is our new victim advocate, and it was suggested that an announcement be made about this publicly.
  - e. A reminder was given that Joanna is a mandatory reporter, but that if students need assistance that is confidential, the Counselling and Wellness Center is available.
5. LGBT Policy for CCSU Police Department Review
  - a. William, Nichol, and Patricia shared the results of the meeting with Chief Sneed. Changes discussed last meeting were proposed and accepted by the Police Department and they would like us to look at it further, since there was an update that we were not able to review. The vocabulary in the beginning will be restructured and reviewed by the board. It will be sent out Friday, February 15<sup>th</sup>.
  - b. William will follow up on what the repercussions will be if an office does not follow this policy.
6. LGBT Center and Pride Updates
  - a. Registrar agreed to include a preferred pronouns options by summer during the Banner 9 update. Alberto states that we must keep pushing Registrar on this so that this plan is followed through.
  - b. See LGBT Center Event Calendar for information on LGBT Center-sponsored events.
  - c. Alberto requests that a link to donate to the LGBT Center and LGBT life on campus be added to the LGBT Center website.
7. Strategic Planning Discussion
  - a. Ira Revels, who is helping to conduct the strategic plan with the LGBT Center, gave a more detailed introduction of herself. She has worked in continuing education in libraries, where she facilitated trainings on 21<sup>st</sup> library skills, focused on digitizing archives, and worked primarily for historically black colleges. In

addition, she does consulting within higher education for policy work and archives.

- b. The advisory board suggested that a sub-committee be established to develop a plan and follow through with it. By the end of April, the sub-committee plans to have a draft of this plan for presentation and implementation.
- c. It was suggested that the LGBT Center should be updated about this process, in a blog format, if that seems applicable.
- d. The advisory board agreed that there must be a request for more space for the LGBT Center in this strategic plan.
- e. Ira stated that the timeline will be 3-5 years for implementation.
- f. A visit to the Rainbow Center in connection with strategic planning will be scheduled on Friday, Mar. 1 (Time TBD).
- g. The sub-committee will consist of William, Joanne, Jessica, Nichol, Pat, Victoria, and Alberto. Ira will manage this project, delegate tasks, and coordinate meetings.
- h. To further develop this strategic plan, the sub-committee will meet on February 25<sup>th</sup> at 11:00 am in Davidson 104 and will bring updates with them to the next advisory board meeting.

**LGBT Advisory Committee Meeting**  
**February 4, 2019 Agenda**  
**Student Center – Blue & White Room**  
**11am to 12:15pm**

1. Welcome and Introductions
2. Review and Approve Last Meeting's Minutes (Dec. 7, 2018)
3. Committee Leadership Updates
  - a. Student Co-chair still needed
4. Response to/Concerns: Dr. Toro's E-mail "Corrective actions following sexual misconduct investigation & task force review" and attached reports
5. LGBT Center & Pride Updates
  - a. LGBT Center Updates and Events
  - b. Pride Updates and Events
6. LGBT Policy for CCSU Police Department Review
  - a. Follow-up from meeting with Chief Sneed
7. Strategic Planning Discussion

**Next meetings (9:30am-11am): Mar. 8 (Clocktower); Apr. 12 (Clocktower)**

## CCSU Strategic Planning Tasks

### LGBTQ Advisory Committee 2-25-2019

1. Next Meeting – By phone – Friday, March 8<sup>th</sup> – 8:45AM
  - a. **Ira** will create a FreeConference.com and Nicole will email details to everyone this week
2. Project Management
  - a. **Nicole** will create a Google Drive account where we can share working documents such as reports, survey samples, etc.
  - b. **Ira** will create a Teamwork PM account where we can share/assign tasks, manage communications, and securely share files
  - c. **Ira** will follow-up with Scott Hazan to begin contracting process
  - d. **William** will inquire about Ira's temp parking pass
  - e. **Everyone** will begin compiling a list of people whom we need to include in our discussions and planning. We should write a list of names and their current roles (i.e. S. Williams/Alumni). **Nicole** would you make this a Google Doc to which we can all add names? Names thus far include: Yvonne Kirby/?, Sally Lesick, Statistician; Fleurette King/Fmr. Director UCONN Rainbow Center; Cathy Jost, Alumni Affairs Director
3. Climate Survey
  - a. **Joanne** will review existing campus surveys and recommend her top three
  - b. **Jessica** will inquire to the IRB about procedures/policy related to conducting focus groups on campus
  - c. **Jessica** will get the next date for the Chair's meeting and get William (whomever else should be there – Ira) on the agenda
  - d. **Joanne** or **Jessica** needs to ask IRB whether Select-serve is preferred over Survey Monkey in order to maintain anonymity
  - e. The Link was suggested as a way to reach student clubs
  - f. The old all campus email list serve may be preferred over using the new one to share the survey
4. Communications and Transparency
  - a. **William** will set up a meeting for early next week (post our UCONN Rainbow Center visit) with President Toro
    - i. Agenda includes how to expedite payment for student staff and data collection, whether and how the accreditation report affects our work, how to align our efforts with existing strategic planning activities on campus, and how to rollout a campus-wide campaign, and requesting a memo be sent to the entire campus announcing our planning efforts
  - b. **Ira** will work with **Nicole** to update the Center's existing website with a link to information about the strategic planning process on campus
5. Research
  - a. **Ira** will conduct historical review of all 3 binders that Nicole gave her. She will write a brief 1 page summary with relevant notes that can help inform our process and results

LGBT Center Report  
February 28, 2019

**1. Update on Police Sensitivity Protocol**

**2. Incidents at Center and resulting discussions**

Need for student workers to report incidents to police.  
Further evidence the space is not sufficient nor safe.

Student government meeting about use of exterior space

**3. Lavender Graduation / On Men, Women & the Rest of Us**

Getting out word  
Help in promotion of Kate Bornstein show

**4. Spada scholarship**

Need for competitive process designed; promotion to students

**5. LGBT Center budget**

Rainbow Breakfast/ strategic planning needs / donations / how do we do what we need to do?

**6. Strategic Planning Subcommittee**

Happy to report we were funded \$6500 from the Diversity grant. Waiting on money; in the meantime we need to pay Ira Revels a deposit on her fee as she has already begun work.

Ira will describe first priorities

Visit to UCONN Rainbow Center March 1

CCSU LGBT Center  
Spring 2019 Programs, Trips and Workshops

Event Name	Event Type	Date & Time	Location
January			
Pronoun Etiquette Campaign	Information and Resource Table	January 22nd, 23rd, 28th, 31st & February 1st 10:00 am- 2:00 pm	Student Center Lobby
Creating Change Conference	Off Campus Trip with 2 student workers	January 24th- 27th	Detroit, MI
Safe Zone Training	LGBTQ and Ally Training Program	January 30th at 6:00 pm February 21st at 4:00 pm March 20th at 2:00 pm April 26th at 12:00 pm	1849 Room, Student Center
February			
LGBTQ Student Retreat	Off Campus Student Leadership Retreat	February 8 <sup>th</sup> -9 <sup>th</sup> Arriving at 4pm	Camp Hazen YMCA
The Spectrum of Relationship Orientation	Healthy Non-Mono Relationships Workshop	February 15th at 5:00 pm	1849 room, Student Center
Creating Change Open Forum	Workshop on Resources and Experience of the National LGBTQ Creating Change Conference	February 28 <sup>th</sup> 12:00 pm- 1:30 pm	Blue & White Student Center
March			
Gender, Queer, and Sexuality Conference	Off-Campus Trip with at least 4 students	March 2 <sup>nd</sup> and 3 <sup>rd</sup>	Hampshire College, Amherst, MA
Blanche Boyd (The Revolution of Little Girls/ Tomb of the Unknown Racist)	Literary Speaker	March 25 <sup>th</sup> 4:30 pm	English Department Living Room, Willard



April			
PRIDE Softball Game	LGBTQ Soft Ball Game with free t-shirts and food	April 20th	CCSU Softball Field
Through Fire and Flood: Queer Resilience in the time of Climate Change	Film Screening and Discussion with Vanessa from the QEJP	April 22nd at 5:00 pm	Camp 121 room, Student Center
LGBTQ Clothing Swap	Members of the CCSU community can come take clothing that they are in need of or drop of clothing they no longer need.	April 26 <sup>th</sup> at 2:00 pm	TBA
Stonewall Trip	Off Campus tour of the stonewall center, in honor of the anniversary of the Stonewall Riots	TBA	TBA
May			
On Men, Women, and the Rest of Us by Kate Bornstein	Theatre Performance	May 10 <sup>th</sup> Time: TBA	Alumni Hall
Lavender Graduation	Supplemental Graduation Ceremony for LGBTQ students and allies w/ Kate Bornstein	May 11th at 11:00 am	Alumni Hall

Spring 2019  
LGBTQ Student Support Groups/Clubs

Group	Day, Time & Location	Details
Open Hearts: Non-Monogamy Discussion Space	First and Last Monday of every month in the LGBT Center 3:15 pm- 4:15 pm	A space for students to discuss the spectrum of relationship orientation, provide peer-to-peer support, and learn about healthy ways to have non-monogamous relationships.
Pride Club	Every Tuesday from 8:00 pm- 9:00 pm Location: TBA	Student Club for LGBTQ community and events
Inside Out: LGBTQ Support Group moderated by Victoria Ginter, from Counseling and Wellness	Every Thursday from 3:15 pm-4:15 pm	This program provides a safe space to speak openly about LGBT issues and experiences and hear from others in the community on a variety of topics including: coming out, adjusting to life at CCSU, relationship issues, feelings of loneliness or isolation, and experiences with transition processes.
Queer and Trans People of Color Caucus Club	TBA	CCSU Queer People of Color Caucus   Community and Conversation for Queer People Of Color and their Allies.
Transgender, Non-conforming, and Trans-Questioning Support Group	Every Friday from 3:15 pm-4:15 pm	A space for student to discuss trans-related topics, provide peer-to-peer support and exchange resources

For more information on these groups, please email [lgbt@ccsu.edu](mailto:lgbt@ccsu.edu)

CCSU LGBT Center  
Spring 2019 Programs, Trips and Workshops

Event Name	Event Type	Date & Time	Location
January			
Pronoun Etiquette Campaign	Information and Resource Table	January 22nd, 23rd, 28th, 31st & February 1st 10:00 am- 2:00 pm	Student Center Lobby
Creating Change Conference	Off Campus Trip with 2 student workers	January 24th- 27th	Detroit, MI
Safe Zone Training	LGBTQ and Ally Training Program	January 30th at 6:00 pm February 21st at 4:00 pm March 20th at 2:00 pm April 26th at 12:00 pm	1849 Room, Student Center
February			
LGBTQ Student Retreat	Off Campus Student Leadership Retreat	February 8 <sup>th</sup> -9 <sup>th</sup> Arriving at 4pm	Camp Hazen YMCA
The Spectrum of Relationship Orientation	Healthy Non-Mono Relationships Workshop	February 15th at 5:00 pm	1849 room, Student Center
Creating Change Open Forum	Workshop on Resources and Experience of the National LGBTQ Creating Change Conference	February 28 <sup>th</sup> 12:00 pm- 1:30 pm	Blue & White Student Center
March			
Gender, Queer, and Sexuality Conference	Off-Campus Trip with at least 4 students	March 2 <sup>nd</sup> and 3 <sup>rd</sup>	Hampshire College, Amherst, MA
Blanche Boyd (The Revolution of Little Girls/ Tomb of the Unknown Racist)	Literary Speaker	March 25 <sup>th</sup> 4:30 pm	English Department Living Room, Willard

April			
PRIDE Softball Game	LGBTQ Soft Ball Game with free t-shirts and food	April 20th	CCSU Softball Field
Through Fire and Flood: Queer Resilience in the time of Climate Change	Film Screening and Discussion with Vanessa from the QEJP	April 22nd at 5:00 pm	Camp 121 room, Student Center
LGBTQ Clothing Swap	Members of the CCSU community can come take clothing that they are in need of or drop of clothing they no longer need.	April 26 <sup>th</sup> at 2:00 pm	TBA
Stonewall Trip	Off Campus tour of the stonewall center, in honor of the anniversary of the Stonewall Riots	TBA	TBA
May			
On Men, Women, and the Rest of Us by Kate Bornstein	Theatre Performance	May 10 <sup>th</sup> Time: TBA	Alumni Hall
Lavender Graduation	Supplemental Graduation Ceremony for LGBTQ students and allies w/ Kate Bornstein	May 11th at 11:00 am	Alumni Hall

**Spring 2019**  
**LGBTQ Student Support Groups/Clubs**

<b>Group</b>	<b>Day, Time &amp; Location</b>	<b>Details</b>
Open Hearts: Non-Monogamy Discussion Space	First and Last Monday of every month in the LGBT Center 3:15 pm- 4:15 pm	A space for students to discuss the spectrum of relationship orientation, provide peer-to-peer support, and learn about healthy ways to have non-monogamous relationships.
Pride Club	Every Tuesday from 8:00 pm- 9:00 pm Location: TBA	Student Club for LGBTQ community and events
Inside Out: LGBTQ Support Group moderated by Victoria Ginter, from Counseling and Wellness	Every Thursday from 3:15 pm-4:15 pm	This program provides a safe space to speak openly about LGBT issues and experiences and hear from others in the community on a variety of topics including: coming out, adjusting to life at CCSU, relationship issues, feelings of loneliness or isolation, and experiences with transition processes.
Queer and Trans People of Color Caucus Club	TBA	CCSU Queer People of Color Caucus   Community and Conversation for Queer People Of Color and their Allies.
Transgender, Non-conforming, and Trans-Questioning Support Group	Every Friday from 3:15 pm-4:15 pm	A space for student to discuss trans-related topics, provide peer-to-peer support and exchange resources

For more information on these groups, please email [lgbt@ccsu.edu](mailto:lgbt@ccsu.edu)

## Cifuentes, Alberto (Diversity and Equity)

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**From:** Cifuentes, Alberto (Diversity and Equity)  
**Sent:** Wednesday, October 17, 2018 2:57 PM  
**To:** Mahony, Mary Ann (History)  
**Cc:** Adams, Abigail (Anthropology); Fuentes, Rocio (Modern Languages); Rodriguez, Rosa (Diversity and Equity)  
**Subject:** RE: Locations of Day of the Dead Events

Thanks, Mary Ann! I already ordered the food and refreshments for both events, so you're all set. Thanks, and take care!

Best,  
Alberto

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**From:** Mahony, Mary Ann (History)  
**Sent:** Wednesday, October 17, 2018 2:34 PM  
**To:** Cifuentes, Alberto (Diversity and Equity) <albertoc@ccsu.edu>  
**Cc:** Adams, Abigail (Anthropology) <Adams@ccsu.edu>; Fuentes, Rocio (Modern Languages) <rocio.fuentes@ccsu.edu>; Rodriguez, Rosa (Diversity and Equity) <rosa.rodriguez@ccsu.edu>  
**Subject:** RE: Locations of Day of the Dead Events

Hi Alberto:

The events in question are all on the first floor of the Elihu Burritt Library near the glassed in offices on the left past the circulation desk. The Day of the Dead altar will be inside the glassed in offices but the food should be outside.

- 1) Wednesday, October 31, start time: 10:50- End Time 11:55 Cider and donuts for 20 As long as things are ready to go by 10:50, Joan can set up when she thinks best—probably as close to the start time as possible.
- 2) Thursday, November 1, Start time—start time: 1:30- End time: 4:00, Latin American food for 15-20; the same kind of refreshments as last year. This is in the same space as the Wednesday event. First floor of the Library near the glassed in offices on the left, but not in front of the Day of the Dead Altar.

I hope this helps,  
Mary Ann

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**From:** Cifuentes, Alberto (Diversity and Equity)  
**Sent:** Wednesday, October 17, 2018 2:24 PM  
**To:** Mahony, Mary Ann (History) <mahonym@ccsu.edu>  
**Cc:** Adams, Abigail (Anthropology) <Adams@ccsu.edu>; Fuentes, Rocio (Modern Languages) <rocio.fuentes@ccsu.edu>; Rodriguez, Rosa (Diversity and Equity) <rosa.rodriguez@ccsu.edu>  
**Subject:** Locations of Day of the Dead Events  
**Importance:** High

Hello, Mary Ann! I'm working on ordering the food and refreshments for the Day of the Dead events on Oct. 31 and Nov. 1. However, I know Joan Leeper from Catering will ask me the following questions:

1. Where are these events?
2. What is the start and end time for each of these events?
3. When (what time) and where specifically does the food need to be set up?

Please let me know the answers to these questions before I contact Joan. Thanks, and take care!

Best,  
Alberto

Alberto Cifuentes, Jr.  
University Assistant  
Office of Diversity & Equity  
Central Connecticut State University  
(860) 832-1652  
[albertoc@ccsu.edu](mailto:albertoc@ccsu.edu)

**1985:** \$12.3 million: Seminoles of Florida (see *Racial Justice in America: A Reference Handbook* by David B. Mustard, 2002, ABC-CLIO, p. 81).

**1985:** \$31 million: Chippewas of Wisconsin (see *Racial Justice in America: A Reference Handbook* by David B. Mustard, 2002, ABC-CLIO, p. 81).

**1986:** \$32 million per 1836 Treaty: Ottawas of Michigan (see *Racial Justice in America: A Reference Handbook* by David B. Mustard, 2002, ABC-CLIO, p. 81).

**1988:** Civil Liberties Act of 1988: President Ronald Reagan signed a bill providing \$1.2 billion (\$20,000 a person) and an apology to each of the approximately 60,000 living Japanese-Americans who had been interned during World War II. Additionally, \$12,000 and an apology were given to 450 Unangans (Aleuts) for internment during WWII, and a \$6.4 million trust fund was created for their communities ("U.S. pays restitution; apologizes to Unangan (Aleut) for WWII Internment," National Library of Medicine).

**1989\*:** Congressman John Conyers, D-Michigan, introduced bill H.R. 3745, which aimed to create the Commission to Study Reparation Proposals for African-Americans Act. The bill was introduced "[to] address the fundamental injustice, cruelty, brutality, and inhumanity of slavery in the United States and the 13 American colonies between 1619 and 1865 and to establish a commission to study and consider a national apology and proposal for reparations for the institution of slavery, its subsequent de jure and de facto racial and economic discrimination against African-Americans, and the impact of these forces on living African-Americans, to make recommendations to the Congress on appropriate remedies, and for other purposes." (Preamble)

**1993\*,\*\*:** U.S. Congress passed a joint resolution acknowledging and apologizing to Native Hawaiians the illegal United States–aided overthrow of the sovereign Hawaiian nation.

The reparations payments from 1994-2016, with the exception of Virginia Governor Mark Warner's 2002 apology and Georgetown University's actions, are taken from "Black and Blue Chicago Finds a New Way to Heal" by Yana Kunichoff and Sarah Macaraeg, *YES Magazine*, Spring 2017; and *Long Overdue: The Politics of Racial Reparations: From 40 Acres to Atonement and Beyond* by Charles P. Henry, 2007, NYU Press.

**1994:** The state of Florida approved \$2.1 million for the living survivors of a 1923 racial pogrom that resulted in multiple deaths and the decimation of the Black community in the town of Rosewood ("Rosewood Massacre: A Harrowing Tale of Racism and the Road toward Reparations" by Jessica Glenza, *The Guardian*, January 3, 2016).

**1995\*\*:** The Southern Baptists apologized to African American church members for the denomination's endorsement of slavery.

**1997\*\*:** President Bill Clinton apologized to the survivors of the U.S. government-sponsored syphilis tests in Tuskegee, Alabama.

**1998:** President Clinton signed into law the Sand Creek Massacre National Historic Study Site Act, which officially acknowledges an 1864 attack by seven hundred U.S. soldiers on a peaceful Cheyenne village located in the territory of Colorado. Hundreds,



largely women and children, were killed. The act calls for the establishment of a federally funded Historic Site at Sand Creek.

**2001:** The Oklahoma legislature passed and Governor Keating signed a bill to pay reparations for the destruction of the Greenwood, Oklahoma, community in 1921 in the form of low-income student scholarships in Tulsa; an economic development authority for Greenwood; a memorial; and the awarding of medals to the 118 known living survivors of the destruction of Greenwood.

**2002\*\*:** Governor Mark Warner of Virginia issued a formal apology for the state's decision to forcibly sterilize more than 8,000 of its residents ("Va. Apologizes to the Victims of Sterilizations" by William Branigin, *Washington Post*, May 3, 2002).

**2005\*,\*\*:** The U.S. Senate approved, by voice vote, S.R. 39, which called for the lawmakers to apologize to lynching victims, survivors, and their descendants, several whom were watching from the gallery.

**2005:** Virginia, five decades after ignoring Prince Edward County and other locales that shut down their public schools in support of segregation, is making a rare effort to confront its racist past, in effect apologizing and offering reparations in the form of scholarships. With a \$1 million donation from the billionaire media investor John Kluge and a matching amount from the state, Virginia is providing up to \$5,500 to any state resident who was denied a proper education when public schools shut down. So far, more than 80 students have been approved for the scholarships and the numbers are expected to rise. Several thousand are potentially eligible. "A New Hope For Dreams Suspended By Segregation," *The New York Times*, July 31, 2005 by Michael Janofsky.

**2008/2009\*,\*\*:** U.S. House Resolution 194 and Senate Concurrent Resolution 26 made a formal apology to the African American community for "centuries of brutal dehumanization and injustices." Plus, there was an admission that "African Americans continue to suffer from the complex interplay between slavery and Jim Crow long after both systems were formally abolished through enormous damage and loss, both tangible and intangible, including the loss of human dignity."

**2014:** The state of North Carolina set aside \$10 million for reparations payments to living survivors of the state's eugenics program, which forcibly sterilized approximately 7,600 people ("North Carolina Set To Compensate Forced Sterilization Victims" by Scott Neuman, *NPR*, July 25, 2013; "Families of NC Eugenics Victims No Longer Alive Still Have Shot at Compensation" by Anne Blythe, *News & Observer* (Raleigh, N.C.), March 17, 2017).

**2015:** The City of Chicago signed into law an ordinance granting cash payments, free college education, and a range of social services to 57 living survivors of police torture (Burge Reparations). Explicitly defined as reparations, which totaled \$5.5 million, the ordinance includes a formal apology from Mayor Rahm Emanuel and a mandate to teach the broader public about the torture through a memorial and public school curriculum.

**2016:** Georgetown University has acknowledged that the school has profited from the sale of slaves and has "reconciled" by naming two buildings after African Americans

and offer preferred admission to any descendants of slaves who worked at the university.

**2016:** The state of Virginia, one of more than 30 other states that practiced forced sterilizations, followed North Carolina's lead and has since 2016 been awarding \$25,000 to each survivor ("Virginia Votes Compensation for Victims of its Eugenic Sterilization Program" by Jaydee Hanson, Center for Genetics and Society, March 5, 2015).

**2018:** The Supreme Court, in a 4-4 deadlock, let stand a lower court's order that the state of Washington make billions of dollars worth of repairs to roads, where the state had built culverts below road channels and structures in a way that prevented salmon from swimming through and reaching their spawning grounds, that had damaged the state's salmon habitats and contributed to population loss. The case involved the Stevens Treaties, a series of agreements in 1854-55, in which tribes in Washington State gave up millions of acres of land in exchange for "the right to take fish." Implicit in the treaties, courts would later rule, was a guarantee that there would be enough fish for the tribes to harvest. Destroying the habitat reduces the population and thus violates these treaties. This decision directly affects the Swinomish Tribe ("A Victory For A Tribe That's Lost Its Salmon" by John Eligon, *The New York Times*, June 12, 2018).

**2019\*:** Senator Cory Booker, D-New Jersey, introduced bill S. 1083 (H.R. 40 Commission to Study and Develop Reparation Proposals for African-Americans Act) in the Senate that would provide for a commission to study and report on the impact of slavery and discrimination against Black Americans and deliver a verdict on different proposals for reparations. The bill "is a way of addressing head-on the persistence of racism, white supremacy, and implicit racial bias in our country. It will bring together the best minds to study the issue and propose solutions that will finally begin to right the economic scales of past harms and make sure we are a country where all dignity and humanity is affirmed." (Press release, April 8, 2019)

**2019\*\*\*:** "Students at Georgetown University voted to increase their tuition to benefit descendants of the 272 enslaved Africans that the Jesuits who ran the school sold nearly two centuries ago to secure its future." In a nonbinding student-led referendum, "the undergraduate student body voted to add a new fee of \$27.20 per student per semester to their tuition bill, with the proceeds devoted to supporting education and health care programs in Louisiana and Maryland, where many of the 4,000 known living descendants of the 272 enslaved people now reside." ("Georgetown Students Agree to Create Reparations Fund" by Adeel Hassan, *The New York Times*, April 12, 2019)

**2019:** The Virginia Theological Seminary have earmarked \$1.7 million to pay reparations to descendants of African Americans who were enslaved to work on their campus. ("Virginia Theological Seminary, With Deep Roots in Slavery, Sets Aside \$1.7 Million to Pay Reparations" by Dara Sharif, *The Root*, September 10, 2019)

\* Congressional actions

\*\* apologies from government institutions and other organizations

\*\*\* first college students to vote to financially support reparations

## Reparations Paid by Other Countries

Some illustrative examples.

The payments from 1952-1990 are taken from the booklet *Black Reparations Now! 40 Acres, \$50 Dollars, and a Mule, + Interest* by Dorothy Benton-Lewis.

**1952:** Germany: \$822 million to Holocaust survivors: German Jewish Settlement ("West Germany Signs 822 Million Dollar Reparations Pacts with Israel Govt. and Jewish Material Claims," *JTA Daily News Bulletin*, September 11, 1952).

**1988:** Canada: 250,000 sq. miles of land: First Nations and Inuit ("Canada to Give Indigenous People An Arctic Area the Size of Texas" by John F. Burns, *The New York Times*, September 6, 1988).

**1988:** Canada: \$230 million: Japanese Canadians ("Ottawa Will Pay Compensation To Uprooted Japanese-Canadians" by John F. Burns, *The New York Times*, September 23, 1988).

**1990:** Austria: \$25 million: Holocaust Survivors ("Austria to Pay \$25 Million More in Support of Holocaust Survivors" by Reinhard Engel, *JTA Daily News Bulletin*, February 13, 1990).

**2014:** France: More than 700 claims have been filed under an agreement between U.S. and France in which French officials have agreed to pay out \$60 million for the deportations carried out by SNCF, France's railway system. In exchange, the U.S. government agreed to ask courts to dismiss any lawsuits against SNCF or the French government ("U.S. Begins Paying Out Reparations from France to Holocaust Survivors and Their Heirs" by Katherine Shaver, *Washington Post*, September 15, 2016).

**2015:** Japan: \$8.3 million to provide old-age care to Korean "Comfort Women" survivors plus a new apology ("Japan and South Korea Settle Dispute Over Wartime 'Comfort Women'" by Choe Sang-hung, *The New York Times*, December 28, 2015).

**2016:** France: The State Department has paid or approved 90 claims for a total of \$11 million in reparations by France to former WWII prisoners who were carried to Nazi Death Camps in French trains—the first French reparations paid to Holocaust survivors in the U.S. ("U.S. Begins Paying Out Reparations from France to Holocaust Survivors and Their Heirs" by Katherine Shaver, *Washington Post*, September 15, 2016).

**SOURCE: COMPILED BY** Allen J. Davis, Ed.D., found at  
<https://guides.library.umass.edu/reparations>

**Rodriguez, Rosa (Diversity and Equity)**

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**From:** Casas, Maria (Modern Languages)  
**Sent:** Monday, October 1, 2018 9:12 PM  
**To:** Rodriguez, Rosa (Diversity and Equity)  
**Subject:** Event

Dear Rosa

I hope you had a great weekend. As Director of the LALCC, I have organized a Puerto Rican artist to have an exhibition in the CCSU Art Gallery as well as a talk. See attachment with more information about the exhibition. The exhibition will go from October 8<sup>th</sup> (or 9) to November 2<sup>nd</sup>, The talk will be on Monday, October 15 at 12:15. I am working on a postcard with all the information. As soon as it is ready I will send you some of them. I am contacting you to ask you if your department is willing to co-sponsor this event and help with some money. Please, let me know at your earliest convenience to include your office.

Best,  
Lourdes

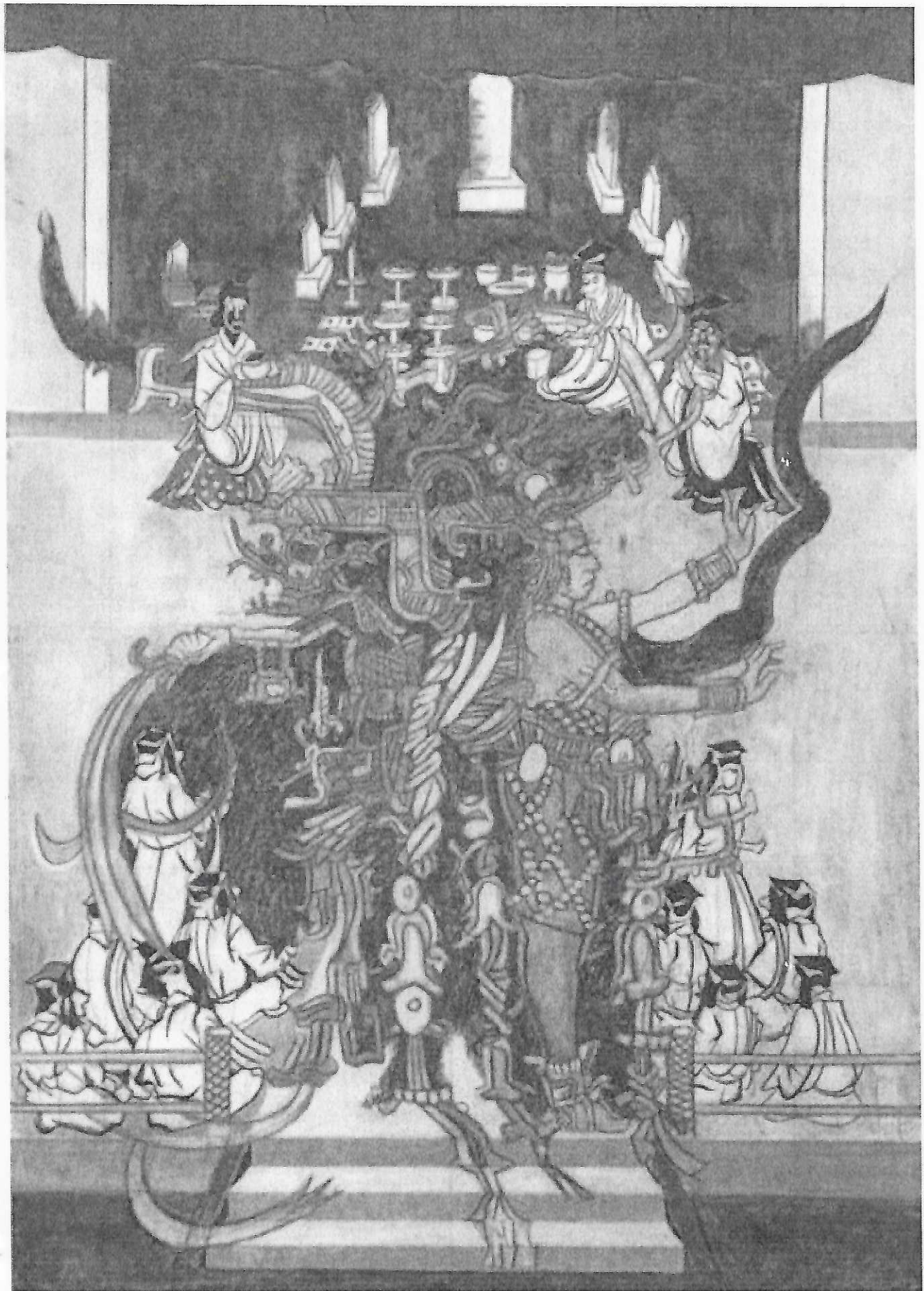
10/2/18

300<sup>00</sup>

get their  
(for our books)  
acct #

to transfer  
funds

(then send  
Lucy Carola  
to transfer  
funds)



Dr. María Lourdes Casas

Associate Professor  
Department of Modern Languages  
LALCC- Director  
LAACCSU Co-Chair  
(860) 832 2889

## Cifuentes, Alberto (Diversity and Equity)

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**From:** Rodriguez, Rosa (Diversity and Equity)  
**Sent:** Wednesday, October 17, 2018 2:31 PM  
**To:** Cobbina-Boivin, Jacqueline (WomensCtr); Gichiru, Wangari (Ed Lead Policy Inst Tech)  
**Cc:** Cifuentes, Alberto (Diversity and Equity); Dodd, Sarah J. (Diversity and Equity); Ahearn, Janice (Institutional Advancement); Fritho, Olga E. (WomensCtr)  
**Subject:** FW: NAACP Freedom Fund Dinner on 10-19-18

Dear Jacqueline and Wangari:

Please provide the information to the students. They will not be issue tickets but should check in as representatives from CCSU.

5:30 p.m. Reception

6:30 p.m. Dinner program

**Location:** St. George Hellenic Center  
301 West Main Street  
New Britain, CT

**Theme:** "Defeat HATE/VOTE"

**Speaker:** Karen DuBois-Walton, Ph.D., Executive Director, Housing Authority of the City of New Haven

Rosa

Rosa Rodríguez  
Chief Diversity Officer and Title IX Officer  
Office of Diversity & Equity  
Central Connecticut State University  
1615 Stanley Street  
Davidson Hall, Room 102  
New Britain, CT 06050  
860-832-0178  
860-832-1652

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**From:** Rodriguez, Rosa (Diversity and Equity)  
**Sent:** Wednesday, October 17, 2018 2:26 PM  
**To:** Ahearn, Janice (Institutional Advancement) <ahearnj@ccsu.edu>  
**Cc:** Gichiru, Wangari (Ed Lead Policy Inst Tech) <gichiru@ccsu.edu>  
**Subject:** RE: NAACP Freedom Fund Dinner on 10-19-18

Dear Janice:

Here are the names of the people that are attending:

- |                        |                |  |                         |
|------------------------|----------------|--|-------------------------|
| 1. Shelby Williams     | 1-203-982-6752 | <a href="mailto:shelby.williams@my.ccsu.edu">shelby.williams@my.ccsu.edu</a> | Political Science Major |
| 2. Xandria Blair       | 1-914-625-6661 | <a href="mailto:blair.x@my.ccsu.edu">blair.x@my.ccsu.edu</a>                 | Biology Major           |
| 3. Alfred Baah         |                | <a href="mailto:alfred.baah@my.ccsu.edu">alfred.baah@my.ccsu.edu</a>         |                         |
| 4. Dr. Wangari Gichiru | 860-832-2574   | <a href="mailto:gichiru@ccsu.edu">gichiru@ccsu.edu</a>                       | Educational Leadership  |

Rosa Rodríguez  
Chief Diversity Officer and Title IX Officer  
Office of Diversity & Equity  
Central Connecticut State University  
1615 Stanley Street  
Davidson Hall, Room 102  
New Britain, CT 06050  
860-832-0178  
860-832-1652

**From:** Ahearn, Janice (Institutional Advancement)  
**Sent:** Wednesday, October 17, 2018 9:24 AM  
**To:** Rodriguez, Rosa (Diversity and Equity) <[rosa.rodriquez@ccsu.edu](mailto:rosa.rodriquez@ccsu.edu)>  
**Cc:** Ahearn, Janice (Institutional Advancement) <[ahearnj@ccsu.edu](mailto:ahearnj@ccsu.edu)>  
**Subject:** NAACP Freedom Fund Dinner on 10-19-18

Rosa,

The CCSU Foundation has purchased four (4) tickets to the annual NAACP Freedom Fund Dinner, which will be held on Friday, October 19, 2018. Details are listed below. Would you reach out to faculty, administrators and students to invite them to attend as representatives of CCSU. No tickets will be issued. There will be a check-in list kept at the door. Please let me know who will attend, so that I can inform the dinner organizers of the CCSU names. Thank you.

5:30 p.m. Reception

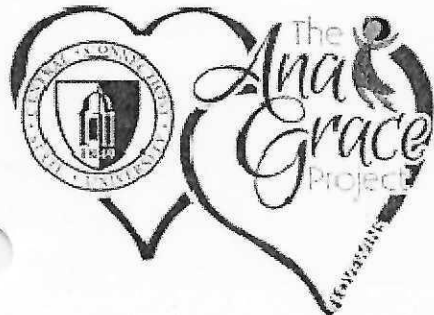
6:30 p.m. Dinner program

Location: St. George Hellenic Center  
301 West Main Street  
New Britain, CT

Theme: "Defeat HATE/VOTE"

Speaker: Karen DuBois-Walton, Ph.D., Executive Director, Housing Authority of the City of New Haven

*Janice Ahearn  
Administrative Assistant  
Office of Institutional Advancement  
Central Connecticut State University  
1615 Stanley Street, P.O. Box 4010  
New Britain, CT 06050-4010  
Phone: (860) 832-1765  
Fax: (860) 832-1768*





# Red Flag Campaign

Content from this presentation comes from the Red Flag Campaign, a project of the Virginia Sexual and Domestic Violence Action Alliance (Action Alliance)  
[www.theredflagcampaign.org](http://www.theredflagcampaign.org)

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## Have you seen red flags on campus?



The Red Flag Campaign is designed to address dating violence and promote the prevention of dating violence on college campuses.

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## Prevalence of Dating Violence

Dating Violence occurs in **1 out of every 5** college relationships.



C. Sellers and M. Bromley, "Violent Behavior in College Student Dating Relationships," *Journal of Contemporary Criminal Justice* (1998).

Dating violence is a pattern of abusive behavior in a relationship that is used by one partner to gain or maintain power and control over another. It may be physical, emotional, sexual, psychological, or economic.

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What are some examples of Red Flags that might indicate an abusive relationship?

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### Red Flags for Dating Violence

When a person...

- \* Jealousy:
  - \* Gets angry when his/her partner spends time with other people
  - \* Calls his/her partner over and over
- \* Emotional abuse and victim blame
  - \* Uses derogatory language to describe partner
  - \* Constantly finds fault with his/her partner
  - \* Makes partner feel bad about himself/herself
- \* Isolation
  - \* Makes all the decisions in the relationship
  - \* Makes her/his partner "pay" for spending time with other people
  - \* Persuades his/her partner to give up activities he/she enjoys

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### Red Flags for Dating Violence

When a person...

- \* Coercion
  - \* Ignores her/his partners wishes or needs
  - \* Manipulates or forces partner to do something against his/her will
- \* Physical and sexual abuse
  - \* Grabs or pushes partner
  - \* Throws or breaks objects
  - \* Forces his/her partner to have sex or do sexual things
- \* Stalking
  - \* Harasses someone to the point of fear
  - \* Repeatedly follows someone
  - \* Sends frequent unwanted messages to someone directly or through friends

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### If you observed a red flag in a friend's relationship....

Why might a person choose to not say something or do something about the behavior?

Why might a person choose to say something or do something about the behavior?

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### Scenario 1

You're sitting in the Student Center with Joe and Emily who have been dating on and off for about a year. Joe excuses himself to get some coffee. You then notice Emily open Joe's backpack and take out his phone. She tells you that she has to check his texts, emails and social media to make sure he's not cheating on her. She admits to doing this often because she's worried about Joe talking with other girls. She then asks that you don't tell Joe.

\* What could you do if Joe was your friend?

\* What could you do if Emily was your friend?

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### Scenario 2

You're walking back from class with your friend Kayla whose cell phone is incessantly ringing. You ask her if everything is alright and she states that her ex-boyfriend John has been texting and calling her all day. Her phone continues to go off and she appears to be frustrated. Kayla tells you that John needs to know everything she's doing all the time and it's getting annoying especially since she ended the relationship three weeks ago. She also tells you that he comes to campus every day and begs her to talk about things but she refuses.

How do you respond to Kayla's concerns about Joe's behavior?

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**What are some important components of healthy relationships?**

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**Signs of a healthy relationship**

When each person...

- \* **Communication:** shares thoughts and ideas
- \* **Trust:** Is honest and accountable to his/her partner
- \* **Connection:** Feels there are other people to rely on besides partner
- \* **Balance:** Has equal decision-making power
- \* **Safety:** Is peaceful, is emotionally supportive
- \* **Boundaries:** Respects someone's personal limits and privacy, recognizes a person's right to end a relationship

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**Resources**

<p><b>On-Campus</b></p> <p><b>CCSU Office of Victim Advocacy</b> 860-832-3795 Carroll Hall, 248</p> <p><b>Women's Center</b> Women's Center Coordinator 860-832-1655 Student Center Room 215</p> <p><b>Residence Life</b> 860-832-1660 Mid Campus Hall</p> <p><b>Student Wellness Services (Confidential)</b> Health Services: 860-832-1925 Counseling Services: 860-832-1945</p>	<p><b>Off-Campus - Confidential</b></p> <p><b>YWCA Sexual Assault Crisis Service</b> 24 Hour Hotline: 860-223-1787 24 Hour Spanish Hotline: 888-568-8332</p> <p><b>Prudence Crandall Center for Domestic Violence</b> 24 Hour Hotline: 888-774-2900</p> <p><b>Suicide Prevention Lifeline</b> 24 Hour Hotline: 860-273-8255</p> <p><b>Hospital of Central Connecticut</b> 100 Grand Street New Britain, CT 06050 860-224-5011</p>
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## Reporting

**Office of Diversity and Equity**  
Title IX Compliance Officer  
Rosa Rodriguez  
860-832-1652  
Davidson Hall, Room 102

**Office of Student Conduct**  
Christopher Dukas  
860-832-1667  
Willard Hall, Room 107

**University Police**  
Emergency (Police, Fire, Medical): 911  
Routine Police Service Requests Dispatch  
860-832-2375

Detailed information on resources and reporting can be found in your packets.

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## Questions or comments?

\* Sarah Dodd  
Diversity Associate  
Davidson Hall, 102  
Office of Diversity and Equity

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## EXECUTIVE SUMMARY

The Office of Diversity and Equity (ODE) has completed the University's Affirmative Action Plan (AAP) per the Connecticut General Statutes 46a-53. The AAP is a comprehensive, results-oriented set of procedures and programs that details the University's strategy to eliminate discrimination, set forth a good faith effort to attain hiring, promotional, and programmatic goals; and achieve equal opportunity.

CCSU submits the AAP annually for review and approval by the Commission on Human Rights and Opportunities (CHRO). The CHRO reviews and evaluates the plan within 90 days to ensure that it contains all required elements and is in compliance. CHRO approved the 2017 AA Plan with no weaknesses noted based on CHRO Reviewer Neva Vigezzi's recommendation.

### CCSU Full-time Workforce Statistics Table

Category or Class	Grand Total	Total		White		Black		Hispanics		AA/AN/HP*	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive Management	26	16	10	10	6	5	0	1	4	0	0
		61.5%	38.5%	38.5%	23.1%	19.2%	0.0%	3.8%	15.4%	0.0%	0.0%
Faculty	403	225	178	162	138	12	13	14	11	37	16
		55.8%	44.2%	40.2%	34.2%	3.0%	3.2%	3.5%	2.7%	9.2%	4.0%
Coaching	28	22	6	18	6	4	0	0	0	0	0
		78.6%	21.4%	64.3%	21.4%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Non-Faculty	224	89	135	72	100	8	16	7	15	2	4
		39.7%	60.3%	32.1%	44.6%	3.6%	7.1%	3.1%	6.7%	0.9%	1.8%
Clerical Secretarial	88	8	80	3	56	2	14	2	9	1	1
		9.1%	90.9%	3.4%	63.6%	2.3%	15.9%	2.3%	10.2%	1.1%	1.1%
Tech/Para Professional	17	7	10	5	5	0	2	2	1	0	2
		41.2%	58.8%	29.4%	29.4%	0.0%	11.8%	11.8%	5.9%	0.0%	11.8%
Skilled Craft	11	10	1	10	1	0	0	0	0	0	0
		90.9%	9.1%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service Maintenance	65	51	14	39	9	4	0	8	5	0	0
		78.5%	21.5%	60.0%	13.8%	6.2%	0.0%	12.3%	7.7%	0.0%	0.0%
Protective Services	20	17	3	8	2	3	1	6	0	0	0
		85.0%	15.0%	40.0%	10.0%	15.0%	5.0%	30.0%	0.0%	0.0%	0.0%
TOTALS	882	445	437	327	323	38	46	40	45	40	23
		100.0%	50.5%	49.5%	36.6%	4.3%	5.2%	4.5%	5.1%	4.5%	2.6%

Note: Includes FT and permanent appointments, excluding PT, Special & Temporary/Emergency appointments.

\*Asian, American Indian, Alaskan Native, Hawaiian Native and Pacific Islander Faculty special appointments, University Assistants, and Emergency hires, and graduate interns are not included in the full-time workforce.

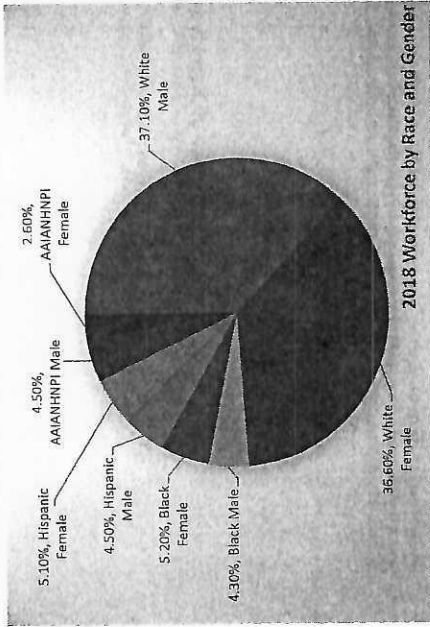
# CCSU 2018 AFFIRMATIVE ACTION PLAN Executive Summary

**Abstract**  
The Affirmative Action Plan (AAP) is a comprehensive, results-oriented set of procedures and programs that details the University's strategy to eliminate discrimination, set forth a good faith effort to attain hiring, promotional, and programmatic goals; and achieve equal opportunity.

Office of Diversity and Equity

CCSU is an Affirmative Action and Equal Opportunity Employer and Educator.

Workforce by Race and Gender Chart



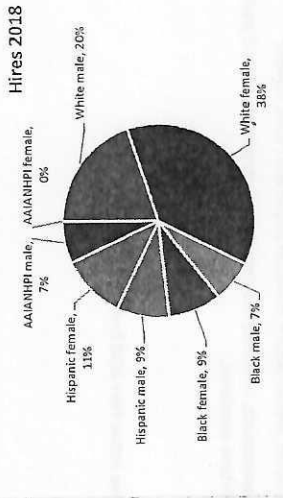
ANALYSIS OF GOALS FOR 2017-2018

Hiring Goals

This table includes only categories where hiring occurred. This excludes Professor, Skilled Crafts, and Service Maintenance Excluding Custodians.

EEO Category	White		Black		Hispanic		AAIAHNPI*		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Executive	1	0	0	0	0	1	0	0	2
Associate Professor	0	0	0	0	1	0	0	0	1
Assistant Professor	1	5	0	1	1	2	3	0	13
Coaching	2	0	2	0	0	0	0	0	4
Prof. Non-faculty	3	8	1	2	0	1	0	0	15
Clerical All Titles	0	0	0	1	0	0	0	0	1
Secretary 2	0	1	0	0	0	0	0	0	1
Tech/Para Professional	1	0	0	0	0	0	0	0	1
Protective Services	1	1	0	0	1	0	0	0	3
Custodians	0	2	0	0	1	1	1	0	4
<b>Total</b>	<b>9</b>	<b>17</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>45</b>
Percentage	20%	38%	7%	9%	9%	11%	7%	0%	

Hires Summary Chart



For this reporting period, CCSU established seventy-four (74) hiring goals and experienced forty-five (45) hires. Hiring occurred in the occupational categories of Executive Administrative, Associate Professor, Assistant Professor, Coaching, Professional Non-Faculty, Clerical All Titles, Secretary 2, Technical Paraprofessional, Protective Services, and Custodians.

Since goal achievement cannot take place in categories where hiring did not occur, eight (8) goals attributable to the categories of Professor [one (1) goal], Skilled Crafts [three (3) goals], and Service Maintenance, All Titles [four (4) goals] were not achievable and therefore only sixty-six (66) of the seventy-four (74) established goals were identified as achievable goals.

Of the forty-five (45) hires that occurred during this reporting period, twelve (12) or twenty-seven percent (27%) of all hires met established reachable hiring goals.

EEO Category	Hires	Goals	Goals Achieved	Percent of Goal Achievement
Executive Administrative	2	6	0	0%
Faculty	14	18	7	50%
Coaching	4	6	2	50%
Professional Non-Faculty	15	10	1	7%
Other Staff (Classified)	10	26	3	30%
<b>Total</b>	<b>45</b>	<b>66</b>	<b>12</b>	<b>27%</b>

Additionally, in its commitment to diversify the workforce, the University hired twenty-four (24) members of underrepresented groups<sup>1</sup> that did not meet established goals:

- One (1) diverse hire in the Executive Administrator category: One (1) Hispanic female.
- Seven (7) hires in the Assistant Professor category: One (1) White female; One (1) Black female; Two (2) Hispanic females; and Three (3) AAIAHNPI males.
- Eleven (11) diverse hires in the Professional/Non-faculty category: Eight (8) White females; Two (2) Black females; and One (1) Hispanic female.

<sup>1</sup> White Female hires in the categories of Clerical, All titles; Administrative Assistant; and Secretary 2 are not identified as diverse candidates as they are overly represented in these categories.

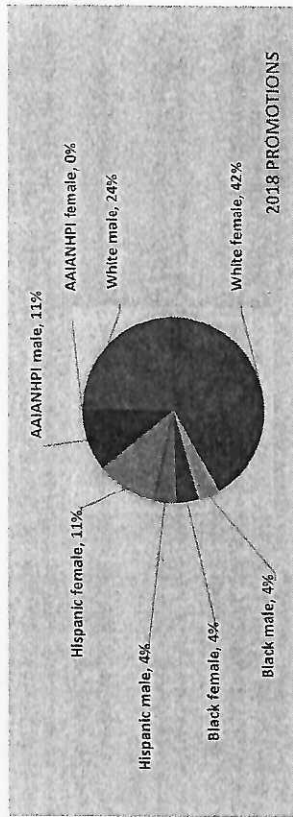
- One (1) diverse hire in the Clerical All Titles: One (1) Black female.
  - One (1) diverse hire in Protective Services: One (1) Hispanic male.
  - Three (3) diverse hires in the Custodian category: Two (2) White females and One (1) Hispanic female.
- In all, thirty-six (36) out of the forty-five (45), or eighty (80%), were either goal candidates or candidates from historically underrepresented groups, including White females in non-clerical positions.
- For a full explanation, see Section 46a-68-90, Goals Analysis.

**Promotional Goals**

This table includes only categories where promotions occurred; excludes Assistant Professor, Protective Services, Custodians, and Skilled Crafts.

EEO Category	White		Black		Hispanic		AAIANHNP		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Executive	1	0	0	0	0	0	0	0	1
Professor	4	4	0	0	1	0	1	0	10
Associate Professor	1	6	1	1	0	3	2	0	14
Professional Non-Faculty	1	1	0	0	0	0	0	0	2
Secretary 2	0	1	0	0	0	0	0	0	1
<b>Total</b>	<b>7</b>	<b>12</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>28</b>
Percentage	25%	43%	4%	4%	4%	11%	11%	0%	

Promotions Summary Chart



For this reporting period, CCSU established thirty (30) promotional goals and experienced twenty-eight (28) promotions. Promotions occurred in the occupational categories of Executive Administrative, Professor, Associate Professor, Professional Non-Faculty, and Secretary 2.

Since goal achievement cannot take place in categories where promotions did not occur, four (4) goals attributable to the categories of Clerical, All Titles [two (2) goals] and Service Maintenance, All Titles [two (2) goals] were not achievable and therefore only twenty-six (26) of the thirty (30) established goals were identified as achievable goals.

Of the twenty-eight (28) promotions that occurred during this reporting period, eight (8) or twenty-nine percent (29%) met established reachable promotional goals.

EEO Category	Promotions	Goals	Goals Achieved	Percent of Goal Achievement
Executive Administrative	1	1	0	0%
Faculty	24	24	8	33%
Professional Non-Faculty	2	0	0	0
Secretary 2	1	1	1	100%
<b>Total</b>	<b>28</b>	<b>26</b>	<b>8</b>	<b>29%</b>

Additionally, in its commitment to diversify the University promoted twelve (12) members of underrepresented groups<sup>2</sup> that did not meet established goals:

- One (1) diverse promotion in the Professor category: One (1) Hispanic male
- Ten (10) diverse promotions in the Associate Professor category: Six (6) White females; One (1) Black male, One (1) Hispanic female and Two (2) AAIAHNP males
- One (1) diverse promotion in the Professional/Non-faculty category: One (1) White female

In all, twenty (20) out of the twenty-eight (28) promotions, or seventy-seven (77%), were either goal candidates or candidates from historically underrepresented groups including White females in non-clerical positions.

For a full explanation, see Section 46a-68-90, Goals Analysis.

**Summary of Faculty Promotions**

Promotions in the faculty category are self-directed; therefore, goal achievement can be measured against those who apply for promotion. For this reporting period, CCSU established twenty-four (24) faculty promotion goals and experienced twenty-four (24) promotions. Of the twenty-four (24) faculty promotions that occurred during this reporting period, eight (8) or thirty three percent (33%) met established reachable promotion goals.

Additionally, in its commitment to diversify the University promoted eleven (11) members of underrepresented groups that did not meet established goals:

- One (1) diverse promotion in Professor: One (1) Hispanic male.
- Ten (10) diverse promotions in the Associate Professor category: Six (6) White females; One (1) Black male, One (1) Hispanic female and Two (2) AAIAHNP males.

In all, nineteen (19) out of the twenty-four (24) achievable goals, or seventy-nine (79%), were either goal candidates or candidates from historically underrepresented groups including White females in non-clerical positions.

**Promotions to Professor**

There were Thirteen (13) faculty members who applied for promotions to Professor: Four (4) White males; Five (5) White females; One (1) Black female; One (1) Hispanic male; and, Two (2) AAIAHNP males.

<sup>2</sup> \* White Female promotions in the categories of Clerical, All Titles and Secretary 2 were not identified as diverse candidates as they are overrepresented in these categories.



Ten (10) applicants were recommended for promotions to Professor based on the evaluations of the Department Evaluation Committee (DEC), the deans, the Promotion and Tenure Committee (P&T), Provost and the President: Four (4) White males, Four (4) White females, One (1) Hispanic male, and One (1) AAIAHNHPI male. Of the Ten (10) promotions that occurred in this category, the University achieved four (4) White female and one (1) AAIAHNHPI male established promotional goals.

Three (3) applicants were denied promotions: One (1) White female goal candidate, One (1) Black female, and One (1) AAIAHNHPI male goal candidate were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the seven (7) applicants who were goal candidates, the University achieved five (5) goals: Four (4) White females and One (1) AAIAHNHPI male.

Of the ten (10) promotions that occurred in the professor category, the university achieved five (5) established goals or fifty percent (50%). Of these promotions, Six (6) or Sixty (60%) percent were either goal or diverse candidates.

**Promotions to Associate Professors**

There were Seventeen (17) faculty members who applied for promotions to Associate Professor: Two (2) White males, Seven (7) White females; One (1) Black male; Two (2) Black females; Three (3) Hispanic females; and Two (2) AAIAHNHPI males.

Fourteen (14) applicants were recommended for promotions to Associate Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: One (1) White male, Six (6) White females; One (1) Black male; One (1) Black female, Three (3) Hispanic females; and Two (2) AAIAHNHPI males. Of the Fourteen (14) promotions that occurred in this category, the University achieved One (1) Black female and two (2) Hispanic female established promotional goals.

One (1) White male, One (1) White female, and One (1) Black female goal candidate, were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the five (5) applicants who were goal candidates, the University achieved three (3) goals: One (1) Black female and Two (2) Hispanic females.

Of the fourteen (14) promotions that occurred in the Associate Professor category, the university achieved three (3) goals or twenty (21%) percent. Of these promotions, Thirteen (13) or Ninety-Three (93%) were either goal or diverse candidates.

**Hiring and Promotional Goals for 2017-18**

The University has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment, and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A goal is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated.

The University has set its goals to be meaningful, measurable, and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights, and union contracts relating to transfers from

other agencies are in effect, and the University must consider those candidates for specific vacancies if they qualify.

**HIRING AND PROMOTION GOALS**

Based on the Section 46a-68-40, Utilization Analysis, the University has established the following hiring and promotional goals for the period of August 1, 2018 through July 31, 2019.

**EXECUTIVE/ADMINISTRATIVE**

Hiring	Promotional
4 White Females	1 White Female
2 Black Females	
1 AAIAHNHPI <sup>3</sup> Male	
1 AAIAHNHPI Female	

**FACULTY**

**PROFESSOR**

Hiring	Promotional
1 White Female	14 White Females
	3 Hispanic Females
1 AAIAHNHPI Male	5 AAIAHNHPI Males

**ASSOCIATE PROFESSOR**

Hiring	Promotional
2 Black Females	1 Black Female
1 Hispanic Male	1 Hispanic Male
2 AAIAHNHPI Males	1 Hispanic Female
2 AAIAHNHPI Females	1 AAIAHNHPI Male
	1 AAIAHNHPI Female

**ASSISTANT PROFESSOR**

Hiring	Promotional
5 White Males	None
1 White Female	
1 Black Male	
1 Hispanic Male	
1 AAIAHNHPI Female	

**COACHING**

Hiring	Promotional
1 Black Male	None
2 Black Females	
1 Hispanic Male	
1 Hispanic Female	
1 AAIAHNHPI Male	

<sup>3</sup> AAIAHNHPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

**PROFESSIONAL/NON-FACULTY**

<b>Hiring</b>	<b>Promotional</b>
5 AA/AN/HN/PI Males	None
5 AA/AN/HN/PI Females	

**SECRETARIAL CLERICAL (EXCLUDING SECRETARY 2)**

<b>Hiring</b>	<b>Promotional</b>
3 White Males	
2 Hispanic Females	1 Hispanic Female
1 AA/AN/HN/PI Female	

**SECRETARIAL CLERICAL/SECRETARY 2**

<b>Hiring</b>	<b>Promotional</b>
1 White Male	None
3 Black Females	
1 Hispanic Male	

**TECHNICAL/PARAPROFESSIONAL**

<b>Hiring</b>	<b>Promotional</b>
3 White Females	None
1 Black Male	
1 Hispanic Female	

**PROTECTIVE SERVICES**

<b>Hiring</b>	<b>Promotional</b>
2 White Males	None
1 Black Female	
1 Hispanic Female	

**SKILLED CRAFTS**

<b>Hiring</b>	<b>Promotional</b>
1 Black Male	None
2 Hispanic Males	

**SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)**

<b>Hiring</b>	<b>Promotional</b>
1 White Female	1 White Female
1 Black Male	
1 Hispanic Male	1 Hispanic Male
1 AA/AN/HN/PI Male	

**SERVICE MAINTENANCE/CUSTODIANS**

<b>Hiring</b>	<b>Promotional</b>
3 Black Males	None
3 Black Females	
1 Hispanic Male	
1 AA/AN/HN/PI Male	

**Other Program Goals**

**Other Program Goals for 2018-2019**

The University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons. The University will, however, continue to take a critical look at its employment processes and if disparities occur, the University will initiate a goal to remove such impact and improve the processes. In order to foster a campus climate of inclusion and diversity, to ensure equal rights for all the various groups that make up the University community and to educate our students toward appreciation for diversity, the University will:

**1. Recruitment & Equitable Search Process**

**Classified Search Process**

HR and ODE will identify other recruitment sources for classified positions especially for skilled crafts, custodians, and service maintenance.

**Completion Date:** July 2019

**Responsible Person(s):** Chief Diversity Officer and Chief Human Resources Officer

**2. Promotion of Equal Opportunity and Harassment-free Workplace**

**Training**

- ODE will establish a training focused specifically on implicit bias in the workplace and offer it, as part of Diversity Training, on an annual basis. All employees will be invited to attend, but supervisors, administrators and department chairs will be especially targeted.

- ODE will provide sexual harassment training to all members of the CCSU Police Department.

- ODE will provide new, comprehensive online Title IX (sexual misconduct, sexual harassment) training for employees, graduate students and undergraduate students.

**Completion Date:** July 2019

**Responsible Person(s):** Chief Diversity Officer; Associate in Diversity and Equity, Chief Human Resources Officer; Provost; Victim Advocate; Vice President of Student Affairs.

**3. Foster a Safe and Inclusive Work Climate**

Utilize recommendations from the CCSU Task Force on Sexual Misconduct, Bullying and Campus Climate to improve Diversity and Equity procedures and training

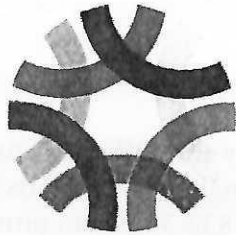
The President of CCSU established a Task Force whose mission is to review campus processes and procedures related to complaints of sexual misconduct, examine programmatic initiatives and identify recommendations. A report will be provided to the university community in December 2018. Diversity and Equity will review these recommendations and use them to improve complaint procedures and training.

**Completion Date:** May 2019

**Responsible Person(s):** Chief Diversity Officer; Chief Human Resources Officer; Associate in Diversity and Equity

**Cooperation with Other Agencies**

When the cooperation of another agency is essential to the implementation of a program goal, CCSU will maintain a record of each instance of contact with the agency and the outcome of the request.



## Office of Victim Advocacy

you are not alone

## Resources and Options

For survivors of sexual assault,  
intimate partner violence  
and stalking.

You have options. If you or someone you know has experienced interpersonal violence, please know that there are people at CCSU and in the local community who are here to help. We can answer your questions about where to start.

CCSU has a professional advocate dedicated to assisting survivors/victims.

Joanna K. Flanagan - CCSU's Office of Victim Advocacy

860-832-3795  
jflanagan@ccsu.edu

Willard DiLoreto, Room D305  
M-F, 9 AM – 5 PM from mid-August thru mid-June  
Joanna is here to assist and support you.

Remember,  
no matter what,  
this was  
not your fault.

### Medical and Emotional Care

- You may need basic medical treatment for current injuries or those injuries that you are not aware of at this time. **Call 911 for immediate assistance.**
- Contact the CCSU Student Wellness Services (SWS) for on-campus evaluation and advice at 860-832-1925. For more information go to [www.ccsu.edu/healthservices](http://www.ccsu.edu/healthservices).
- For off-campus evaluation, advice and the collection of medical evidence go to the Hospital of Central Connecticut at 100 Grand St., New Britain or call 860-224-501.
- **Please seek emotional support.** It is important not to neglect your emotions. This may mean reaching out to a trusted friend, family member or a confidential professional counselor. The **CCSU SWS, Counseling Services** is the only on-campus confidential resource. There *are* options for confidential counseling both on- and off-campus.

**SWS, Counseling Services**  
CCSU  
Willard DiLoreto, Room W101  
860-832-1925  
*Free. Confidential.*

**YWCA**  
**Sexual Assault Crisis Services**  
19 Franklin Sq., New Britain, CT  
860-223-1787 (24/7)  
[ywcanewbritain.org/sacs](http://ywcanewbritain.org/sacs)  
*Free. Confidential.*

**Prudence Crandall Center**  
**(for Domestic Violence)**  
888-774-2900 (24/7)  
[prudencecrandall.org](http://prudencecrandall.org)  
*Free. Confidential.*



## Filing a Report - It's up to you.

It is important to note that the Office of Diversity and Equity and Office of Student Conduct processes are separate from police processes. You have the right to file reports with both, one or neither systems. **CCSU's Office of Victim Advocacy** (860-832-3795) can provide information on options and can assist you with making reports.

### All Complaints

**Office of Diversity and Equity (ODE)**  
860-832-1652  
Davidson Hall, Room 119

### Complaints Against Students

**Office of Student Conduct (OSC)**  
860-832-1667  
Willard DiLoreto, Room W105

## Filing a Criminal Complaint and Orders for Protection

You may choose to file a report with the police within the jurisdiction where the incident occurred. For on-campus incidents call the **CCSU Police at 860-832-2375 or 911 (24/7)**. If you don't know which law enforcement agency to contact, CCSU can assist you.

You have the right to obtain a protective order, apply for a temporary restraining order or seek enforcement of an existing order against the perpetrator. If the perpetrator is not affiliated with CCSU, at your request, CCSU can still take actions for your protection and comfort on campus. The CCSU Police or the **Office of Victim Advocacy** can provide guidance on the process of requesting one of these orders.

**You have the right to be on the CCSU campus.** Regardless of whether or not you choose to file a formal complaint, **CCSU's Office of Victim Advocacy can assist in requesting reasonable accommodations** including changing academic, living, campus transportation or working situations. Each person's situation may be different. We will support you in determining what is best for you.

You may want to talk to someone where you feel most comfortable. **These offices are not confidential.** Consider asking about their limits of their confidentiality before you sit down to talk.

<b>Office of Victim Advocacy</b>	<b>Women's Center</b>	<b>LGBT Center</b>	<b>Residence Life</b>
860-832-3795	860-832-1655	860-832-2090	860-832-1660

## Other Helpful Information

- [www.knowyourix.org](http://www.knowyourix.org)  
Provides information on Title IX and student rights. Created by and for students.
- [www.ccsu.edu/diversity/](http://www.ccsu.edu/diversity/)  
Links to CCSU Title IX policies and procedures and staff contact information
- [www.ccsu.edu/studentconduct/resources.asp](http://www.ccsu.edu/studentconduct/resources.asp)  
Links to the CCSU Student Code of Conduct

**you are not alone.**

**There are people available to help.**

# Sexual Violence on College Campuses

Board of Planning  
 CCSU Office of Victim Advocacy  
 Planning Committee | (860) 832-4723

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## Office of Equity & Inclusion (OEI)

- Nondiscrimination in Education and Employment Policy
- Title IX Compliance
- BOR/CSU Sexual Misconduct Reporting, Support Services and Processes Policy
- ADA compliance
- Equal Employment Opportunity and Affirmative Action



Davidson Hall 119

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## Office of Victim Advocacy

- Professional advocacy services for students, faculty and staff
- Information on options available to address safety and other concerns
- Assistance in navigating different reporting systems
- Referral to campus or community resources
- Violence prevention and awareness campaigns and programs



Willard Diloreto Hall, D-305  
 Monday - Friday 9:00 a.m. - 5:00 p.m.

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# Title IX

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# Title IX

- Federal law that prohibits discrimination based on the sex (gender) of employees and students of educational institutions that receive federal financial assistance.
- Prohibition of sex discrimination includes prohibition of sexual harassment and sexual violence.
- Title IX protects ALL students and employees of an educational institution - it is not specific to one gender.

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# What does Title IX mean for you?

You have the right to go to school free from sex discrimination and sexual harassment.	You have the right to make a report of any sex discrimination or harassment and the school has a responsibility to investigate and respond to your report.
You have the right to receive accommodations to help you continue your education.	You have the right to be protected from retaliation for making a complaint of sex discrimination and/or harassment.

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# About Sexual Violence

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**Stanford News** Here's The Powerful Letter The Stanford Victim Read To Her Attacker

A former Stanford basketball player received an unexpected letter on Friday that urged him to stop sexual harassment. The letter, written by a Stanford student, was a powerful response to the victim's letter to the attacker.




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**About Sexual Violence**

- Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.
- Sexual assault may include a sexual act directed against another person when that person is not capable of giving consent.

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Consent is...

Anyone can change their mind about what they're doing at any time.

Saying yes without enthusiasm isn't consent.

Saying yes to one act is not consent to anything else.

Not drinking or being high, for example, doesn't mean you can't give or receive consent.

It's not enough to do something to someone else without receiving their consent.

**con • sent**

Planned Parenthood

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CCSU Campus Climate Survey

- Approximately 14% of undergraduate women experienced attempted or completed sexual assault during their time at CCSU.
- Approximately 3% of undergraduate men experienced attempted or completed sexual assault during their time at CCSU.
- The majority of incidents occurred off campus.
- 90% of those victims/survivors knew the person who harmed them.

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How to Help

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### What is a Bystander?

- Bystanders are individuals who witness emergencies, events or situations that could lead to harm to another person and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.
- Prosocial bystanders are individuals whose behaviors intervene in ways that impact the outcome positively.




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### Ways to Intervene

Direct	Distract	Delegate
<ul style="list-style-type: none"> <li>• Intervene in the moment</li> <li>• Address the harmful behavior</li> </ul>	<ul style="list-style-type: none"> <li>• Interrupt/diffuse the situation</li> <li>• May not involve addressing the behavior</li> </ul>	<ul style="list-style-type: none"> <li>• Get help from someone better equipped to handle the situation</li> <li>• Intervene as a group</li> </ul>

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You are hanging out with some friends and acquaintances. Some people start talking about a rape that recently occurred at a nearby university. An acquaintance of yours says, "yeah, but she was totally wasted, what did she think was going to happen to her?" Some of the people involved in the conversation laugh, others look uncomfortable but don't say anything.

### What Would You Do?

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How can you help someone who has experienced sexual violence?

Listen without judgement	Believe them
Show genuine concern and empathy	Avoid making assumptions
Offer to go with them to talk to someone	Be there for them

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### On-Campus Resources: Someone to Talk To

- Office of Victim Advocacy  
Joanna Flanagan  
860-832-3795  
Willard DiLoreto, D-305
- Women's Center  
Jacqueline Cobbina-Boivin  
860-832-1655  
Student Center, Room 215
- Residence Life  
860-832-1660  
Mid Campus, Room 118
- Student Wellness Center  
*\*Confidential\**  
Health Services  
Counseling & Student Development  
860-832-1926 (appointments)  
860-832-1926 (inquiries)  
Willard DiLoreto, W-101
- Office of Student Affairs  
860-832-1601  
Davidson Hall, Room 103

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### On-Campus Resources: To Report

- Office of Equity & Inclusion (all complaints)  
860-832-1652  
Davidson 119
- Office of Student Conduct (complaints against students)  
860-832-1657  
Willard DiLoreto W-105
- CCSU Police (criminal complaints)  
Emergency: 911  
Routine - Police Dispatch: 860-832-2375

*The support resources listed on the previous slide can assist you in making a report.*

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## Off-Campus Confidential Resources

- **Prudence Crandall Center for Domestic Violence**  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200
- **YWCA Sexual Assault Crisis Service**  
24-Hour Hotline: 860-223-1787  
24-Hour Spanish Hotline: 888-568-8332
- **Hospital of Central Connecticut**  
100 Grand St. New Britain, CT  
860-224-5011
- **Suicide Prevention Lifeline**  
24-Hour Hotline: 1-800-273-8255
- **Crisis Text Line**  
Text "home" to 741-741 for free 24/7 crisis support.

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# BYSTANDER INTERVENTION: RELATIONSHIP VIOLENCE

JOANNA FLANAGAN  
CCSU OFFICE OF VICTIM ADVOCACY  
JFLANAGAN@CCSU.EDU  
860.832.1785

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## REVIEW: WHAT IS A BYSTANDER?

- **Bystanders** are individuals who witness emergencies, events or situations that could lead to harm to another person and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.
- **Prosocial bystanders** are individuals whose behaviors intervene in ways that impact the outcome positively.

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Presented by Joanna Flanagan, Ph.D.

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## 5 STEPS TOWARD TAKING ACTION



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Presented by Joanna Flanagan, Ph.D.

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### WHY DON'T PEOPLE INTERVENE?

- Their relationship is their business – not mine
- Unclear if it is abusive
- Abuser may isolate the victim from friends and family who could help
- Don't know what to do
- Victim doesn't want help

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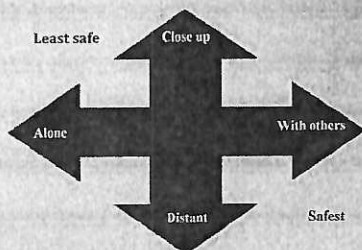
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### DECISION MAKING PROCESS



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### INTIMATE PARTNER VIOLENCE

- A **pattern of abusive behavior** in any relationship that is used by one partner to **gain or maintain power and control** over another intimate partner.
- It may include physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

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BEHIND THE POST - WILL AND ZOE

Name 1-3 unhealthy behaviors that you saw in the video.

List possible bystanders you saw in the video.

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RED FLAGS

- Intensity
- Jealousy
- Manipulation
- Isolation
- Belittling
- Guilt
- Volatility

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### BEHIND THE POST – WILL AND ZOE

- In groups, discuss how you could intervene if you were the bystander(s) assigned to your group.
- Will's teammates
- Friends in the car
- Zoe's friends at the bonfire
- Other people at the bonfire
- Social media followers
- Others?




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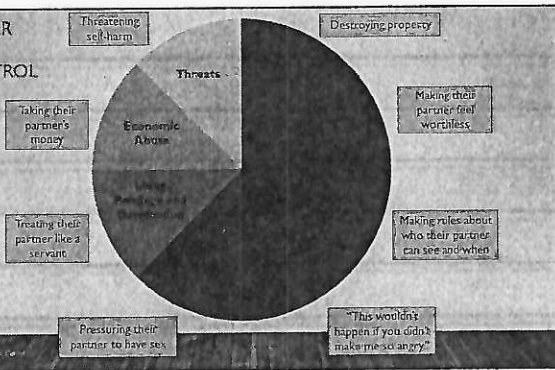
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### POWER AND CONTROL




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### HEALTHY RELATIONSHIPS

What qualities make a relationship healthy?

How should a relationship make you feel?

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### DATING VIOLENCE STATISTICS

- 43% of college women and 27% of college men report having experienced abuse or controlling behaviors in a relationship.
- 70% of college students who experienced dating violence while in college reported they were not aware they were in an abusive relationship at the time.
- 58% of college students reported they do not know how to help someone who is experiencing dating abuse and 89% are not confident in their ability to recognize warning signs.

Break the Cycle

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### HOW TO HELP

IF YOU BELIEVE A FRIEND IS IN AN UNHEALTHY OR ABUSIVE RELATIONSHIP

- Talk to them in a private, comfortable setting.
- Be supportive.
- Talk about what you notice about their relationship and ask how they feel.
- Let them know the abuse is not their fault.
- Offer resources.
- Follow up – this is the start of the conversation.

Avoid labeling their relationship as abusive or expecting them to leave right away. Dating violence is complex and your friend may have feelings of love and affection for their partner, or may be afraid of what could happen if they leave. Remind your friend that you are not there to judge and that you care about them.

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### WHAT WOULD YOU DO?

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SCENARIO 1

You're sitting in the Student Center with Joe and Emily who have been dating on and off for about a year. Joe excuses himself to get some coffee. You then notice Emily open Joe's backpack and take out his phone. She tells you that she has to check his texts, emails and social media to make sure he's not cheating on her. She admits to doing this often because she's worried about Joe talking with other girls. She asks you not to tell Joe.

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SCENARIO 2

You and some friends are having a movie night at your off-campus apartment. Your friend Lacey's boyfriend, whom none of you know very well, shows up and demands Lacey leave with him. He accuses her of cheating on him with one of your other friends.

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SCENARIO 3

You're walking back from class with your friend Liam and his phone keeps ringing. You ask him if everything is okay and he says his ex-boyfriend John has been texting and calling him all day. His phone continues to go off and he appears to be frustrated. Liam tells you that John needs to know everything he's doing all the time and it's getting annoying especially since he ended the relationship three weeks ago. He also tells you that John comes to campus every day and begs him to talk about things, but he refuses.

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### ON-CAMPUS RESOURCES: SOMEONE TO TALK TO

- **Office of Victim Advocacy**  
Joanna Flanagan  
860-832-3795  
Willard DiLoreto, D-305
- **Women's Center**  
Jacqueline Cobbinia-Boivin  
860-832-1655  
Student Center, Room 215
- **Residence Life**  
860-832-1660  
Mid Campus, Room 118
- **Student Wellness Center \*Confidential**  
Health Services  
Counseling & Student Development  
860-832-1926 (appointments)  
860-832-1925 (inquiries)  
Willard DiLoreto, W-101
- **Office of Student Affairs**  
860-832-1501  
Davidson Hall, Room 103

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### ON-CAMPUS RESOURCES: TO REPORT

- **Office of Equity & Inclusion (all complaints)**  
860-832-1653  
Davidson 119
- **Office of Student Conduct (complaints against students)**  
860-832-1667  
Willard DiLoreto W-105
- **CCSU Police (criminal complaints)**  
Emergency: 911  
Routine – Police Dispatch: 860-832-2375

*The support resources listed on the previous slide can assist you in making a report.*

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### OFF-CAMPUS CONFIDENTIAL RESOURCES

- **Prudence Crandall Center for Domestic Violence**  
24-Hour Hotline: 888-774-2900  
24-Hour Spanish Hotline: 844-831-9200
- **YWCA Sexual Assault Crisis Service**  
24-Hour Hotline: 860-223-1787  
24-Hour Spanish Hotline: 888-568-8332
- **Hospital of Central Connecticut**  
100 Grand St. New Britain, CT  
860-224-5011
- **Suicide Prevention Lifeline**  
24-Hour Hotline: 1-800-273-8255
- **Crisis Text Line**  
Text "home" to 741-741 for free 24/7 crisis support
- **Love is Respect – support for dating violence**  
Text "loves" to 22522 or visit [lovesrespect.org](http://lovesrespect.org)

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THANK YOU!

Joanna Flanagan  
Office of Victim Advocacy  
Willard DiLoreto D-305  
jflanagan@ccsu.edu  
860-832-3795

### THE RED FLAG CAMPAIGN

EVERY BODY HAS SOMETHING WE CAN SEE BEHIND THEIR RED FLAG



[www.ccsu.edu/RedFlag](http://www.ccsu.edu/RedFlag)

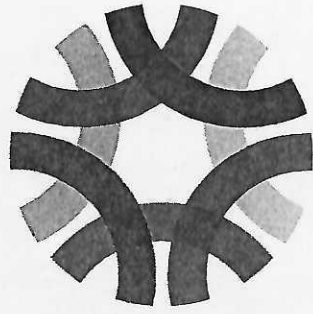
For more information about the Red Flag Campaign:  
Instagram/Twitter: @standupccsu  
Facebook: Stand Up CCSU  
#redflagccsu

Blank lined area for notes.

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you are  
not alone

# How to Help

in case of sexual or  
interpersonal violence  
Central Connecticut State University



*"I always wondered why somebody didn't do something about that. Then I realized I am somebody."*  
 — Aijah



<b>Definitions</b>	4
<b>Reporting an incident</b>	11
Office of Diversity & Equity/Title IX Officer	860 832 1652
Office of Student Conduct	860 832 1667
<b>CCSU Police</b>	860 832 2375
<b>Medical attention</b>	16
SWS, Medical Services (Confidential)	860 832 1925
Hospital of Central Connecticut*	860 224 5011
<b>Someone to talk to</b>	19
Office of Victim Advocacy	860 832 3795
Women's Center	860 832 1655
LGBT Center	860 832 2091
Residence Life	860 832 1660
SWS, Counseling Services (Confidential)	860 832 1925
Sexual Assault & Domestic Violence Crisis Services*	YWCA (SACS) - 860 225 4681/860 223 1787 (Hotline) Prudence Crandall - 888 774 2900
<b>Helpful Tips</b>	28
How Can I Help Stop Violence?	29
Student Rights	31
Your Rights	

## What is Sexual Assault?

Sexual assault is a crime and it will not be tolerated at Central Connecticut State University. It includes, but is not limited to, a sexual act directed against another person without the consent (as defined in the Board of Regent's Sexual Misconduct Policy) of the other person or when that person is not capable of giving such consent. Any person can be a victim or a perpetrator.

**Examples:** rape, attempted rape, and/or intentional touching a person's body for sexual gratification without their consent.

## What is Consent?

Consent is active; both parties say "yes." It is ongoing and can be withdrawn at any time without fear or explanation. Consent is a must for every form of sexual activity every time. You have the right to withdraw consent even if you have consented to sexual activity with the person in the past. Consent is ...

- » agreeing to specific sexual behavior willingly. Obtaining consent is the responsibility of the person initiating the sexual contact.
- » not valid if forced, intimidated or coerced.
- » not valid when judgment is impaired by the use of alcohol/drugs or if the person is sleeping or unconscious.

State law is very clear that having sexual intercourse with someone who cannot consent is RAPE.

## If someone tells you about a sexual assault... Remember

- 1 Listen and don't form opinions
- 2 Don't judge the severity of the situation based on their response to it
- 3 Empower them to make their own decisions
- 4 Trust their word and help them
- 5 Tell them you believe them
- 6 Let them know they are not alone

## What is Intimate Partner, Domestic and/or Dating Violence?

Intimate partner, domestic and/or dating violence includes acts of violence or threats of violence that occur between individuals who are family or household members, or persons in a current or former dating or cohabitating relationship. Intimate partner violence may include physical abuse, emotional abuse and threats of abuse.

**Examples:** assaults, rape, domestic or family violence involving physical force, stalking, texting that contains obscene material, electronic communications that contain serious threats of physical violence, and violation of a protective or restraining order issued by a court.

# What is Stalking?

Stalking is defined as obsessive or unwanted contact of another person. This contact may cause reasonable apprehension of imminent physical harm or affect one's ability to perform daily life functions. It is when someone repeatedly contacts you, follows you, talks to you when you do not want them to, or threatens you.

Examples: unwanted communication (email, texting, instant messaging and other electronic forms), damaging personal property, showing up places you go, or sending unwanted gifts.

If it doesn't feel right or safe,  
it probably isn't.

#STANDUPCCSU



Stand Up CCSU  
**Community Organizers**



# To report an incident

## Office of Diversity & Equity (Title IX Officer)

*All complaints*  
860 832 1652

## Office of Student Conduct

*Complaints against students*  
860 832 1667

## CCSU Police

*All criminal complaints*  
860 832 2375

## Emergency Medical Attention

911 for immediate assistance

CCSU faculty, staff, or administrators who are made aware of a sexual assault involving a member of the CCSU community is required to report it to the Title IX Officer at 860-832-0178 or via email at TitleIXreport@ccsu.edu.

# Office of Diversity & Equity (ODE)

If you believe you or someone you know has been sexually assaulted, you can contact the ODE, which will investigate complaints of discrimination and sexual harassment including sexual violence. Complaints against students are handled by the Office of Student Conduct. (See page 12)

ODE is committed to fostering a positive learning, working and living environment. The Chief Diversity Officer serves as the **Title IX Officer**. The ODE also:

- » Conducts training on the prevention of sexual harassment
- » Assists faculty, staff and students who believe they have been harassed or treated unfairly because they are a member of a protected class
- » Provides referrals to on-campus or off-campus services including, but not limited to, medical and counseling providers, and victim services

**Dr. Nancy "Rusty" Barcelo**  
Interim Vice President for Diversity,  
Inclusion and Equity

*On-campus*

Davidson Hall, Rm. 119

MON-FRI, 8:00AM-5:00PM\*

**860 832 1652**

[www.ccsu.edu/diversity](http://www.ccsu.edu/diversity)

\*Other times available by appointment

# Office of Student Conduct (OSC)

The OSC promotes social responsibility and resolves discipline cases on campus in a sound and fair manner. The staff are available to answer any questions or concerns about University behavioral standards and the CCSU Student Code of Conduct and Statement of Disciplinary Procedures.

- » Investigates allegations involving students
- » Resolves discipline cases
- » Provides referrals to CCSU and community programs

# CCSU Police

The CCSU Police Department will give its full assistance in response to a report of sexual assault. The police department will:

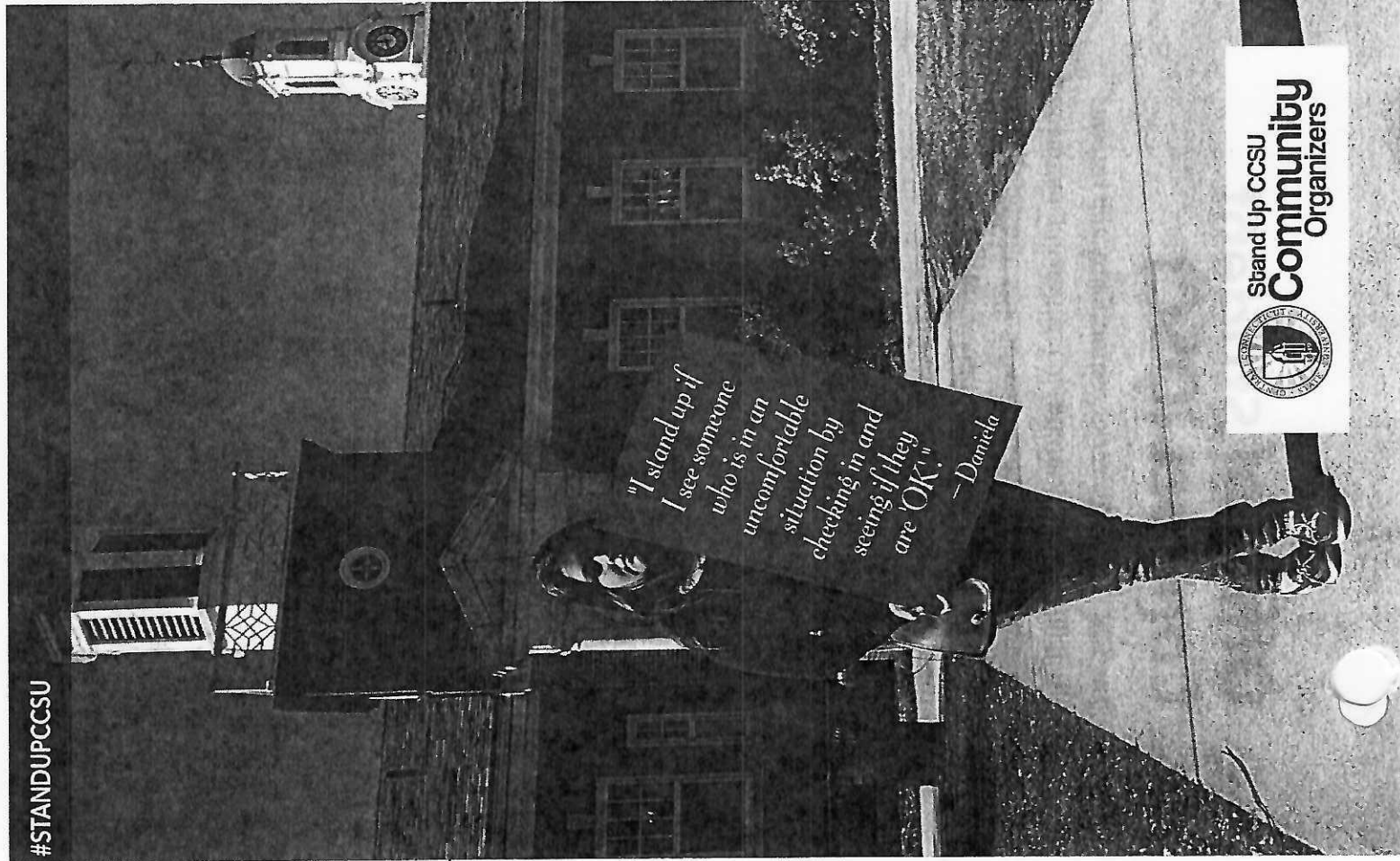
- » Obtain medical assistance
- » Conduct a criminal investigation
- » Establish a safety plan
- » Obtain a court order to protect the victim/survivor
- » Connect the victim/survivor with support services

If the incident occurred off-campus, CCSU police can assist in contacting the police department of the town in which it took place.

*On-campus*  
Willard DiLoreto Hall, W 105  
MON-FRI, 8:00AM-5:00PM  
**860 832 1667**  
[www.ccsu.edu/studentconduct](http://www.ccsu.edu/studentconduct)

*On-campus*  
Dispatch Center, 24-hours:  
**860 832 2375**  
Detective Division  
MON-FRI, 9:00AM-5:00PM  
**860 832 2383**  
[www.ccsu.edu/police](http://www.ccsu.edu/police)

#STANDUPCCSU



"I stand up if  
I see someone  
who is in an  
uncomfortable  
situation by  
checking in and  
seeing if they  
are 'OK.'"  
-Daniela



# Options for Medical Attention

**911 Emergency**  
*For immediate assistance*

**Student Wellness Services, (SWS)  
Medical Services (Confidential)**  
*On-campus evaluation or advice*  
860 832 1925

**Hospital of Central Connecticut**  
*Off-campus evaluation or advice when SWS is closed and for the  
collection of medical evidence*  
860 224 5011 / 860 225 6244

## SWS, Medical Services\*

The SWS staff are trained in caring for victims of sexual assault. The office is staffed by a physician, two APRNs, and an RN. All are ready to listen and provide medical care and support. The collection of medical evidence is offered at New Britain's Hospital of Central Connecticut. SWS staff provide:

- » Medical evaluation and treatment
- » Referral to medical specialists and counseling
- » Coordination with the CCSU Office of Victim Advocacy or YWCA Sexual Assault Crisis Services
- » Medical evidence collection facilitation
- » Emergency contraception
- » Screening for STD/infections
- » Medication to prevent any STD/infection

*On-campus*  
Willard DiLoreto Hall, W 101  
MON-FRI, 8:00AM-5:00PM  
**860 832 1925**  
fax: 860 832 2579  
[www.ccsu.edu/health](http://www.ccsu.edu/health)

**\*Confidential**

## Hospital of Central Connecticut (HCC)

Part of the Gail Burns-Smith Sexual Assault Forensic Examiner (SAFE) program, HCC has specially trained staff (SAFEs) who can collect the necessary evidence to aid criminal conviction. Procedures are carried out with compassionate care to help the survivor feel at ease.

These services are on-call 24/7 to improve the chances of gathering successful evidence, as it is best within 72 hours. SAFEs are specifically trained to safely guide survivors through the entire medical-legal process after a sexual assault incident.

- » Closest location for free state-funded rape analysis
- » 24/7 sexual assault examinations and counseling
- » Forensic evidence collection
- » Collaboration with law enforcement and justice personnel

*Off-campus*  
New Britain General Campus  
100 Grand St.  
New Britain, CT 06050  
24-hour SAFE program  
**860 224 5011**  
**860 225 6244**  
**860 224 5671 (For emergencies)**

# If you want to speak with someone

## **Office of Victim Advocacy**

*On-campus services and support*

## **Women's Center**

*On-campus support and referral*

## **LGBT Center**

*On-campus resources for LGBT and gender non-conforming population*

## **Residence Life**

*On-campus referral for resident students*

## **SWS, Counseling Services\***

*On-campus crisis intervention and counseling services*

## **Sexual Assault Crisis Services\***

## **Prudence Crandall Center for**

## **Domestic Violence\***

**\*Confidential**

# Office of Victim Advocacy

The Office of Victim Advocacy provides services to assist and support individuals affiliated with CCSU who have been impacted by sexual assault, relationship violence, and/or stalking.

- » Professional advocacy services for students, faculty and staff
- » Provides information on different options available to address safety and other concerns
- » Assists in the navigation of different reporting systems
- » Provides referrals to campus or community entities depending on individual needs
- » Collaborates with other offices at CCSU to develop meaningful violence prevention initiatives for the benefit of the entire campus community and to assess the impact

*On-campus*  
Willard DiLoreto Hall, D 305  
MON-FRI 9:00AM-5:00PM  
**860 832 3795**  
jflanagan@ccsu.edu

## Women's Center

The Women's Center Coordinator is available to listen, provide support, guidance, and referrals for victims, survivors, family members, friends, and partners of those who have been affected by violence. The coordinator will explain your options ranging from reporting a sexual assault to seeking on-campus housing changes.

- » Advocates for women of the campus community
- » Provides support services and hosts peer support groups
- » Provides referrals to on- and off-campus resources
- » Conducts training on the prevention of sexual assault

*On-campus*  
Student Center, Rm. 215  
MON-FRI, 9:00AM-5:00PM  
(SEPTEMBER - JUNE)  
**860 832 1655**  
fax: 860 832 1677  
[www.ccsu.edu/womenctr](http://www.ccsu.edu/womenctr)

## LGBT Center

The LGBT Center offers community building, education, resources, individual support, and advocacy for lesbian, gay, bisexual, transgender, queer, questioning, and gender non-conforming population.

The center provides an LGBT/Queer friendly place for victims of sexual assault, harassment, or interpersonal violence to find support, resources, and referrals.

- » Refers to on- and off-campus LGBT-friendly victim support services
- » Provides information and resources regarding sexual assault, harassment, or interpersonal violence within LGBT communities and relationships

During the hours referred to below, the Center is generally staffed by a professional. Please check online or call for coordinator's availability. Their hours may be subject to change each semester.

*On-campus*  
Student Center, Rm. 304-305  
MON & FRI, 8:30AM-4:30PM  
WED, 9:00AM-Noon  
**860 832 2091**  
[www.ccsu.edu/lgbtcenter](http://www.ccsu.edu/lgbtcenter)

# Residence Life

Residence Life staff are often the first line of contact for resident students and they are a good connection during times of crisis because they are in the residence halls and are available 24/7.

Please check the on-duty schedule posted in the main office of each building to contact the Residence Life staff member on duty.

- » Refers to on- and off-campus resources
- » Conducts training on violence prevention

# SWS, Counseling Services\*

The SWS offers crisis counseling to students. To ensure swift admittance, when calling, be sure to indicate that it is a crisis situation, and he/she will be seen immediately.

The initial intake assessment is made during the first appointment from which a counseling referral to other resources will be given.

- » Immediate counseling appointments for crisis situations
- » Free, confidential counseling
- » Group/individual counseling for students

*On-campus*  
Mid-Campus, Rm. 118  
MON-FRI, 8:30AM-5:00PM  
**860 832 1660**  
fax: 860 832 1659  
[www.ccsu.edu/reslife](http://www.ccsu.edu/reslife)

*On-campus*  
Willard DiLoreto Hall, W 101  
MON-FRI, 8:00AM-5:00PM  
**860 832 1925**  
[www.ccsu.edu/counseling](http://www.ccsu.edu/counseling)

**\*Confidential**

# Off-campus Services\*

## Sexual Assault Crisis Services (SACS)

SACS offers assistance to survivors which help them regain feelings of independence, optimism and hope. Hotlines are staffed with trained, certified counselors who maintain confidentiality. SACS also offers accompaniment through medical, police, and court procedures.

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- » Short-term individual crisis counseling
- » Support groups
- » Information, referrals and campus advocacy
- » Education programs
- » Confidential services

*Off-campus*  
YWCA (SACS)  
19 Franklin Sq.  
New Britain, CT  
24-hour Hotlines (24/7)  
*English* - 860 223 1787  
*Español* - 888 568 8332

**\*Confidential**

# Off-campus Services\*

## Prudence Crandall Center

Prudence Crandall Center is dedicated to helping individuals achieve lives free of domestic violence by providing care, advocacy, support, and education in a confidential setting.

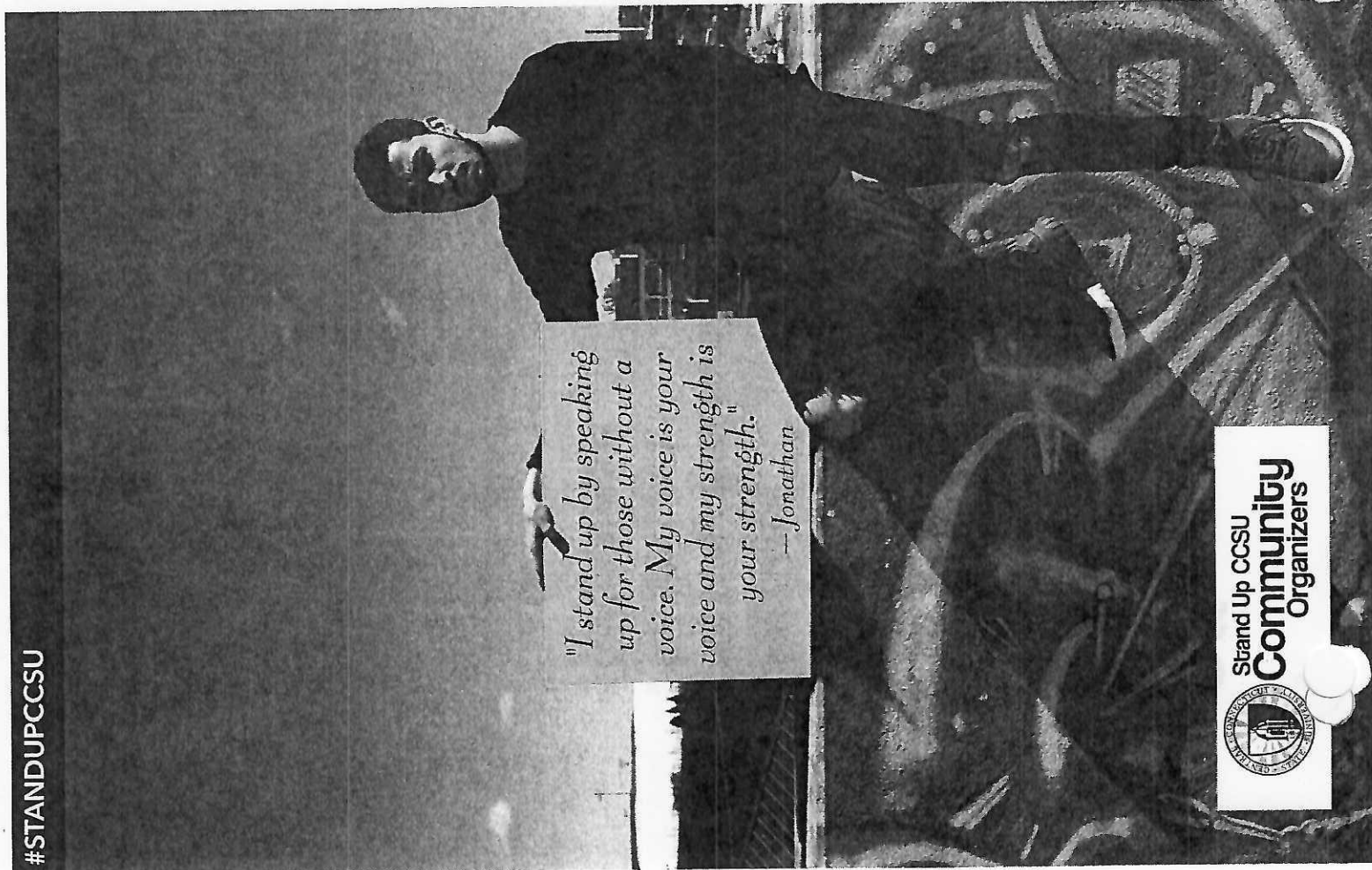
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- » Information & service referrals
- » Emergency shelter
- » Individual and group counseling for adults and children
- » Advocacy during court proceedings
- » Domestic violence education and in-service training

*Off-campus*  
Prudence Crandall  
P.O. Box 895  
New Britain, CT 06050  
860 225 6357 (Hotline)  
888 774 2900 (Toll Free)  
prudencecrandall.org

**\*Confidential**





*"I stand up by speaking up for those without a voice. My voice is your voice and my strength is your strength."*

*— Jonathan*

Stand Up CCSU  
**Community Organizers**

# Helpful Tips

If you are the victim of sexual or interpersonal violence:

- » Go to a safe place
- » Preserve evidence
- » Call someone you trust such as the Office of Victim Advocacy (860-832-3795), a staff or faculty member, your hall director, resident assistant (RA), or a campus advocate at the local Sexual Assault Crisis Service
- » Call CCSU Police at 860-832-2375 or dial 911
- » Seek medical care and/or counseling

# How Can I Help Stop Sexual Assault/Violence?

Sexual assault and interpersonal violence are complex and very real issues on college campuses today. In order to address this reality, all members of the campus community and relevant outside agencies must work together. Public safety is everyone's responsibility. Consider the following ways you can work to stop sexual violence and interpersonal violence.

- » Speak up. Take a stand in situations that could escalate.
- » Talk openly with your friends about these issues.
- » Encourage student leaders, coaches, professors, and others to provide information about sexual assault to students.
- » Use the resources listed in this brochure to inform yourself and help plan activities and programs for campus clubs and organizations.
- » Don't be afraid to get involved.
- » Take care of yourself and your friends.

# Student Rights

CCSU has protocols and procedures in place to respond to reports of sexual violence. When a report involves students (as the accuser or the accused), all involved have equal rights throughout the disciplinary process, including the right to:

- » select an advisor or support person of their choosing and to bring that person to any meetings or proceedings that they choose.
- » present a statement, evidence and witnesses on their behalf.
- » review information, in a timely manner, that will be used at the hearing by other parties.
- » have a pre-hearing meeting.
- » be informed, in writing, of the outcome of the disciplinary proceedings and any sanctions imposed.
- » appeal the outcome of the disciplinary proceedings.

These rights were established by University policies and, state and federal legislation that prohibit sex discrimination.

For information on Title IX see [www.knowyourix.org](http://www.knowyourix.org).

Info on the rights of accused students contact:

**Chris Gutiérrez**  
Veterans Affairs Coordinator and  
Student Conduct Support Advisor  
gutierrezc@ccsu.edu  
860 832 2838  
Willard DiLoreto Hall D 201

Info on the rights of students who file a report:

**Joanna Flanagan**  
Victim Advocacy & Violence  
Prevention Specialist  
jflanagan@ccsu.edu  
860 832 3795  
Willard DiLoreto Hall D 305



# Your Rights

- » Be treated with respect and dignity.
- » Not be judged based on your race, color, age, class, religion, disability status, national origin, gender, sexual orientation, or the offender's relationship to you.
- » You can refuse to answer any questions about the sexual assault, your sexual orientation, and your sexual, medical (including HIV status), and mental health histories.
- » Have confidential conversations with a CCSU licensed counselor in Student Wellness Services.
- » Decide if you want to make a police report.
- » Have an advocate accompany you to medical, law enforcement and legal proceedings.
- » Request that someone you are comfortable with stay with you in the examination room.
- » Ask questions and get answers regarding any tests, examinations, medications, treatments or police reports.

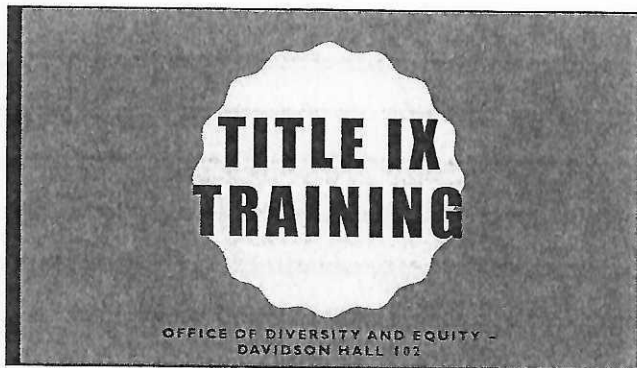


Central Connecticut State University is an  
equal opportunity educator and employer.

This document is available in alternate format by contacting  
Student Disability Services at 860 832 1957.

This information is provided by CCSU's Sexual Assault and  
Interpersonal Violence Resource Team.

August 2019



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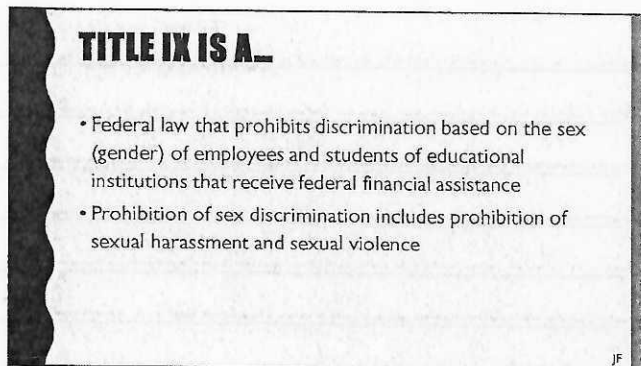
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**Title IX**

- 1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.
- 2. Title IX does not only include students, but also faculty and staff.
- 3. Schools must be proactive in ensuring that your campus is free of sex discrimination.
- 4. Schools must have an established procedure for handling complaints of sex discrimination, sexual harassment or sexual violence.
- 5. Schools must take immediate action to ensure a perpetrator's return can continue his or her education free of ongoing sex discrimination, sexual harassment or sexual violence.
- 6. In some of recent school, schools are prohibited from harassing or allowing retaliation (either direct or indirect) against the complainant.
- 7. Schools can issue a no contact directive under Title IX to prevent the accused student from approaching or interacting with you.
- 8. Schools may not retaliate against someone who reports a complaint or who files a formal disciplinary harassment or behavior.
- 9. Schools cannot discourage you reporting your situation.

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**THE CONTEXT**

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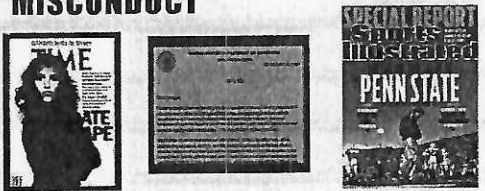
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**HIGHER EDUCATION AND SEXUAL MISCONDUCT**



Jan 2, 2011  
 April 4, 2011  
 November 21, 2011

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## HIGHER EDUCATION AND SEXUAL MISCONDUCT

CCSU

July 1, 2014

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## CCSU POLICIES AND PROTOCOL

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## MANDATORY REPORTING – BOR SEXUAL MISCONDUCT POLICY

- All employees (including student workers, graduate assistants and interns and any other person a CCSU campus member may reasonably see as an agent of the University) are **required to report incidents of sexual misconduct regardless of the alleged victim's age to the University's Title IX Officer.\***
- Board policy requires that a report must be made to the CT Department of Children and Families whenever a person under the age of eighteen (18) years of age may have been sexually assaulted.

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**MANDATORY REPORTING – BOB POLICY  
REPORTING SUSPECTED ABUSE OR NEGLECT OF A CHILD**

Any university employee deemed a "mandatory reporter"\* who has a reasonable cause to suspect or believe that a person under the age of 18 years has been abused or neglected, has been placed in imminent harm or has had a non-accidental injury is required to report the incident to the Department of Children and Families within 12 hours of becoming aware or suspecting abuse, neglect or imminent harm to a child.

\*Pursuant to state law, with the exception of student employees, any paid administrator, faculty, staff, athletic director, athletic coach or athletic trainer shall be deemed or referred to as "mandatory reporters."

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**MANDATORY REPORTING**

Any university employee deemed a mandatory reporter is required to report such incidents to their immediate supervisor in addition to DCF.

For more information on this policy contact:

**Anna Suski-Lenczewski**  
CCSU's Chief Human Resources Officer  
[lenczewskia@ccsu.edu](mailto:lenczewskia@ccsu.edu) or 860-832-1757

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**SEXUAL MISCONDUCT**  
SEXUAL HARASSMENT AND SEXUAL EXPLOITATION

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**SEXUAL MISCONDUCT:  
SEXUAL HARASSMENT**

Unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct, and other verbal or physical conduct of a sexual nature.

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**QUID PRO QUO:  
"THIS FOR THAT"**

- Subjected to **unwelcome** requests for sexual favors or conduct
- Submission to the conduct is a condition of employment, education, benefit, etc.
- The harasser generally has some type of supervisory or power relationship over the person being harassed

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**HOSTILE ENVIRONMENT**

- Unwelcome verbal or physical conduct directed at another
- Because of that individual's protected class (e.g., gender/sex)
- That unreasonably interferes with the person's work or academic performance
- Sufficiently severe, pervasive or persistent
- Purpose or of creating a hostile work or educational environment

\* A one time incident can be seen as severe

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**FORMS OF HARASSMENT**

- Language/posters with of a prejudicial nature
- Offensive graphic jokes
- Taunting
- Name calling
- Use of offensive words
- Threatening
- Unlawful or inappropriate Internet use
- "Accidental" collisions or brushing up against
- Physical Assault

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**SEXUAL MISCONDUCT:  
SEXUAL EXPLOITATION**

**Sexual exploitation** occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited, and that behavior does not otherwise constitute one of the preceding sexual misconduct offenses.

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**SEXUAL ASSAULT**

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## SEXUAL MISCONDUCT: SEXUAL ASSAULT

Sexual assault may include a sexual act directed against another person when that person is not capable of giving consent, which shall mean the voluntary agreement by a person in the possession and exercise of sufficient mental capacity to make a deliberate choice to do something proposed by another.

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## PREVALENCE AT CCSU

Approximately 11% of undergraduate women experienced attempted or completed sexual assault.

Approximately 3% of undergraduate men experienced attempted or completed sexual assault.

Approximately 6% of graduate student women and 0% of graduate student men experienced attempted or completed sexual assault.

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The majority of incidents occurred off-campus

90% of victims/survivors knew the person that harmed them

Approximately 3% of victims/survivors notified law enforcement

40% of victims/survivors told a close friend

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**mirror** www.mirror.com

**House overwhelmingly adopts affirmative consent bill**

**Senate Passes 'Yes Means Yes' bill Targeting Sexual Assault**

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**FILM CLIP AND DISCUSSION**

It wasn't bad sex.  
It wasn't a mistake.  
**It was rape.**

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**DISCUSSION QUESTIONS**

1. What caught your attention during this clip?
2. What concerned you while watching the clip?
3. What questions did the clip raise for you?

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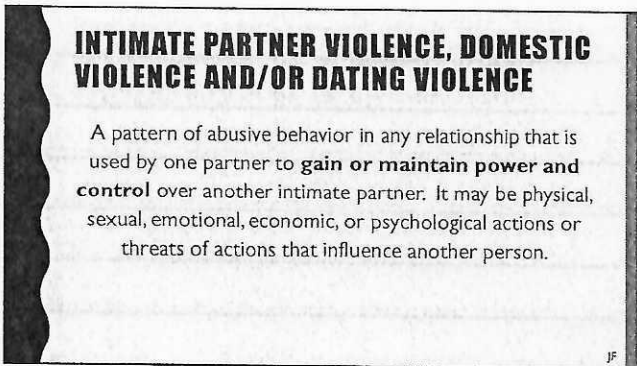
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### POWER AND CONTROL

Threatening self-harm

Giving the "evil eye"

Making their partner feel worthless

Making plans about who you can see and when

"This wouldn't happen if you didn't make me so angry"

Minimizing, Denying and Blaming

Isolating

Using Jealousy

Using their partner's insecurities

Threatening self-harm: I'll give them all my money and then give it all to divorce

Baker and Abuse Crisis Center/Purple North Dakota 2019

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### CYCLE OF VIOLENCE

What are some reasons that people choose to stay in abusive relationships?

Tension Building

Abuse Escalating Incident

Calm Phase / Honeymoon

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# STALKING

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# STALKING

**Definition:**  
repeatedly contacting another person when contacting person knows or should know that the contact is unwanted by the other person; and the contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.



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Bateman, Caroline S., and Rand, H. (2009). Stalking Victimization in the United States. Bureau of Justice Statistics Special Report. U.S. Department of Justice.

Persons age 18 – 24 experienced the highest rate of stalking victimization.

3 in 4 of all victims knew their offender in some capacity.

1 in 4 stalking victims reported some form of cyberstalking was used.

The most common fear cited was not knowing what would happen next.

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# BEHAVIOR OF STALKERS

- Follow you and show up wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Drive by or hang out at your home, school, or work.
- Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.

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# INDIVIDUAL RESPONSE

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**WHY DO STUDENTS DISCLOSE TO FACULTY/STAFF?**

- They believe that they will be believed.
- They feel close to the staff member and want comfort.
- They are having difficulty with classes or with other aspects of their life and really need assistance.
- They feel like they need to explain a behavior.
- To warn a staff member about another student.
  - They are suddenly triggered.

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**CASE STUDY ACTIVITY**

Directions: In groups of 3 – 5 please read your Case Study card and discuss the questions below. Prepare to report back to the larger group.

1. How would you respond in the moment, to the student/colleague who has approached you? (i.e. what are concrete things you can say or do)
2. What are things you would not want to say or do in response to the student?
3. What is your responsibility as a CCSU employee?
4. What questions does that raise for you?

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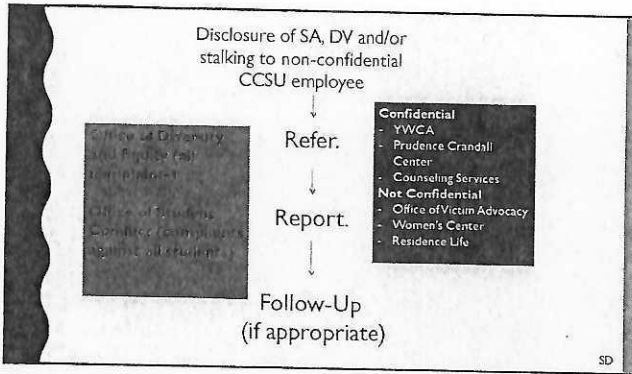
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**YOU HAVE SUPPORT.**

You are not alone in supporting a student or colleague who has experienced unwanted behaviors.

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**THANK YOU.**

Sarah Dodd  
Associate, Diversity and Equity  
sarahdodd@ccsu.edu  
860-832-3795  
Davidson Hall, 102

Joanna Flanagan  
Sexual Assault & Violence Prevention Specialist  
jflanagan@ccsu.edu  
860-832-3795  
Willard DiLoreto Hall, D-305

Would you like a presentation in your classroom?  
Please contact me directly at coordiv@ccsu.edu

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# Lavender Graduation 2018 Ceremonial Schedule

## Welcome

Scott Hazan

*Director of Student Activities and Leadership Development*

## History of Lavender Graduation

Alberto Cifuentes, Jr.

*University Assistant of the Office of Diversity and Equity*

## Opening Remarks

Dr. Peter Troiano

*Interim Vice President of Student Affairs*

## Keynote Address

Dr. Joann DiPlacido

*QTPOCC Advisor, Former Pride Advisor,  
Associate Professor in the Department of Psychological Sciences*

## Presentation of Awards

*~Academic Excellence~ (presented by Scott Hazan)*

*~Resiliency Award~ (Presented by Crystal Nieves)*

*~Award for Activism and Advocacy~ (Presented by Aaron Gibson and Nicole D'amico)*

*~Visibility and Impact to LGBTQ Life~ (presented by Scott Hazan)*

*~Student Volunteer of the Year~ (presented by Nichol McCarter)*

## Recognition of 2018 Lavender Graduates

Dr. Peter Troiano

*With members of the CCSU LGBT Advisory Board*

## Reflections from a Lavender Graduate

Victoria Messinger

*CCSU Pride President and LGBTQ Advocate*

## Closing Remarks

Crystal Nieves

*Assistant Director of the UMass Stonewall Center  
Former University Assistant of the CCSU LGBT Center*

~~~~~  
Please join us for a celebratory reception in the Davidson Courtyard  
following this program.

(Rain Location: The Connecticut Room, Memorial Hall)

## History of Lavender Graduation Script (2018)

The color lavender is an important symbol in LGBTQ history and culture. It is a combination of pink and black: the colors of the triangles that gay men and lesbian women, respectively, were required to wear as prisoners in Nazi concentration camps. Over time, the LGBTQ rights movement reclaimed these symbols of oppression to create a color that would symbolize pride and community for LGBTQ people.

The first Lavender Graduation Ceremony was held 19 years ago at the University of Michigan and was realized through the efforts of Dr. Ronnie Sanlo. Her groundbreaking work and advocacy for LGBTQ students has inspired these annual celebrations, which today are held at colleges and universities across the country.

Lavender Graduation came to our University in May of 2010 as part of a capstone project completed by Marcia Butland and Peter Testori, graduate students in the Student Development in Higher Education program.

In the tradition of Lavender Graduation, we as a campus community come together to recognize the academic achievements of our graduating LGBTQ students and allies. We acknowledge the unique challenges that members of our community often face throughout their lives and during their pursuit of higher education.

And we also give thanks and recognition for their diverse efforts and contributions to our campus life and diversity.

It is now my pleasure to introduce Dr. Peter Troiano, Interim Vice President of Student Affairs, to share some Opening Remarks.

# THE RED FLAG CAMPAIGN

Meeting Agenda  
September 14, 2018  
Camp Room

1. Welcome and introductions
2. Reflection on Red Flag In past years
  - The flags!
  - Posters
  - Classroom presentations
  - Keynote speaker
  - Criminology/Criminal Justice panel
  - Scavenger hunt
  - Student Center – banner etc.
3. Brainstorm session – Ideas for this year!
4. Division of tasks
5. Next steps
6. THANK YOU!

## Red Flag Campaign – Campus Communication

### 1. E-mail sent to all employees from Chief Diversity Officer on Wednesday, October 24, 2018

Dear Colleagues:

Have you seen the red flags on campus? CCSU has launched the 2018 Red Flag Campaign – an annual project to address and prevent dating violence in our community. This campaign features a series of posters that illustrate behaviors that might be present in a relationship in which dating violence is occurring, a 15 minute presentation facilitated by members of the Red Flag Campaign Committee and opportunities for students, faculty and staff to receive comprehensive bystander intervention training. There are many ways for you to be involved:

- **Invite us to your classroom or student group.** E-mail Sarah Dodd, Diversity Associate, at [sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu) to schedule a 15 minute presentation in any of your classes or groups. The presentation 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 would be appropriate for classes in any academic discipline.
- **Encourage (or bring!) your classes to attend a bystander training.** Office of Diversity and Equity, in collaboration with the CCSU Student Government Association, is offering four sessions of Bringing in the Bystander, a 90 minute, evidence-based training focused on teaching students, faculty and staff how to safely intervene in situations that could lead to sexual or relationship violence. Registration is required. The trainings will take place on:
  - Friday, October 26 from 10:30 am – 12:00 pm (Sprague-Carlton, Student Center)
  - Tuesday, October 30 from 5:00 pm – 7:00 pm (Bellin A, Student Center)
  - Tuesday, November 6 from 7:00 pm – 8:30 pm (Vance 105, Student Center)
  - Saturday, November 10 from 3:00 pm – 4:30 pm (Sprague Carlton, Student Center)

[Click here to register to attend the training!](#)

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 [sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu). She can assist you with tracking student attendance or any other needs.

- **Request a poster.** Red Flag posters will be put up on campus Tuesday, October 30. If you would like a poster for your office or department please contact [sarahdodd@ccsu.edu](mailto:sarahdodd@ccsu.edu)

For more information on dating violence and the Red Flag Campaign, go to [www.theredflagcampaign.org](http://www.theredflagcampaign.org). Thank you for your continued support of CCSU violence prevention initiatives on our campus.

Sincerely,

Rosa Rodriguez

Presented by:

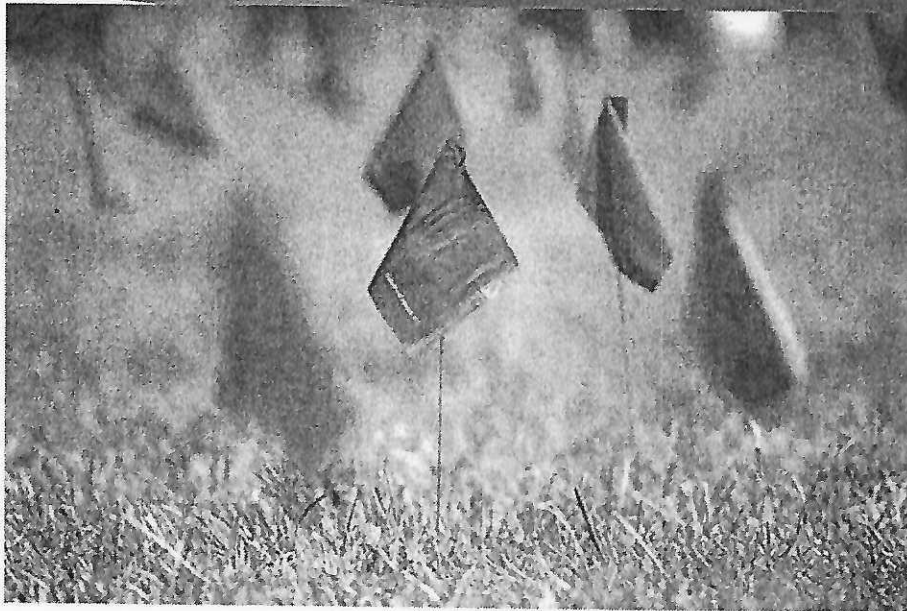
Sarah Dodd, CCSU Victim Advocate

# Red Flag Campaign

Content from this presentation comes from the Red Flag Campaign, a project of the Virginia Sexual and Domestic Violence Action Alliance (Action Alliance)

[www.theredflagcampaign.org](http://www.theredflagcampaign.org)

Have you seen red flags on campus?

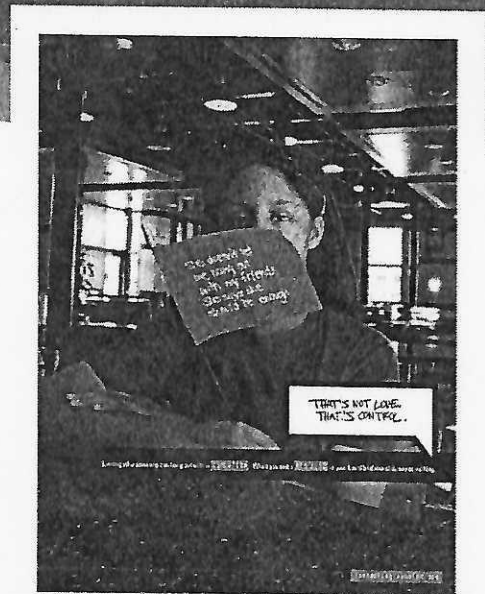


**The Red Flag Campaign is designed to address dating violence and promote the prevention of dating violence on college campuses.**

# Prevalence of Dating Violence

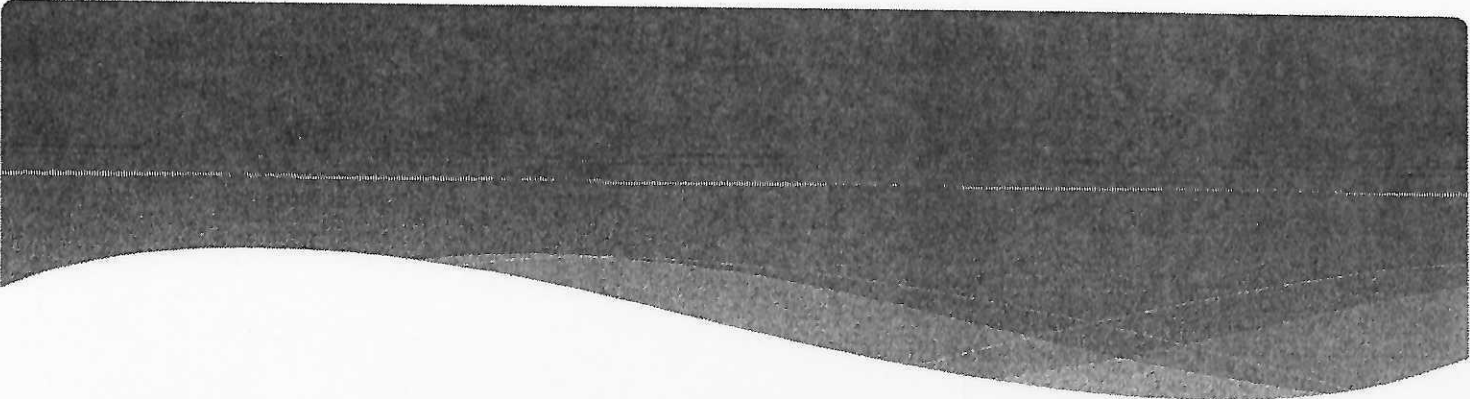
Dating Violence occurs in **1 out of every 5** college relationship.

C. Sellers and M. Bromley, "Violent Behavior in College Student Dating Relationships," *Journal of Contemporary Criminal Justice* (1996).



Dating violence is a pattern of abusive behavior in a relationship that is used by one partner to gain or maintain power and control over another. It may be physical, emotional, sexual, psychological, or economic.





**What are some examples of Red Flags  
that might indicate an abusive  
relationship?**

# Red Flags for Dating Violence

When a person....

\* **Jealousy:**

- \* Gets angry when his/her partner spends time with other people
- \* Calls his/her partner over and over

\* **Emotional abuse and victim blame**

- \* Uses derogatory language to describe partner
- \* Constantly finds fault with his/her partner
- \* Makes partner feel bad about himself/herself

\* **Isolation**

- \* Makes all the decisions in the relationship
- \* Makes her/his partner “pay” for spending time with other people
- \* Persuades his/her partner to give up activities he/she enjoys

# Red Flags for Dating Violence

## When a person....

- \* **Coercion**
  - \* Ignores her/his partners wishes or needs
  - \* Manipulates or forces partner to do something against his/her will
- \* **Physical and sexual abuse**
  - \* Grabs or pushes partner
  - \* Throws or breaks objects
  - \* Forces his/her partner to have sex or do sexual things
- \* **Stalking**
  - \* Harasses someone to the point of fear
  - \* Repeatedly follows someone
  - \* Sends frequent unwanted messages to someone directly or through friends

If you observed a red flag in a friend's relationship....

Why might a person choose to **not** say something or do something about the behavior?

Why might a person choose to say something or do something about the behavior?

## Scenario 1


You're sitting in the Student Center with Joe and Emily who have been dating on and off for about a year. Joe excuses himself to get some coffee. You then notice Emily open Joe's backpack and take out his phone. She tells you that she has to check his texts, emails and social media to make sure he's not cheating on her. She admits to doing this often because she's worried about Joe talking with other girls. She then asks that you don't tell Joe.

- \* **What could you do if Joe was your friend?**
- \* **What could you do if Emily was your friend?**

## Scenario 2

You're walking back from class with your friend Kayla whose cell phone is incessantly ringing. You ask her if everything is alright and she states that her ex-boyfriend John has been texting and calling her all day. Her phone continues to go off and she appears to be frustrated. Kayla tells you that John needs to know everything she's doing all the time and it's getting annoying especially since she ended the relationship three weeks ago. She also tells you that he comes to campus every day and begs her to talk things but she refuses.

How do you respond to Kayla's concerns about Joe's behavior?



**What are some important components of healthy relationships?**

# Signs of a healthy relationship

When each person...

- \* **Communication:** shares thoughts and ideas
- \* **Trust:** Is honest and accountable to his/her partner
- \* **Connection:** Feels there are other people to rely on besides partner
- \* **Balance:** Has equal decision-making power
- \* **Safety:** Is peaceful, is emotionally supportive
- \* **Boundaries:** Respects someone's personal limits and privacy, recognizes a person's right to end a relationship



# Resources

## On-Campus

**CCSU Office of Victim Advocacy**

860-832-3795

Diloreto 207

**Women's Center**

Women's Center Coordinator

860-832-1655

Student Center Room 215

**Residence Life**

860-832-1660

Barrows Hall, Room 120

**Student Wellness Services (Confidential)**

Health Services: 860-832-1925

Counseling Services: 860-832-1945

## Off-Campus - Confidential

**YWCA Sexual Assault Crisis Service**

24 Hour Hotline: 860-223-1787

24 Hour Spanish Hotline: 888-568-8332

**Prudence Crandall Center for Domestic Violence**

24 Hour Hotline: 888-774-2900

**Suicide Prevention Lifeline**

24 Hour Hotline: 860-273-8255

**Hospital of Central Connecticut**

100 Grand Street

New Britain, CT 06050

860-224-5011

# Reporting

## Office of Diversity and Equity

Title IX Compliance Officer

Rosa Rodriguez

860-832-1652

Davidson Hall, Room 102

## Office of Student Conduct

Christopher Dukes

860-832-1667

Willard Hall, Room 107

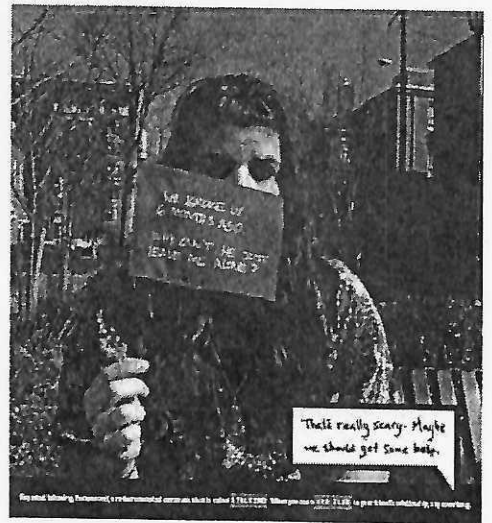
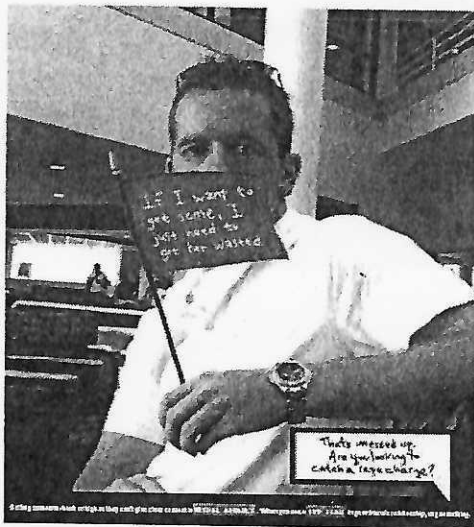
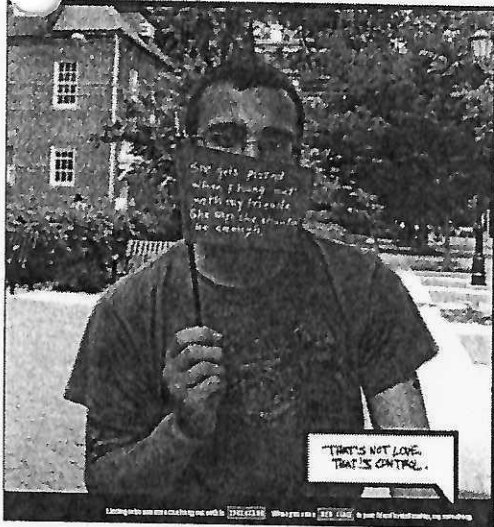
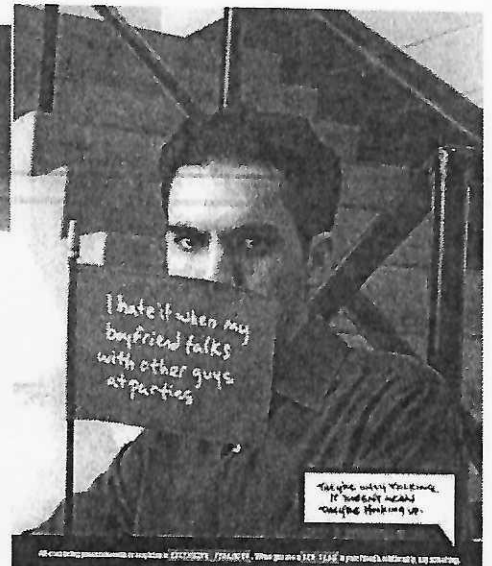
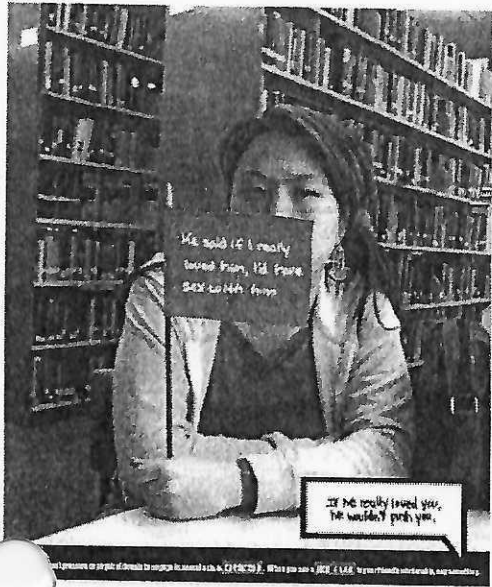
## University Police

Emergency (Police, Fire, Medical):911

Routine Police Service Requests Dispatch

860-832-2375

**Detailed information on  
resources and reporting  
can be found in your  
packets.**



## Upcoming Red Flag Events

- ❖ **“You Throw Like a Girl: Language, Masculinity and Violence against Women” featuring Don McPherson**
  - ❖ **September 27<sup>th</sup>, 7:00 pm, Alumni Hall**
- ❖ **Invisible Chains – Coercive Control in Intimate Relationships featuring Dr. Lisa Fontes**
  - ❖ **October 1<sup>st</sup>, 3:15, Connecticut Room (Memorial Hall)**
- ❖ **The Legal Consequences of Interpersonal Violence – a panel featuring experts in criminal justice**
  - ❖ **October 9<sup>th</sup>, 12:15, Vance 105**

## Questions or comments?

\* **Kathy Bantley, Red Flag Campaign Co-Chair**

bantleyk@ccsu.edu

860- 832-3142

\* **Sarah Dodd, Red Flag Campaign Co-Chair**

sarahdodd@ccsu.edu

860-832-3795

Please e-mail Kathy or Sarah if you are interested in getting involved in the campaign. We have many volunteer opportunities!



# CCSU 2018 AFFIRMATIVE ACTION PLAN

Executive Summary

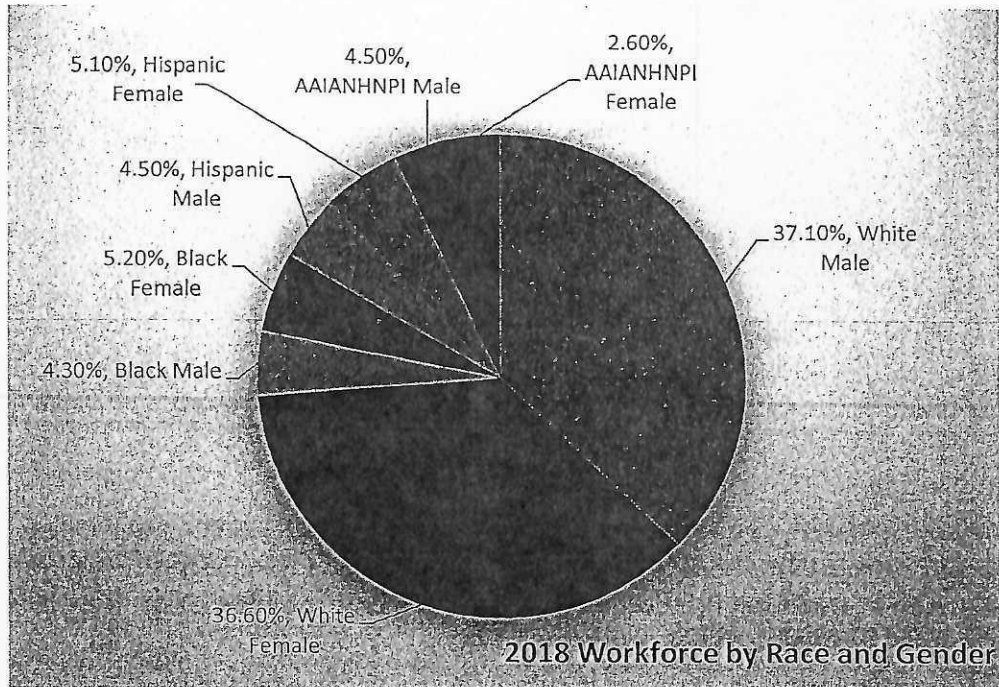
## Abstract

The Affirmative Action Plan (AAP) is a comprehensive, results-oriented set of procedures and programs that details the University's strategy to eliminate discrimination; set forth a good faith effort to attain hiring, promotional, and programmatic goals; and achieve equal opportunity.

Office of Diversity and Equity

CCSU is an Affirmative Action and Equal Opportunity Employer and Educator.

## Workforce by Race and Gender Chart



## ANALYSIS OF GOALS FOR 2017-2018

### Hiring Goals

This table includes only categories where hiring occurred. This excludes Professor, Skilled Crafts, and Service Maintenance Excluding Custodians.

| EEO Category           | White    |           | Black    |          | Hispanic |          | AAIANHNPI* |          | Total     |
|------------------------|----------|-----------|----------|----------|----------|----------|------------|----------|-----------|
|                        | Male     | Female    | Male     | Female   | Male     | Female   | Male       | Female   |           |
| Executive              | 1        | 0         | 0        | 0        | 0        | 1        | 0          | 0        | 2         |
| Associate Professor    | 0        | 0         | 0        | 0        | 1        | 0        | 0          | 0        | 1         |
| Assistant Professor    | 1        | 5         | 0        | 1        | 1        | 2        | 3          | 0        | 13        |
| Coaching               | 2        | 0         | 2        | 0        | 0        | 0        | 0          | 0        | 4         |
| Prof. Non-faculty      | 3        | 8         | 1        | 2        | 0        | 1        | 0          | 0        | 15        |
| Clerical All Titles    | 0        | 0         | 0        | 1        | 0        | 0        | 0          | 0        | 1         |
| Secretary 2            | 0        | 1         | 0        | 0        | 0        | 0        | 0          | 0        | 1         |
| Tech/Para Professional | 1        | 0         | 0        | 0        | 0        | 0        | 0          | 0        | 1         |
| Protective Services    | 1        | 1         | 0        | 0        | 1        | 0        | 0          | 0        | 3         |
| Custodians             | 0        | 2         | 0        | 0        | 1        | 1        | 0          | 0        | 4         |
| <b>Total</b>           | <b>9</b> | <b>17</b> | <b>3</b> | <b>4</b> | <b>4</b> | <b>5</b> | <b>3</b>   | <b>0</b> | <b>45</b> |
| Percentage             | 20%      | 38%       | 7%       | 9%       | 9%       | 11%      | 7%         | 0%       |           |

- One (1) diverse hire in the **Clerical All Titles**: One (1) Black female.
- One (1) diverse hire in **Protective Services**: One (1) Hispanic male.
- Three (3) diverse hires in the **Custodian** category: Two (2) White females and One (1) Hispanic female.

In all, thirty-six (36) out of the forty-five (45), or eighty (80%), were either goal candidates or candidates from historically underrepresented groups, including White females in non-clerical positions.

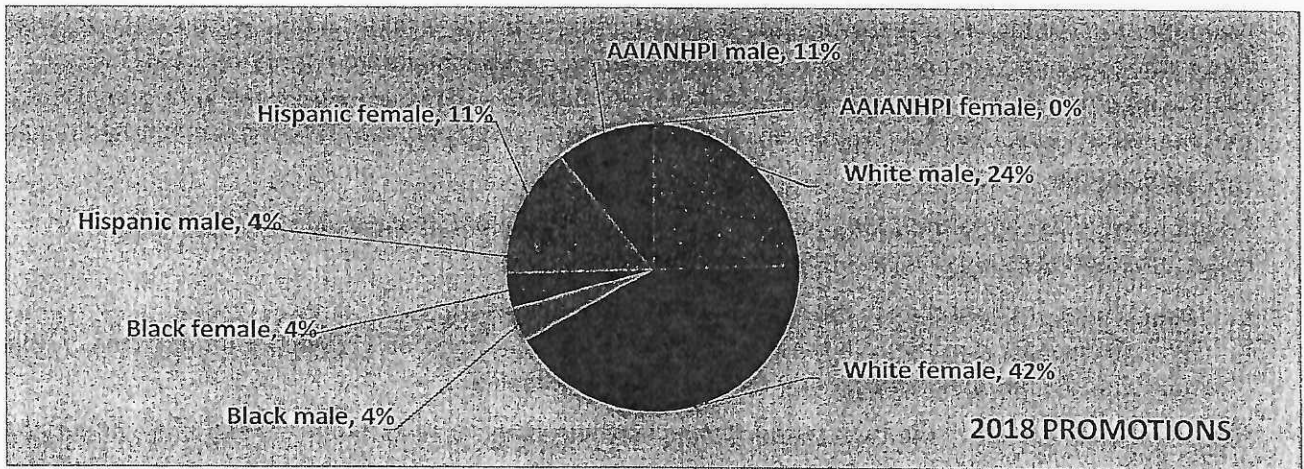
For a full explanation, see Section 46a-68-90, Goals Analysis.

### Promotional Goals

This table includes only categories where promotions occurred; excludes Assistant Professor, Protective Services, Custodians, and Skilled Crafts.

| EEO Category             | White    |           | Black    |          | Hispanic |          | AAIANHNP |          | Total     |
|--------------------------|----------|-----------|----------|----------|----------|----------|----------|----------|-----------|
|                          | Male     | Female    | Male     | Female   | Male     | Female   | Male     | Female   |           |
| Executive                | 1        | 0         | 0        | 0        | 0        | 0        | 0        | 0        | 1         |
| Professor                | 4        | 4         | 0        | 0        | 1        | 0        | 1        | 0        | 10        |
| Associate Professor      | 1        | 6         | 1        | 1        | 0        | 3        | 2        | 0        | 14        |
| Professional Non-faculty | 1        | 1         | 0        | 0        | 0        | 0        | 0        | 0        | 2         |
| Secretary 2              | 0        | 1         | 0        | 0        | 0        | 0        | 0        | 0        | 1         |
| <b>Total</b>             | <b>7</b> | <b>12</b> | <b>1</b> | <b>1</b> | <b>1</b> | <b>3</b> | <b>3</b> | <b>0</b> | <b>28</b> |
| Percentage               | 25%      | 43%       | 4%       | 4%       | 4%       | 11%      | 11%      | 0%       |           |

Promotions Summary Chart



For this reporting period, CCSU established thirty (30) promotional goals and experienced twenty-eight (28) promotions. Promotions occurred in the occupational categories of Executive Administrative, Professor, Associate Professor, Professional Non-Faculty, and Secretary 2.

Since goal achievement cannot take place in categories where promotions did not occur, four (4) goals attributable to the categories of Clerical, All Titles [two (2) goals] and Service Maintenance, All Titles [two (2) goals] were not achievable and therefore only twenty-six (26) of the thirty (30) established goals were identified as achievable goals.



Ten (10) applicants were recommended for promotions to Professor based on the evaluations of the Department Evaluation Committee (DEC), the deans, the Promotion and Tenure Committee (P&T), Provost and, the President: Four (4) White males, Four (4) White females, One (1) Hispanic male, and One (1) AAIANHNPI male. Of the Ten (10) promotions that occurred in this category, the University achieved four (4) White female and one (1) AAIANHNPI male established promotional goals.

Three (3) applicants were denied promotions: One (1) White female goal candidate, One (1) Black female, and One (1) AAIANHNPI male goal candidate were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the seven (7) applicants who were goal candidates, the University achieved five (5) goals: Four (4) White females and One (1) AAIANHNPI male.

Of the ten (10) promotions that occurred in the professor category, the university achieved five (5) established goals or fifty percent (50%). **Of these promotions, Six (6) or Sixty (60%) percent were either goal or diverse candidates.**

#### Promotions to Associate Professors

There were Seventeen (17) faculty members who applied for promotions to Associate Professor: Two (2) White males; Seven (7) White females; One (1) Black male; Two (2) Black females; Three (3) Hispanic females; and Two (2) AAIANHNPI males.

Fourteen (14) applicants were recommended for promotions to Associate Professor based on the evaluations of the DEC, the deans, the P&T, Provost and the President: One (1) White male, Six (6) White females; One (1) Black male; One (1) Black female, Three (3) Hispanic females; and Two (2) AAIANHNPI males. Of the Fourteen (14) promotions that occurred in this category, the University achieved One (1) Black female and two (2) Hispanic female established promotional goals.

One (1) White male, One (1) White female, and One (1) Black female goal candidate, were denied promotion because they failed to meet the criterion set forth in Article 4.11.9.1-4.11.9.5 of the Collective Bargaining Agreement.

Thus, out of the five (5) applicants who were goal candidates, the University achieved three (3) goals: One (1) Black female and Two (2) Hispanic females.

Of the fourteen (14) promotions that occurred in the Associate Professor category, the university achieved three (3) goals or twenty (21%) percent. Of these promotions, Thirteen (13) or Ninety-Three (93%) were either goal or diverse candidates.

### **Hiring and Promotional Goals for 2017-18**

The University has established hiring and/or promotional goals to remedy the underutilization of protected classes identified in the utilization analysis. Hiring goals are established for jobs usually filled through original appointment, and promotional goals are for jobs filled through an internal promotional appointment. The objective of hiring and promotional goals is to reach parity with the availability base of protected groups in relevant labor market areas.

A **goal** is a hiring or promotion objective, which the University must strive to obtain by demonstrating every good faith effort. Goals are set to remedy the underutilization of minorities and women in the workforce and must be established within a time frame designated.

The University has set its goals to be meaningful, measurable, and reasonably attainable. It is important to note, however, that state re-employment lists, SEBAC rights, and union contracts relating to transfers from

**PROFESSIONAL/NON-FACULTY**

| <b>Hiring</b>      | <b>Promotional</b> |
|--------------------|--------------------|
| 5 AAIAHNPI Males   | None               |
| 5 AAIAHNPI Females |                    |

**SECRETARIAL CLERICAL (Excluding SECRETARY 2)**

| <b>Hiring</b>      | <b>Promotional</b> |
|--------------------|--------------------|
| 3 White Males      |                    |
| 2 Hispanic Females | 1 Hispanic Female  |
| 1 AAIAHNPI Female  |                    |

**SECRETARIAL CLERICAL/SECRETARY 2**

| <b>Hiring</b>   | <b>Promotional</b> |
|-----------------|--------------------|
| 1 White Male    | None               |
| 3 Black Females |                    |
| 1 Hispanic Male |                    |

**TECHNICAL/PARAPROFESSIONAL**

| <b>Hiring</b>     | <b>Promotional</b> |
|-------------------|--------------------|
| 3 White Females   | None               |
| 1 Black Male      |                    |
| 1 Hispanic Female |                    |

**PROTECTIVE SERVICES**

| <b>Hiring</b>     | <b>Promotional</b> |
|-------------------|--------------------|
| 2 White Males     | None               |
| 1 Black Female    |                    |
| 1 Hispanic Female |                    |

**SKILLED CRAFTS**

| <b>Hiring</b>    | <b>Promotional</b> |
|------------------|--------------------|
| 1 Black Male     | None               |
| 2 Hispanic Males |                    |

**SERVICE MAINTENANCE (EXCLUDING CUSTODIANS)**

| <b>Hiring</b>   | <b>Promotional</b> |
|-----------------|--------------------|
| 1 White Female  | 1 White Female     |
| 1 Black Male    |                    |
| 1 Hispanic Male | 1 Hispanic Male    |
| 1 AAIAHNPI Male |                    |

**SERVICE MAINTENANCE/CUSTODIANS**

| <b>Hiring</b>   | <b>Promotional</b> |
|-----------------|--------------------|
| 3 Black Males   | None               |
| 3 Black Females |                    |
| 1 Hispanic Male |                    |
| 1 AAIAHNPI Male |                    |

CONNECTED TO OUR COMMUNITIES

# Mann named director of LGBT Center

"Central has an opportunity to become a hub for LGBT culture and scholarship throughout the region. There's real excitement here among LGBT and allied students about the possibilities."

— William Mann

## CCSU ARCHIVE ILLUSTRATES LGBT HISTORY

By Loreita Waldman

Since 1993, CCSU has been home to an extraordinary collection of books, papers, and memorabilia documenting the history of the gay, lesbian, bisexual, and transgender community in Greater Hartford and Connecticut. With the appointment of William Mann to Central's History Department faculty and as new director of Central's LGBT Center, this hidden gem is about to get some well-deserved attention.

Mann, an award-winning biographer, historian, and LGBTQ activist, will be working to build up the archive and increase its use by students, faculty, and outside scholars.

William J. Mann '84, award-winning biographer, historian, and LGBTQ activist, has been hired as the new director of Central Connecticut State University's LGBT Center and will join the History Department this fall as a full-time faculty member.

Mann, whose books include *Tinseltown* (winner of the 2015 Edgar Award for Best True Crime) and *The Wars of the Roosevelts* (2016), earned a B.S. in History from CCSU in 1984.

"I am very pleased to have someone of William Mann's stature and experience join the Central family. His new position will unite his academic work with the critical mission of our LGBT Center and the unique GLBTQ Archive housed in the University's Burrill Library," CCSU President Zulma R. Toro explains. "Under his leadership, the LGBT Center will expand and thrive as a critical resource in helping our students acquire the knowledge and develop the beliefs and approaches for valuing our differences as human beings."

Katherine Hermes, professor and chair of the History Department, notes, "When students go online to look up the top 10 LGBTQ-friendly colleges

and universities, they are almost always directed to private liberal arts colleges. President Toro and her administration recognize that LGBTQ students need affordable, public higher education options."

For the past several years, Mann has been teaching courses on LGBT history and popular culture on a part-time basis. He will continue teaching as a full-time faculty member in the History Department and a member of the Women, Gender, and Sexuality Studies program. He also plans to work with the English Department to develop more interdisciplinary, LGBT-themed courses. During the fall semester he will teach a course on the history of AIDS and launch a public history project focused on CCSU's GLBTQ archive, which is housed at the Burrill Library.

Mann says he hopes to raise the profile of CCSU as a welcoming, affirming institution.

"Central has an opportunity to become a hub for LGBT culture and scholarship throughout the region. There's real excitement here among

Continued on page 21



STUDENT CENTER  
1500 UNIVERSITY BLVD  
MARIETTA, GA 30067  
404.875.6363  
www.ccsu.edu

Dr. Julie Boyce  
Director  
julie.boyce@ccsu.edu

# Free HIV & Hepatitis C

Thursday, March 21, 2019  
Camp and Philbrick  
Student Center  
12-4PM  
Walk-ins 12-4:00PM  
Appointments 2:15-4:00PM

Free HIV and Hepatitis C testing, counseling, and education for students and staff. Testing is available in the Student Center, Philbrick, and the Health Center. Free condoms and lubricant are available. For more information, contact the Student Center at 404.875.6363 or visit our website at www.ccsu.edu/hiv.



**Erin Kenney**  
MS, LNC  
April 4, 2019  
12:15-1:15 PM  
CCSU Women's Center Lounge  
Student Center Room 216  
2nd Floor



Erin Kenney is a Licensed Professional Counselor (LPC) with a specialization in women's issues. She has worked with women in various settings, including community centers, mental health clinics, and college campuses. Erin is passionate about providing support and resources to women who are experiencing challenges in their lives. She is currently serving as the Director of the Women's Center at CCSU.



## START SMA

SELECTED NUTRITION  
NUTRITION  
\$1.00 \$0.94 \$0.82 \$0.68

Register Here  
http://www.startsmath.com/SignUpRegistrationWo

## SOCIAL SCIENCES HALL

MARCH 29 2019  
1PM-3PM

## SWEATPANTS DRIVE

Help us support victims & survivors of sexual assault. DONATE TO OUR CAUSE.  
T-shirt: 12:00-1:00 PM outside of Philbrick  
Sweatpants: 1:00-2:00 PM outside of Philbrick  
T-shirt: 2:00-3:00 PM outside of Philbrick  
Sweatpants: 3:00-4:00 PM outside of Philbrick



Women of Color Luncheon  
ONE OPPRESSION IS ALL OPPRESSION  
Dr. Charise Lavelle  
February 28, 2019 from 11:00am-12:00pm  
Cultural Center, Room 100



# HAPPY HOUR

FEBRUARY 27, MARCH 27, AND APRIL 24, 2019

TREAT YOURSELF. INTERNATIONAL WINE AND MARGARITAE!

7-10 pm Student Center Bellin A & B Room February 28, 2019

# Women's Night In

Chair Dancing 8-9pm  
Belly Dancing 9-10pm  
Bullseye 7-9pm

7-10 pm Student Center Bellin A & B Room February 28, 2019

# WINE Happy Hour

March 27, 2019 from 4:30pm - 7:00pm  
Davidson County and Davidson USA

# TELLING HERSTORY

March 21, 2019 from 12:15pm - 1:15pm  
CCSU Women's Center Lounge Student Center Room 216 2nd Floor

# TAKE BACK THE NIGHT

April 10, 2019 at 8:30 PM  
Seminators, Student Center

# WINE Happy Hour

March 27, 2019 from 4:30pm - 7:00pm  
Davidson County and Davidson USA

# Love

A Celebration of Love Night  
When: Day Month Times: 00:00 - 00:00  
Where: Location

# HIV AND HEPATITIS C TESTING

GET TESTED!  
Locations: Philbrick and camp  
When: November 29th, 2018  
Time: 12pm - 2:30pm

# International Women's Day Daily

March 8, 2019 from 10:30am - 12:00pm  
Davidson County and Davidson USA

# Final Exam Extended Hours

Don't miss out on the extra 30 minutes!

# WE WON

CCSU Electer Class of 2018  
BECAUSE OF ELECTER

# Margaritaville

Happy Hour  
Come join us and have a good time!  
April 24, 2019 from 4:30pm - 7:00pm  
Davidson County and Davidson USA

# Final Exam Extended Hours

Don't miss out on the extra 30 minutes!



**WOKE**

**CHARLOTTESVILLE**  
**"SHOULD WE BE SURPRISED?"**

September 27, 2017  
In the Mosaic Lounge, Student Center

Moderated by Professor  
Robert Wolff, History Department

A MODERATED DIALOGUE ON ISSUES  
OF CONCERN DESIGNED TO INFORM EDUCATION AND  
PROVIDE EXCHANGES OF IDEAS ABOUT CURRENT EVENTS

HELD THE FIRST WEDNESDAY OF EACH MONTH 9/6, 10/4, 11/8, 12/6  
AT 1PM IN THE MOSAIC LOUNGE, 2ND FLOOR OF THE STUDENT CENTER.

LIGHT REFRESHMENTS WILL BE PROVIDED

Sponsored by the DCSU Student Union Board of Governors Involvement Committee

*CCSU Faculty, Staff, Students and Alumni*  
The CCSU Task Force on Sexual Misconduct,  
Bullying, and Campus Climate  
will be hosting two Open Forums to gather  
input from the entire CCSU community  
*You are invited to attend an information  
gathering Open Forum*

# "A TIME TO SHARE"

*Tuesday, September 11, 2018*

Constitution Room

3:30-5 pm

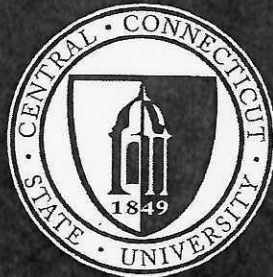
*Wednesday, September 12, 2018*

Mid-Campus

Multipurpose Room

3:30-5 pm

*The Task Force is working toward compiling information and  
providing the CCSU community with outcomes that  
will contribute to an inclusive and safe campus, free of  
sexual harassment and bullying*





# CCSU LGBT Center Speakers Series

Join us for a conversation with  
Trans Activist, Psychologist and Drag Queen

## Mucha Mucha Placer

**Mucha Mucha Placer** is a proud drag queen who has been an LGBTQ community activist for decades. She was the second Empress of the Imperial Court of CT and mother of the House of Pleasure. She worked 13 years in helping to organize Pride events throughout CT and events for Stonewall 25. She was honored to be the first queen to walk the Trashion Fashion show two years ago in Hartford City Hall and takes her many forms of drag to the streets, parks and snowbanks of Hartford. Ze is also Dr. Richard Stillson, a psychologist in semi-retirement working exclusively with the trans community in becoming their fabulous selves. Ze currently runs two groups for transmen and transwomen. Ze also helped establish GSAs in a wide array of mental health and substance abuse facilities statewide. Ze helped establish the very first domestic partnership ordinance in the City of Hartford, which predated Gay Marriage.

Thursday, September 20<sup>th</sup>

1:30 pm - 3:00 pm

Clock tower Room,

Student Center



Follow us on  
Instagram!

For more information, you can reach us at [lgbt@ccsu.edu](mailto:lgbt@ccsu.edu) or stop by our office on the 3<sup>rd</sup> floor of the student center.



CCSU  
LGBT  
CENTER

Community  
Education  
Support  
Advocacy



Follow us on  
Facebook!

# CCSU Students Learn To Be Positive Bystanders

BY KELLY LANGEVIN  
ASSISTANT NEWS EDITOR

Central Connecticut is mostly quiet on the weekend. Besides, the occasional student roaming down the campus' pathways or through a building, the scenery lacks the weekdays' usual hustle and bustle.

But in the Student Center's Philbrick Room this past Saturday afternoon, nine students gathered to participate in the "Bringing in the Bystander" workshop the Student Government Association now requires of club executive boards if they want funding.

"What is a bystander?" Sarah Dodd, Central's victim advocacy and violence prevention specialist, asked the group. "When you hear that word, what do you think? Are our perceptions of them positive, negative or both?"

"[They're a] witness," one student answered. "The general view is that they're a coward," another replied. More hands went up from a variety of different clubs' e-board members, the engagement pleasing Dodd, and with that, the one-and-a-half-hour training session began.

"Bringing in the Bystander" is an "evidence-based" bystander intervention program by NASPA, or the Student Affairs Administrators in Higher Education, aimed at teaching bystanders "how to safely intervene in instances where sexual violence, relationship violence or stalking may be occurring or where there may be a risk that it will occur."

The Connecticut Board of Regents bought the rights to the training for all Connecticut State Colleges and Universities about a year-and-a-half ago through the Safe and Friendly Environment, also known as the SAFE, grant.

CCSU's Athletics Department was the first to ask the Office of Diversity and Equity for the trainings for its teams, Dodd said. Resident assistants and people who chose to participate in open sessions were also trained, though not many showed up to the open sessions, causing cancellations.

"We want to do this training for as many people as we can," Dodd said in a post-interview. For her, the mandatory aspect means reaching more of the campus community and teaching them empathy for survivors, as well as the skills to intervene effectively. "I want to facilitate it to anyone I can. I believe in this training."

And that showed. Pacing at the front of the room where a projector displayed her presentation, Dodd expressed the gravity of the training and her intentness to teach it to the small group.

"I am going to talk really directly about sexual violence and intimate partner violence. This is not a training where we are going to dance around or screw around what these issues look like on college campuses," she told the students.

Dodd cited several real-life examples, one being the 1987 University of New Hampshire sexual assault of a female freshman by three male students. Dodd and the group examined how multiple bystanders had the opportunity to stop the assault, including an RA who saw

it firsthand and gave the three students what could be considered a slap on the wrist.

"That's so mind-boggling," a male student said of the mentioned RA in the after-discussion.

Dodd also brought up the 2010 murder of Yeardley Love as an instance of intimate partner violence and again asked the group to identify how the case's bystanders could have helped prevent Love's death.

Additionally, Dodd referenced Brock Turner's 2015 rape of an unconscious woman as an example of positive bystander intervention, lauding the students who pulled Turner off of the victim and those who rushed to her aid. Furthermore, Dodd stated that the Californians who voted to recall the judge who gave Turner a light sentence was in and of itself a form of positive bystander intervention.

"It's not just thinking about how we're affecting people directly, but how we are indirectly changing the culture of our communities," Dodd said.

Dodd then asked students to do an activity where they wrote the name of the person they trust the most, the place where they feel the safest, their favorite class and a secret on four individual slips of paper. One by one, she told the students to tear each paper up, saying that they could no longer trust that person and could no longer go to that place or that class. The secret, she said, they'd have to keep forever.

The activity was meant to walk students through what a victim of sexual assault experiences. Dodd explained that survivors

had commended her for the activity, so that they wanted others to understand consequences beyond the physical trauma.

The positive feedback went further than just the activity. Dodd described survivors, with many telling her that world changes color and grows dimmer in an assault, valued the gravitas of the "Bringing in the Bystander" training.

"They appreciate that we talk about issues with the seriousness that they deserve. This is not a training where we're just around bystander intervention," Dodd said. "These are really serious issues."

The effectiveness of the training is difficult to measure, with even Dodd stating that people's understandings and perceptiveness of sexual assault are different. The SGA president, with the goal that club leaders relay the information to their members, increasing the number of trained student members.

When asked if he would do so, student's response was as complicated as the trainings' effectiveness.

"I don't mean to generalize, but like the type of people in my club tend to do stuff like this," the student felt uncomfortable with being named. "These kinds of situations tend to be popular with athletes, which is why I thought they do it with the [National Collegiate Athletic Association]."

"So, for my club specifically, probably he continued. After a few more seconds switched. "Yes. As a matter of fact, I will next meeting."



# New LGBT Director Looks Ahead For Center's Future

BY SOPHIA CONTRERAS  
STAFF WRITER

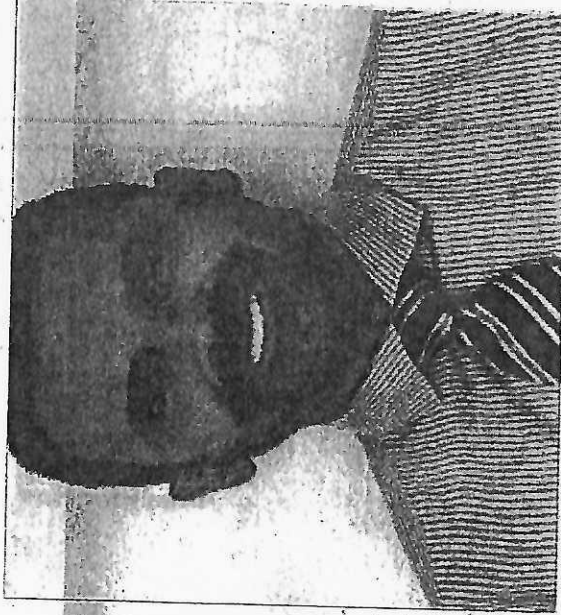
Like many first-year students, William Mann took some time off after his first year to figure out what he wanted to study. Mann came in as a graphic design major, but quickly realized it wasn't his passion and came back the following year as a history major.

Mann excelled in history and, upon graduation, went to work in Washington D.C with a congressman.

But a few years after, Mann longed for his home state, Connecticut, and moved back to attend Wesleyan University, graduating with a master's in film and literature studies.

"I knew [Connecticut] was home. I had a lot of connections here, teachers and people who were a part of Wesleyan, so I was able to excel in the program because of the academic freedom [Wesleyan] gives you," Mann said.

Since graduating from Wesleyan, Mann has dedicated his life to writing books. He is most noted for his book "Kate: The Woman Who Was Hepburn," which was named one of the top 100 most notable books of 2006 by The New York Times. In addition to his professional career, Mann is an advocate



for LGBTQ rights. Mann was previously the director of Your Turf, an LGBTQ youth group now known as True Colors, as well as co-publisher and editor of "Metroline," the LGBTQ magazine of Connecticut.

In 2014, Central Connecticut's library invited him to come to, speak about the university's LGBTQ collection.

"I talked about the collection and my personal work. After that, the director of the history department at the time asked me if I would be interested in teaching a class about LGBTQ history and I enjoyed it so much that I was able to stay," Mann said.

Mann teaches LGBTQ history class and a history on AIDS. This upcoming spring, he will be teaching an English and history hybrid on LGBTQ literature.

Mann credits President Dr. Zulma Toro for bringing more attention to the LGBTQ center. "[Dr. Toro] is remarkable. She had the

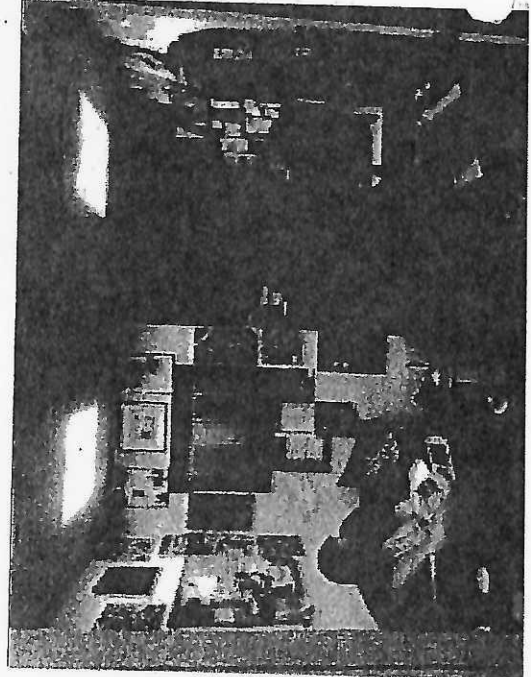
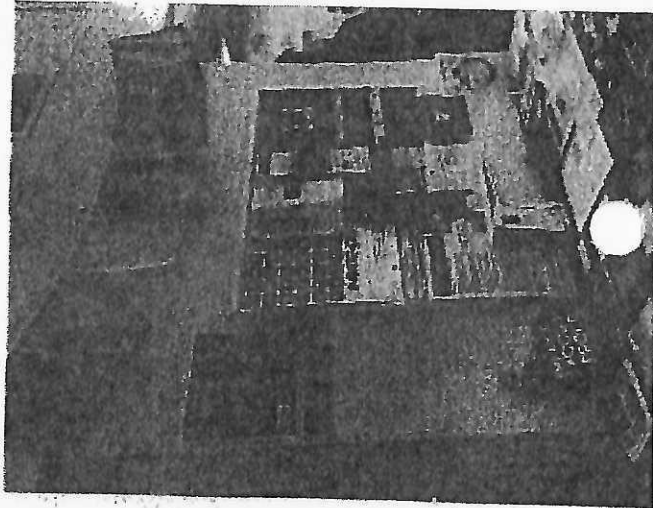
Mann commends the center's former director effort and her work for many of the LGBTQ campus in previous years.

This upcoming year, Mann hopes the LGBTQ will host bigger campus events and connect students to the bigger community.

"[I want the center to] help students connect wider community; politically and culturally and them to network," Mann said.

The LGBTQ center provides a safe space, peer groups, counseling and is located on the third floor Student Center. The center is open on Mondays to 5 p.m. and Tuesday through Friday from 9 a p.m.

The LGBTQ will be hosting a screening, as a Q&A, with Sarah Schulman on her film and topics Oct. 8.



# OCTOBER

## LGBT AWARENESS MONTH



Monday

8

Special campus appearance of nationally known playwright, author and activist **SARAH SCHULMAN**  
 Speaking before and after a showing of her film **UNITED IN ANGER: A History of ACT UP**  
 Learn how people can rise up against oppression and make change  
 4:30 Talk 5:00 Screening; Vance 105; Come early as seating is limited!!



Tuesday

9

Come speak with **SARAH SCHULMAN**  
 in an informal setting about resolving conflict and the issues facing LGBT people and women today  
 Student Center, Camp Room 121  
 1:30 - 3:15 pm



Thursday

11

**NATIONAL COMING OUT DAY!!**  
 Pioneering Connecticut LGBT and AIDS activists **SHAWN LANG & STEVE GAVRON**  
 Come have a conversation about the history of our state's LGBT activism and get involved in campaigns of concern today  
 Student Center, Sprague Room 118; 1:30 - 3:30 pm



Steve Gavron

Friday

12

**ANNUAL RAINBOW BREAKFAST:**  
**"SHARING OUR STORIES"**  
 Awards, Recognition, Conversation, Good Food and Friendship  
 Alumni Hall, Student Center  
 9:30 - 11:00 am  
 RSVP required



Tuesday

16

Connecticut LGBT and AIDS state lobbyist, **BETTY GALLO**  
 and the first openly gay state legislator, **JOE GRABARZ**  
 Come have a conversation about the history of our state's LGBT activism and get involved in campaigns of concern today  
 Student Center, Camp Room 121  
 1:30 - 3:15 pm



Betty Gallo

Joe Grabarz

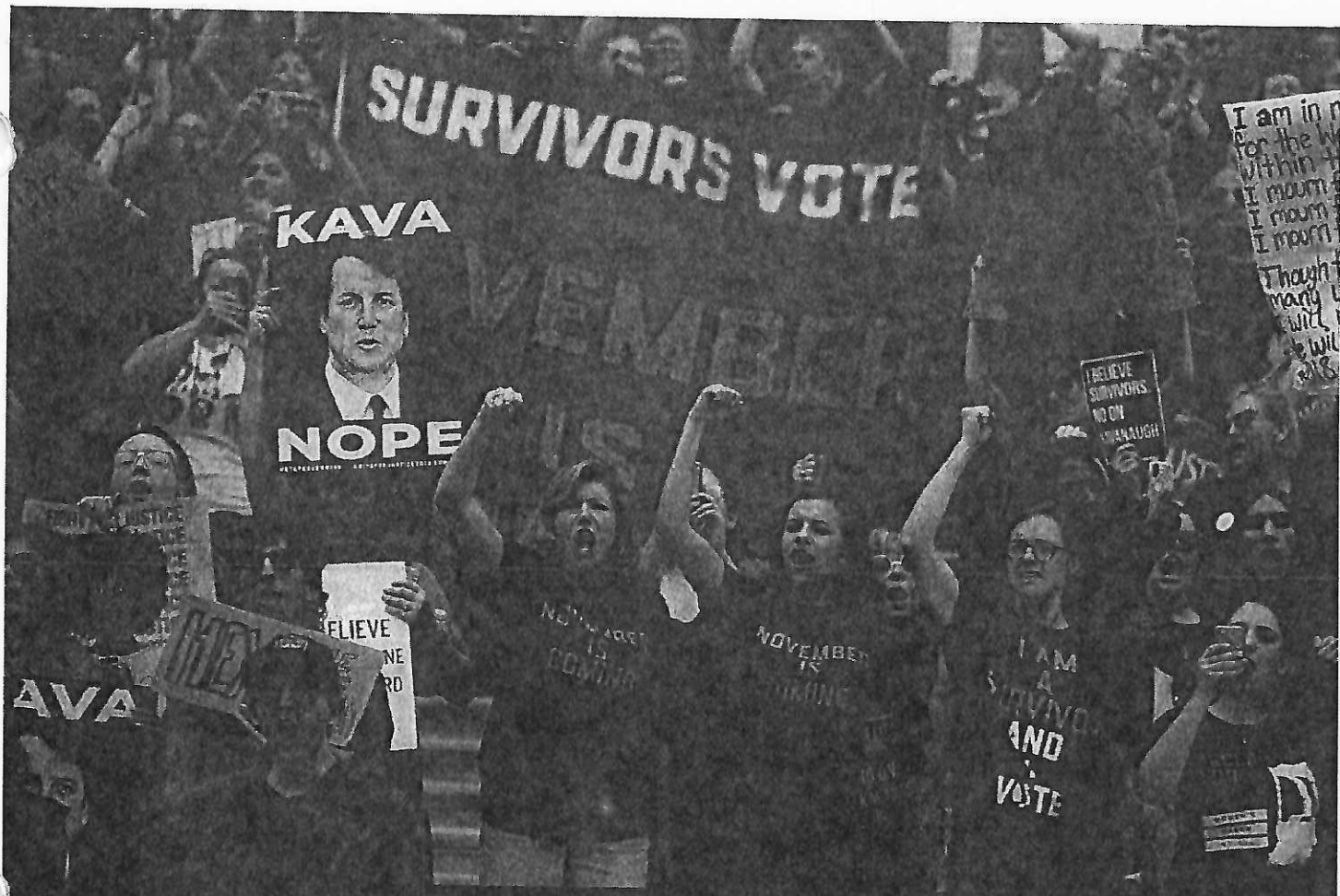
Tuesday

23

AIDS activist, HIV survivor, mother and grandmother **MICHELLE FUSON**  
 A talk of inspiration and empowerment  
 Student Center, Sprague Carlton Room  
 1:30 - 3:15 pm



No RSVP required unless noted. For more information, contact the LGBT Center at 860-832-2090 or williammann@ccsu.edu  
 CCSU is an Equal Opportunity Educator and Employer



# C.H.A.N.G.E. THE SUPREME COURT

We Believe Survivors

Join us to denounce and rally against Brett Kavanaugh and the system we live in that continues to place abusive men in positions of power

Today 10/8 at 3 pm at CCSU STUDENT CENTER CIRCLE

a screening of

# UNITED IN ANGER: A HISTORY OF ACT UP

Monday, October 8, 2018

4:30pm–7:00pm,

Vance Hall, Rm 105

Talk begins at 4:30pm; Film begins at 5:00pm

No RSVP required.



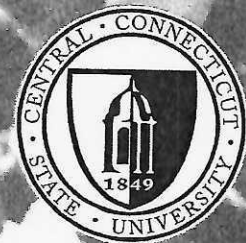
talk + Q/A with  
**SARAH SCHULMAN,**  
activist, playwright,  
+ act up founding member

**How people stood up against  
oppression & government indifference.**

**Sponsored By:** Diversity & Equity, LGBT Center, Women's Center,  
Center for Public Policy & Social Research/O'Neill Endowed Chair,  
Confucius Institute, History Department, English Department,  
Student Affairs, and Theatre Department.

**UNITED IN ANGER**

A HISTORY OF ACT UP



ACT UP = the AIDS Coalition to Unleash Power

CCSU is an Equal Opportunity Educator and Employer

The Italian Resource Center & Friends of the  
Burritt Library cordially invite you to celebrate



OCTOBER

# Italian Heritage MONTH

Monday, October 8<sup>th</sup>

6:30PM-8:30PM Founders Hall

with

**Mario Tacca**

World Renowned Accordionist

and

**Mary Mancini**

International Vocal Artist

"Music from the Heart"



**Central** Connecticut  
State University

1615 Stanley Street, New Britain, CT 06050  
[ccsu.edu/visit](http://ccsu.edu/visit)



This event is free and open to all.

Refreshments will be served

Diversity and Negotiating Conflict with  
Novelist, playwright, AIDS Historian and Lesbian Activist

# Sarah Schulman



Tuesday, October 9th

1:45 pm - 3:00 pm

Camp Room 121,

First Floor of the

Student Center

**Sarah Schulman** is a novelist, playwright, screenwriter, nonfiction writer, AIDS historian, journalist, and active participant citizen. She is the Co-Founder of MIX: NY LGBT Experimental Film and Video Festival, Co-Director of ACT UP Oral History Project, and the US Coordinator of the first LGBT Delegation to Palestine. Professor Schulman was also the Coordinator of the HOMONATIONALISM and PINKWASHING CONFERENCE at the City University of New York Graduate Center, Center for Lesbian and Gay Studies (April, 2013). Sarah Schulman is also on the advisory board of Jewish Voice for Peace, and is a fellow at the NY Institute for the Humanities at NYU.



Sponsored By:



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&  
The Office of Diversity and  
Equity



Follow us on  
Facebook!

# LATINA TALKS

ENCUENTRO DE MUJERES, ENTRE NOSOTRAS

AN EVENT BY: THE LATINA LEADERSHIP AND PERSONAL  
DEVELOPMENT GROUP

FEATURING: **DR. LESLIE TORRES-RODRIGUEZ**



## HARTFORD'S LATINA SUPERINTENDENT OF SCHOOLS

FOR MORE INFO, CONTACT:  
DEMESIS NEGRON-FIGUEROA, IMARIS LOJA, OR OLGA  
FRITHO AT THE CCSU RUTHE BOVEA WOMEN'S  
CENTER, STUDENT CENTER, ROOM 215

GLADYS MORENO FUENTES, (860) 832-1946  
COUNSELING & WELLNESS SERVICES  
CENTRAL CONNECTICUT STATE UNIVERSITY

**DATE: WEDNESDAY, OCTOBER 10, 2018**

**TIME: 3:00 PM - 5:00 PM**

**PLACE: SPRAGUE ROOM, CCSU**

**STUDENT CENTER**



LGBTQ Pride at CCSU

# Sharing Our Stories



# Rainbow BREAKFAST

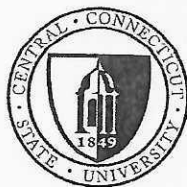
Friday, October 12, 2018 ♥ 9:30 – 11:00 AM  
Constitution Room, Memorial Hall

RSVP Required: E-mail Alberto Cifuentes, Jr., at [albertoc@ccsu.edu](mailto:albertoc@ccsu.edu)

Featuring: Daniel Trust, BS, Founder/CEO of Daniel Trust Foundation

♥ Coming Out Stories ♥ Rainbow Awards

Sponsored by: Diversity & Equity, Student Affairs, Institutional Advancement,  
Center for Public Policy & Social Research/O'Neill Endowed Chair,  
Confucius Institute, Human Resources, and the LGBT Center



## KEYNOTE SPEAKER



Daniel Trust is President and CEO of Daniel Trust Foundation, an award-winning youth development nonprofit organization with offices in

Bridgeport, Connecticut and New York City, that mentors and invests in low-income students and their teachers.

Born and raised in Rwanda, Daniel Trust is a survivor of the Rwandan Genocide and immigrated to the United States as a refugee at the age of 15. He is a member of the LGBTQ Community.

As an international speaker, Daniel has spoken to thousands of people in Hong Kong and at high schools, colleges and conferences throughout the United States. As a youth advocate, Daniel has provided mentorship and scholarships to hundreds of talented low-income youth who identify as first generation college students, refugees and members of the LGBTQ Community.

Daniel Trust's story and work with youth has been featured in local, national and international publications and has appeared on various TV and Radio programs. Most recently, Connecticut Magazine and Fairfield County Business Journal named Daniel to its 40 Under 40 lists.

Daniel Trust received his undergraduate degree in Business Administration from Southern Connecticut State University and currently resides in Bridgeport, Connecticut.

To learn more about Daniel and his Foundation, visit [www.DanielTrustFoundation.org](http://www.DanielTrustFoundation.org).

## RAINBOW AWARD RECIPIENTS

**Dr. Joanne DiPlacido**  
CCSU Psychological Science Department

**Student Founders**  
CCSU LGBT Center

**Frank Gagliardi, Emeritus**  
CCSU Library

*CCSU is an Equal Opportunity Educator and Employer.*



CCSU RUTHE BOYEA WOMEN'S CENTER PRESENTS

# Walk of No Shame

WELCOMING KEYNOTE SPEAKER  
FIYABOMB



**17** OCTOBER 2018  
SEMESTERS  
7PM-8:30PM

A national protest that began on April 3 2011 when Toronto police officer Constable Michael Sanguinetti stated "Women should avoid dressing like sluts" to prevent being raped. In solidarity with others, we respond "No Woman Asked to be Raped," "No woman wears an outfit to be Raped," and "Stop Blaming us for Crimes Perpetrated Against Us!"

CONTACT JULIA FERRAGUTO, OLGA FRITHO, OR JACQUELINE COBBINA-BOIVIN WITH ANY QUESTIONS.  
8608321655

EEO

All events are open to the CCSU community.  
This event is being held at a handicap accessible location.



*&*  
the Stories  
of Those  
Inspired  
by it

*This lecture will offer a window into the coffee industry and the many disciplines that form an integral part of it.*

**10.24.18**  
WED. 12 - 2 PM

Central Connecticut  
State University

Jeanine Niyonzima  
JNP COFFEE

Juan Carlos Arango  
ARANGO SPECIALTY COFFEE

José René Martínez  
J.RENÉ COFFEE ROASTERS

Mary Allen Lindemann  
COFFEE BY DESIGN

**CCSU** 1615 STANLEY STREET, NEW BRITAIN  
FOUNDERS ROOM AT DAVIDSON HALL



# Salary Negotiation Worksop

**Learn the secrets to negotiating your starting salary and how to narrow the gap early!**

**Register here:**

**[www.ccsu.edu/SalaryNegotiationWorksop](http://www.ccsu.edu/SalaryNegotiationWorksop)**

**YOU WILL LEARN TO:**

- Improve your lifelong earning potentials.**
- Build confidence in your negotiation style.**
- Sharpen your budgeting skills.**
- Articulate your value.**

**Dates:**

**October 26th, 10:00 am - 12:00 pm**  
**November 9th, 10:00 am - 12:00 pm**

**Location:**

**Social Science Hall 111**

Equal Opportunity Employer. This event is open to the CCSU Community and is being held at a handicap accessible location.

PosterMyWall.com

For more information please contact: Destiney Stackhouse, Rena Lewis, Olga Fritho, or Jacquiene Cobbina-Boivin at 860-832-1655  
Buxhe Boyea Women's Center room 215



Ruthe Boyea Women's Center Presents:

# FREE HIV & HEPATITIS C TESTING



Thursday, November 1st

12pm - 4pm

Walk-ins 12pm - 2pm

Appointments 2:40pm - 4pm

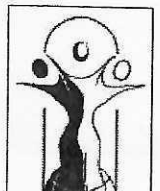
Philbrick and Camp - Student Center

Sign up: [www.ccsu.edu/HIV/HepCTesting](http://www.ccsu.edu/HIV/HepCTesting)

For more information contact:

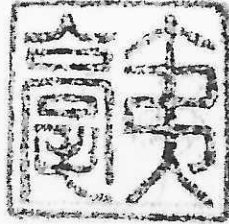
Destiney Stackhouse, Olga Fritho or

Jacqueline Cobbina-Boivin



# *Chino-Latino: Barbarian Brush*

Paintings & drawings By: Miguel Trelles



## On View

October 9th – November 1st, 2018  
Second Floor, Maloney Hall  
Samuel S.T. Chen Fine Arts Building \*\*  
1615 Stanley St., New Britain, CT 06050

## Artist Talk

Oct. 15th 12:15-1:15pm  
Room 127, Maloney Hall

## Reception with the artist

1:20 – 2:00  
[Inner Gallery]

Co-curators: Gabriel DaSilva and Lourdes Casas; Organized by LALCC; Co-sponsored by CCSU Art Gallery, Art Department, Confucius Institute, Africana Center, Modern Language Department, and Office of Diversity & Equity.

Design: Mariah Lopez

\*\*For directions and parking visit <http://www.ccsu.edu/art/galleries/directions.html>

Equal opportunity employer and educator

LALCC



Phone: (860) 932-1655 Email: info@my.ccsu.edu  
Phone: (860) 932-1655 Email: info@my.ccsu.edu  
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Phone: (860) 932-1655 Email: info@my.ccsu.edu

# CCSU RUTHE BOYEA WOMEN'S CENTER

PRESENTS

## LOVE JONES: A TRIBUTE TO WOMEN OF COLOR



Wednesday

November 7, 2018

7:00 PM - 10:00 PM



Poetic Talent & Mesmerizing Lyrics  
**PLUS AN OPEN MIC SEGMENT!**



### THE VENUE

Central Connecticut State University  
Student Center Semesters

EEO



Ruthe Boyea Women's Center Presents

# Women's NIGHT IN



**Yoga**  
7PM-8PM



**BELLY DANCING**  
8PM-9PM



**BURLESQUE**  
9PM-10PM

**Thursday**  
**November 8, 2018**  
BELLIN A & B ROOM  
Student Center  
7-10pm



For more information contact:

Daijah Mumin at  
860-832-1655  
Olga Fritho  
olga.fritho@ccsu.edu  
Jacqueline Cobbina-Boivin  
ecobbina-boivin@ccsu.edu  
Ruthe Boyea Women's  
Center, Student Center Room  
215



Equal Opportunity Employer/Educator  
All events are open to the CCSU community.  
This event is being held at a handicap accessible location.

Ruthe Boyea Women's Center Presents:

WHAT  
DOESN'T  
KILL ME



**November 13<sup>th</sup>**

**Marcus White**

**Living room**

**5:00-7:00PM**

*"In fact, fathers win up to 70 percent of contested cases even when they've been found guilty of domestic or sexual violence against the mother or the children. In this bold and provocative film, mothers, lawyers, and domestic violence experts share intimate personal stories, hard-hitting facts and frank discussions about what is wrong with the system and how to fix it". -Rachel Meyrick*

## **Domestic Violence and**

## **The Battle for Custody**

For more information contact:

Kayla Warchol (kaylawarchol@my.ccsu.edu)

Olga Friho (olga.e.friho@ccsu.edu)

Jacqueline Cobbina-Boivin (cobbina-boivin@ccsu.edu)



EEO





# TRANS IDENTITIES: A VALIDATION OF HUMANITY

A workshop that will explore Gender, Violence, Stigma, Sexual Health, Acceptance and Tolerance

MONDAY NOV. 19th

In Honor of  
Transgender Awareness Week

CONSTITUTION  
ROOM

Produced by  
Thomas Evans and Dr. Serafin Mández

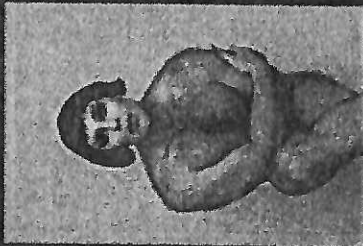


Photo-Shoot &  
Workshop with  
Thomas Evans  
10 AM to 2 PM



FORUM  
6:00 to 7:30 PM

Facilitated by  
Professor William Moran

Participants:

- Dr. Cary Blick
- Prof. Mary Collins, Professor of English
- Actor Brian Michael Smith
- Based on Artist Dina Maria

HIV Testing will be available

SPONSORED BY THE CCSU FOUNDATION INC., HEALTH CARE ADVOCATES INTERNATIONAL, CCSU LGBT CENTER  
THE CCSU MEDIA PRODUCTION TASK FORCE AND THE CONFUCIUS INSTITUTE

# Transgender Day of Remembrance

Join us for a Rally and Candle-lit Vigil

In Remembrance of those lives lost to Trans-Violence.

## Tuesday, November 20<sup>th</sup>

### Rally & Speak Out:

Student Center Circle, 3:30 pm

Rain location: Connecticut Room

### Candle-Lit Vigil:

Student Center Circle 7:00 PM

Hot Coco and Tea will be provided.

For more information, please contact the LGBT Center at [lgbt@ccsu.edu](mailto:lgbt@ccsu.edu)

Sponsored by:

The CCSU LGBT Center, PRIDE, The Transgender-Non-Binary-Trans-Questioning Support Group, and Student Activities and Leadership Development

# Telling Herstory

## Dr. Yvonne Patterson

Dr. Yvonne Patterson is currently an Assistant Professor in the Social Work Department at Central Connecticut State University. She has worked as an educator since 2008. She earned a bachelor's degree in Political Science in 2000 as well as MSW degree from University of Connecticut in 2003. Her professional career covers the research, education, government and non-profit/public health and wellness fields, working primarily in social work positions. Dr. Patterson has also been actively engaged in the community. Some of these activities include work with Connecticut state agencies - Department of Public Health (DPH) and Department of Mental Health and Addiction Services (DHMAS). She has also worked with nonprofit agencies such as Martin Luther King Junior Soccer League, The Boys and Girls Club of Hartford and Community Renewal Team Inc. Dr. Patterson graduated from the University of Connecticut in 2014, where she earned a PhD in Social Work. The title of her dissertation work is African Descent Women: Ethnicity and Condom Use. She continues to write and publish in the area of implementation science, public health as well as in HIV/AIDS and African descent population.

Her research interest also includes culture, culturally appropriate services and health disparities among Caribbean populations in the United States.

Thursday, November 29<sup>th</sup>

12:15-1:15pm

Women's Center Lounge - Student Center, Room 215

FOR MORE INFORMATION CONTACT:

DESTINEY STACKHOUSE, OLGA FRITHO OR JACQUELINE COBBINA-BOIVIN

(860) 832-1655



Justice denied **anywhere**  
diminishes justice **everywhere...**

— Dr. Martin Luther King, Jr.

CENTRAL CONNECTICUT STATE UNIVERSITY

**M** **L** **K**  
TRUTH JUSTICE PEACE SERVICE  
**B R E A K F A S T**

Event Sponsors: Diversity & Equity, Administrative Affairs, Student Affairs, Center for Public Policy & Social Research/O'Neill Endowed Chair, and the Confucius Institute.  
CCSU is an Equal Opportunity Educator and Employer

Friday, Jan. 25, 2019  
9:00 – 11:00 am  
CCSU Student Center  
Alumni Hall



Featured guest:  
Arvia Walker, MSW  
Public Policy & Strategic Engagement Specialist  
Planned Parenthood of Southern New England

**CENTRAL CONNECTICUT STATE UNIVERSITY**  
RACIAL JUSTICE • COURAGE • COMPASSION • EQUALITY



**MILK**  
UNCONDITIONAL LOVE • DIGNITY • SERVICE • NON-VIOLENCE  
**BREAKFAST**

### Ebenezer D. Bassett Scholarship

This scholarship recognizes the Humanitarian Spirit. It is awarded to students who have demonstrated their commitment to the improvement of civil rights and equality in their communities. Scholarship recipients come from underrepresented, non-traditional, and underprivileged groups with proven financial need and a drive for outstanding academic achievement.

**Ebenezer D. Bassett:** In 1853, the New Britain Normal School, the founding institution for CCSU, graduated its first African-American student, Ebenezer D. Bassett. He would go on to become a noted educator, an influential activist in the anti-slavery movement, and this nation's first African-American diplomat as the Minister Resident to Haiti. Annually, CCSU is proud to celebrate one of its most distinguished alumni.

### We need your help!

Please consider making a gift today to help us reach our goal of raising \$25,000 to fully endow the scholarship! Once endowed, this fund will live on in perpetuity, making scholarship awards to CCSU students in honor of the life and legacy of one of CCSU's most distinguished alumni.

**Event Sponsors:** Diversity and Equity, Administrative Affairs, Student Affairs, Center for Public Policy and Social Research/O'Neill Endowed Chair, and Confucius Institute

CCSU is an Equal Opportunity Educator and Employer

CENTRAL CONNECTICUT STATE UNIVERSITY

**MILK**  
TRUTH JUSTICE PEACE SERVICE  
**BREAKFAST**

Friday, January 25, 2019

9 - 11 AM

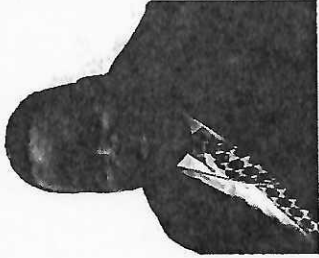
Alumni Hall, Student Center

**Justice denied  
anywhere  
diminishes justice  
everywhere.**

—Dr. Martin Luther King, Jr.

## HOST AND EMCEE

**Dr. Felton O. Best** is a CCSU Professor who has served as the chair of the CCSU Philosophy and History Departments. He served as an Assistant Dean of the CCSU College of Liberal Arts and Social Sciences from 2004-2011. He also served as President of the CCSU Faculty Senate from 2000-2004. Dr. Best holds the distinguished title of CSU Professor, and is the first African-American Professor to hold this prestigious distinction. He has a PhD in History from Ohio State University and earned his Bachelor's in Political Science from the North Carolina A&T State University where he also earned three Master's degrees in History, Education Administration, and Educational Supervision. Dr. Best was inducted into the MLK, Jr., Colloquium of Scholars of Religion at Morehouse College. His publications, record of academic achievement, university and community service are extensive. He has presented scholarly papers at conferences such as the American Historical Association and National Association of African-American Studies. He has also organized national conferences and built the Central Connecticut African-American Lecture Series as one of the best in the nation.



## KEYNOTE SPEAKER

**Ms. Arvia Walker, MSW**, is a Black Political Operative, Visual Storyteller, and artist that works to amplify the voices and stories of communities of color. Using the intersection of art and political organizing, Ms. Walker seeks to create a platform that will activate and mobilize people to action through the power of story-telling. She currently works as the Public Policy & Strategic Engagement Specialist at Planned Parenthood of Southern New England where she organizes around issues that live at the intersections of race and reproductive health and rights. Ms. Walker believes in the power of Black women and girls and is dedicated to centering them in order to build political power to shift the current material conditions of black and brown communities across the country. She is also a visual storyteller that is working to live up to the legacy of many black photographers before her that magnified the experiences of marginalized communities across the globe. In 2016, Ms. Walker started her company Zora: The Coming of the Sun that highlights storytelling as an act of activism and healing. Through Zora, she is a documentary photographer and healing jewelry designer.



## WELCOMING REMARKS

9:30 AM **Dr. Felton O. Best**  
CSU Professor of Philosophy, CCSU  
**Dr. David P. Dauwalder**  
Provost/VP for Academic Affairs, CCSU

## MUSICAL PERFORMANCE

9:40 AM **Mr. Shane Davis**

## WELCOMING REMARKS (CONT)

9:45 AM **Mr. Mark E. Ojakian**  
President, Board of Regents  
**Ms. Alyah P. Fresnel**  
Treasurer, CCSU Black Student Union

## KEYNOTE SPEAKER

9:55 AM **Ms. Arvia Walker, MSW**  
Public Policy & Strategic Engagement Specialist  
Planned Parenthood of Southern New England

## CLOSING REMARKS

10:15 AM **Dr. Felton O. Best**  
CSU Professor of Philosophy, CCSU

## CLOSING MUSICAL PERFORMANCE

10:20 AM **Mr. Shane Davis**

**DAgostino, Nicholas G. (Diversity and Equity)**

---

**From:** Campus Announcements <Announce@ccsu.edu>  
**Sent:** Saturday, October 27, 2018 11:35 AM  
**To:** Students-AllActivelyEnrolled; Administrative Departments; Academic Departments  
**Subject:** CCSU remains committed to our transgender students, faculty and staff

Dear Central Family,

Recent reports that the U.S. Department of Health and Human Services is preparing to rescind recognition and protection of transgender people are deeply troubling to me. As the leader of this institution, I want you to know that CCSU will fight any attempt to reinterpret Title IX to eliminate protections for transgender individuals.

CCSU will not waver in its commitment to a diverse campus that is respectful of the dignity of every member of our community. More than that, we celebrate the unique contributions and the fearless integrity of our transgender students and employees.

I want to assure our transgender campus community that we will continue to rigorously enforce our campus non-discrimination policy, which prohibits discrimination on the basis of gender identity and expression. Moreover, I want you to know that you are valued here, and you always will be.

Sincerely,

Zulma R. Toro  
President

LGBTQ Pride at CCSU

# Sharing Our Stories



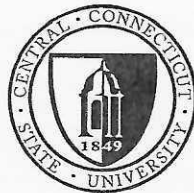
# RainBOW BREAKFAST

Friday, October 12, 2018 ♥ 9:30 – 11:00 AM  
Constitution Room, Memorial Hall

*RSVP Required: E-mail Alberto Cifuentes, Jr., at [albertoc@ccsu.edu](mailto:albertoc@ccsu.edu)*

**Featuring:** Daniel Trust, BS, Founder/CEO of Daniel Trust Foundation  
♥ Coming Out Stories ♥ Rainbow Awards

**Sponsored by:** Diversity & Equity, Student Affairs, Institutional Advancement,  
Center for Public Policy & Social Research/O'Neill Endowed Chair,  
Confucius Institute, Human Resources, and the LGBT Center



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To learn more about Daniel and his Foundation, visit [www.DanielTrustFoundation.org](http://www.DanielTrustFoundation.org).

## RAINBOW AWARD RECIPIENTS

**Dr. Joanne DiPlacido**  
CCSU Psychological Science Department

**Student Founders**  
CCSU LGBT Center

**Frank Gagliardi, Emeritus**  
CCSU Library

*CCSU is an Equal Opportunity Educator and Employer*





# CCSU LGBT Center Speakers Series

Join us for a conversation with  
Trans Activist, Psychologist and Drag Queen

## Mucha Mucha Placer

Mucha Mucha Placer is a proud drag queen who has been an LGBTQ community activist for decades. She was the second Empress of the Imperial Court of CT and mother of the House of Pleasure. She worked 13 years in helping to organize Pride events throughout CT and events for Stonewall 25. She was honored to be the first queen to walk the Trashion Fashion show two years ago in Hartford City Hall and takes her many forms of drag to the streets, parks and snowbanks of Hartford. Ze is also Dr. Richard Stillson, a psychologist in semi-retirement working exclusively with the trans community in becoming their fabulous selves. Ze currently runs two groups for transmen and transwomen. Ze also helped establish GSAs in a wide array of mental health and substance abuse facilities statewide. Ze helped establish the very first domestic partnership ordinance in the City of Hartford, which predated Gay Marriage.

Thursday, September 20<sup>th</sup>

1:30 pm - 3:00 pm

Clock tower Room,  
Student Center



Follow us on  
Instagram!

For more information, you can reach us at [lgbt@ccsu.edu](mailto:lgbt@ccsu.edu) or stop by our office on the 3<sup>rd</sup> floor of the student center.



CCSU  
LGBT  
CENTER

Community  
Education  
Support  
Advocacy



Follow us on  
Facebook!

# LATINA TALKS

ENCUENTRO DE MUJERES, ENTRE NOSOTRAS

AN EVENT BY: THE LATINA LEADERSHIP AND PERSONAL  
DEVELOPMENT GROUP

FEATURING: **DR. LESLIE TORRES-RODRIGUEZ**



## HARTFORD'S LATINA SUPERINTENDENT OF SCHOOLS

FOR MORE INFO CONTACT  
DEMESIS NEGRON-FIGUEROA, IMARIS LOJA, OR OLGA  
FRITHO AT THE CCSU PUTHE BOYEVA WOMEN'S  
CENTER, STUDENT CENTER, ROOM 215

GLADYS MORENO FUENTES, (860) 832-1946  
COUNSELING & WELLNESS SERVICES  
CENTRAL CONNECTICUT STATE UNIVERSITY

**DATE: WEDNESDAY, OCTOBER 10, 2018**

**TIME: 3:00 PM - 5:00 PM**

**PLACE: SPRAGUE ROOM, CCSU**

**STUDENT CENTER**





**WAKE**

**CHARLOTTESVILLE**  
**"SHOULD WE BE SURPRISED?"**

September 8th @ 1pm  
in the Mosaic Center Lounge, Student Center

Moderated by Professor  
Robert Wolff, History Department

---

A MODERATED DIALOGUE ON ISSUES  
OF CONCERN DESIGNED TO INFORM, ENLIGHTEN, AND  
PROVIDE EXCHANGES OF IDEAS ABOUT CURRENT EVENTS

---

HELD THE FIRST WEDNESDAY OF EACH MONTH 9/6, 10/4, 11/8, 12/6  
AT 1PM IN THE MOSAIC LOUNGE, 2ND FLOOR OF THE STUDENT CENTER.

\*LIGHT REFRESHMENTS WILL BE PROVIDED\*

Sponsored by the COSU Student Union Board Of Governors Mosaic Committee

a screening of

# UNITED IN ANGER: A HISTORY OF ACT UP

Monday, October 8, 2018  
4:30pm–7:00pm,  
Vance Hall, Rm 105

Talk begins at 4:30pm; Film begins at 5:00pm  
No RSVP required.

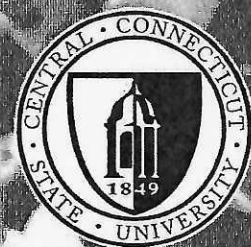


talk + Q/A with  
**SARAH SCHULMAN,**  
activist, playwright,  
+ act up founding member

**How people stood up against  
oppression & government indifference.**

**Sponsored By:** Diversity & Equity, LGBT Center, Women's Center,  
Center for Public Policy & Social Research/O'Neill Endowed Chair,  
Confucius Institute, History Department, English Department,  
Student Affairs, and Theatre Department.

**UNITED IN ANGER**  
A HISTORY OF ACT UP

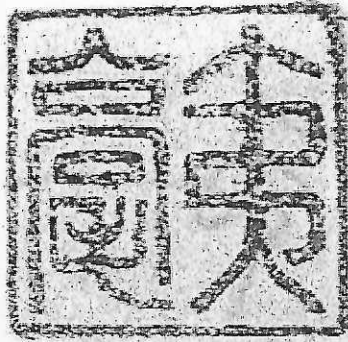


ACT UP = the AIDS Coalition to Unleash Power

CESU is an Equal Opportunity Educator and Employer

# *Chino-Latino: Barbarian Brush*

Paintings & drawings By: Miguel Trelles



## On View

October 9th – November 1st, 2018

Second Floor, Maloney Hall

Samuel S.T. Chen Fine Arts Building \*\*

1615 Stanley St., New Britain, CT 06050

## Artist Talk

Oct. 15th 12:15-1:15pm

Room 127, Maloney Hall

## Reception with the artist

1:20 – 2:00

[Inner Gallery]

Co-curators: Gabriel DaSilva and Lourdes Casas; Organized by LALCC; Co-sponsored by CCSU Art Gallery, Art Department, Confucius Institute, Africana Center, Modern Language Department, and Office of Diversity & Equity.

Design: Mariah Lopez


\*\*For directions and parking visit <http://www.ccsu.edu/art/galleries/directions.html>

Equal opportunity employer and educator

Justice denied anywhere  
diminishes justice everywhere...

— Dr. Martin Luther King, Jr.

CENTRAL CONNECTICUT STATE UNIVERSITY

**TRUTH** **JUSTICE**  **PEACE** **SERVICE**  
**B R E A K F A S T**

Event Sponsors: Diversity & Equity, Administrative Affairs, Student Affairs, Center for Public Policy & Social Research/O'Neill Endowed Chair, and the Confucius Institute.  
CCSU is an Equal Opportunity Educator and Employer

Friday, Jan. 25, 2019

9:00 – 11:00 am

CCSU Student Center  
Alumni Hall

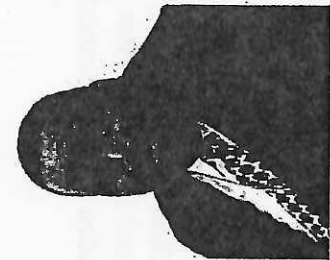


Featured guest:

Arvia Walker, MSW

Public Policy & Strategic Engagement Specialist  
Planned Parenthood of Southern New England

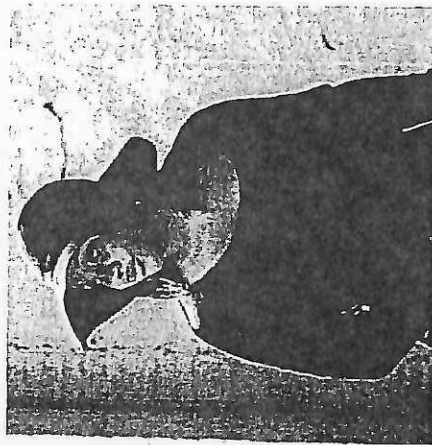
## HOST AND EMCEE



Dr. Felton O. Best is a CCSU Professor who has served as the chair of the CCSU Philosophy and History Departments. He served as an Assistant Dean of the CCSU College of Liberal Arts and Social Sciences from 2004-2011. He also served as President of the CCSU Faculty Senate from 2000-2004. Dr. Best holds the distinguished title of CSU Professor, and is the first African-American Professor to hold this prestigious distinction. He has a PhD in History from Ohio State University and earned his Bachelor's in Political Science from the North Carolina A&T State University where he also earned three Master's degrees in History, Education Administration, and Educational Supervision. Dr. Best was inducted into the MLK, Jr., Colloquium of Scholars of Religion at Morehouse College. His publications, record of academic achievement, university and community service are extensive. He has presented scholarly papers at conferences such as the American Historical Association and National Association of African-American Studies. He has also organized national conferences and built the Central Connecticut African-American Lecture Series as one of the best in the nation.

## KEYNOTE SPEAKER

Ms. Arvia Walker, MSW, is a Black Political Operative, Visual Storyteller, and artist that works to amplify the voices and stories of communities of color. Using the intersection of art and political organizing, Ms. Walker seeks to create a platform that will activate and mobilize people to action through the power of storytelling. She currently works as the Public Policy & Strategic Engagement Specialist at Planned Parenthood of Southern New England where she organizes around issues that live at the intersections of race and reproductive health and rights. Ms. Walker believes in the power of Black women and girls and is dedicated to centering them in order to build political power to shift the current material conditions of black and brown communities across the country. She is also a visual storyteller that is working to live up to the legacy of many black photographers before her that magnified the experiences of marginalized communities across the globe. In 2016, Ms. Walker started her company Zora: The Coming of the Sun that highlights storytelling as an act of activism and healing. Through Zora, she is a documentary photographer and healing jewelry designer.



## WELCOMING REMARKS

9:30 AM **Dr. Felton O. Best**  
CSU Professor of Philosophy, CCSU  
**Dr. David P. Dauwalder**  
Provost/VP for Academic Affairs, CCSU

## MUSICAL PERFORMANCE

9:40 AM **Mr. Shane Davis**

## WELCOMING REMARKS (CON'T)

9:45 AM **Mr. Mark E. Ojakian**  
President, Board of Regents  
**Ms. Alyah P. Fresnel**  
Treasurer, CCSU Black Student Union

## KEYNOTE SPEAKER

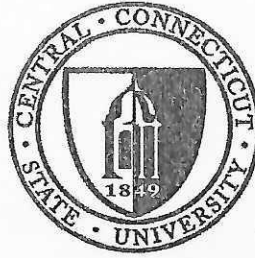
9:55 AM **Ms. Arvia Walker, MSW**  
Public Policy & Strategic Engagement Specialist  
Planned Parenthood of Southern New England

## CLOSING REMARKS

10:15 AM **Dr. Felton O. Best**  
CSU Professor of Philosophy, CCSU

## CLOSING MUSICAL PERFORMANCE

10:20 AM **Mr. Shane Davis**



## Central Connecticut State University

**Diversity / Title IX Training Program**  
**August 23, 2018; 9:00 am – 2:00 pm**  
**Connecticut Room, Memorial Hall**

- |                                                                    |                                                                     |
|--------------------------------------------------------------------|---------------------------------------------------------------------|
| 1. Welcome & Introductions                                         | Rosa Rodriguez, Chief Diversity and Title IX Officer                |
| 2. CCSU/BOR Policies and Procedures                                | Sarah Dodd, Associate in Diversity and Equity                       |
| 3. Building Relations and Engaging with the Sikh American          | Swaranjit Khalsa, President of Sikh Sewak Society International USA |
| 4. Improving Cultural Competence: Connecting with American Muslims | Atif Quraishi, Executive Director, American Muslim Peace Initiative |
| 5. Student Disability Services                                     | Joanne Milke, Director, Student Disability Services                 |
| 6. Title IX                                                        | Sarah Dodd, Associate in Diversity and Equity                       |
| 7. Wrap up and Evaluation                                          | All                                                                 |

### **Material Provided:**

- Presentations
- ODE Policy Booklet
- How to Help Booklet
- Not Alone Brochure
- CCSU syllabus statement recommendations
- BOR/CSCU preferred name procedure
- Business cards (Title IX Officer, Sarah Dodd, & On- and Off-Campus Resources)



## LGBT Center Updates

*Trainings, Support Groups, Student Services*  
*September 20th, 2018*

- **TNT- Transgender, Non-Binary, and Trans-Question Peer Support Group**

A new peer support group started this semester, created and facilitated by one of our student workers, Emilia Marco. TNT is a transgender focused discussion group that discusses the many different facets of the trans experience, from the personal experiences of transgender members of the CCSU community to national and global issues facing transgender people today. This is a place to exchange resources, receive support and build friendship. All are welcome to join this new group, whether they are transgender, trans-questioning, gender nonconforming, an ally or any other identity under the trans umbrella. We are excited to be offering this group this semester. They meet every Monday from 3:15 pm until 4:15 pm in the LGBT Center

- **Inside Out Support Group**

This year, the Inside Out group will be welcoming back Victoria Ginter from counselling and wellness as the new facilitator of this support group. We would like to thank Gladys deeply for the many years she has dedicated to helping support the LGBTQIA+ and ally students that have attended Inside Out over the years. The day and time of this support group has remained the same; Thursday's from 3:15 pm- 4:15 pm in the LGBT Center.

- **Safe Zone Trainings**

General Safe Zone Training dates have been established for this semester and are open to any student, staff and/or faculty member of the CCSU community. Please encourage your colleagues/students/staff to attend this ally training, if they have not done so already. Below are the general session dates, but offices, clubs and other groups are more than welcome to contact us to schedule a training for their group. All will be located in the 1849 room.

- Tuesday, October 16th from 4:30 pm- 6:00 pm
- Friday, October 26th from 11:30 am- 1:00 pm
- Tuesday, November 14th from 4:30 pm- 6:00 pm
- Monday, December 3rd from 6:30 pm- 8:00 pm

- **Community Care Clothing Rack**

As an effort to provide more resources for our students who identify outside of the gender binary or are in need of clothing, we have started to offer a community care rack, open to any student in need. Although all students in need are welcome to this rack, our students who are transitioning and are in need of gender-affirming clothing are encouraged to take what they need and leave what they no longer have use for. We hope to hold an official clothing swap program for students, in order to increase awareness of this service and help those who may not feel comfortable coming up to the center. We have received many donations, that have exceeded our space available for this service. All excess clothes donated will be given to other lgbt center clothing racks, that have the room and need for it.



# CCSU LGBT Center

Events, Trainings, Workshops and Events  
Fall 2018

## September

### CCSU LGBT Center's Speaker Series

Featuring a conversation on HIV/AIDS

with Community Health Specialist in HIV and Youth, Nilda Fernandez

Thursday, September 13<sup>th</sup>, 2018

1:45 pm- 2:30 pm

Blue and White Room, Student Center

### An Open Forum on LGBTQIA+ Student Need

with LGBT Center Director, William Mann

and University Assistant, Nichol McCarter

Wednesday, September 19<sup>th</sup>, 2018

12:00 pm- 1:30 pm

Camp Room, Student Center

### CCSU LGBT Center's Speaker Series

Featuring a conversation on Trans-Activism

with trans-activist, psychologist and drag queen, Mucha Mucha Placer

Thursday, September 20<sup>th</sup>, 2018

1:45 pm- 3:00 pm

Clocktower Room, Student Center

## **CCSU LGBTQIA+ Safe Zone Training**

An LGBT & Ally training program administered by the LGBT Center to educate the CCSU campus members on LGBT issues and resources.

Facilitated by LGBT Center University Assistant, Nichol McCarter

*Tuesday, October 16<sup>th</sup>, 2018*

*1:00 pm- 3:00 pm*

*1849 Room, Student Center*

## **CCSU LGBT Center's Speaker Series**

Featuring a Conversation on Activism

with Lobbyists for LGBT and AIDS Activism, Betty Gallo and Joe Grabarz

*Thursday, October 16<sup>th</sup>, 2018*

*3:00 pm- 4:30 pm*

*Blue and White Room, Student Center*

## **CCSU LGBT Center's Speaker Series**

Featuring a Conversation on HIV/AIDS and LGBTQ Health

with Community Activist and HIV Survivor, Alice Ferguson

*Tuesday, October 23<sup>rd</sup>, 2018*

*4:30 pm- 5:30 pm*

*Camp Room, Student Center*

## **CCSU LGBTQIA+ Safe Zone Training**

An LGBT & Ally training program administered by the LGBT Center to educate the CCSU campus members on LGBT issues and resources.

Facilitated by LGBT Center University Assistant, Nichol McCarter

*Friday, October 26<sup>th</sup>, 2018*

*11:30 am- 1:00 pm*

*1849 Room, Student Center*

The Ruthe Boyea Women's Center Presents

Don't underestimate the power of women.



# CCSU ElectHer Class of 2018 BECAUSE OF ELECTHER



# WE WON


Register to be a part of CCSU Class of 2019

For more information contact Rena Lewis




The Ruthe Boyea Women's Center Presents

Don't underestimate the power of women.





**CCSU ElectHer Class of 2018**  
**BECAUSE OF ELECTHER**



**WE WON**

Be a part of CCSU Class of 2019 on Friday, February 22  
From 9 am - 3 pm

For more information contact: Ruth Boyea  
rboyea@ccsu.edu or Call: 845.437.2200  
rboyea@ccsu.edu or call: 845.437.2200

Register at: [www.ccsu.edu/ElectHer](http://www.ccsu.edu/ElectHer)      Register at: [www.ccsu.edu/ElectHer](http://www.ccsu.edu/ElectHer)



**2019 Elect Her - Campus Women Win Training at CCSU**

The Women's Center is proud to announce that CCSU has been selected by Running Start to host Elect Her Campaign, a national program to encourage and train college women to run for student government and political office. During this one-day, 4-hour training, participants will learn and practice hands-on campaign skills, hear from inspiring speakers, and discuss research on women in government. The skills learned in this workshop, like networking and building an elevator speech, will transfer to many leadership opportunities throughout their life, not just student government.

Elect Her is the only program in the country that encourages and trains college women to run for student government and future political office. Elect Her addresses the need to expand the pipeline of women candidates and to diminish the longstanding political leadership gender gap.

Research shows that women are not asked to run for office as often as men, which is why your participation can change our world. More women are needed in leadership, we are prepared to help you take a seat at the table and lead the group.

If interested in attending this great leadership opportunity, please register at [www.ccsu.edu/ElectHer](http://www.ccsu.edu/ElectHer). Join Us!

**2019 Elect Her - Campus Women Win Training at CCSU:**

- Date: Friday, February 22, 2019
- Snow Date: Friday, March 1, 2019
- Location: CCSU Memorial Hall, Constitution Room
- Time: 9:00a.m. – 3:00 p.m.\*

**Register at [www.ccsu.edu/ElectHer](http://www.ccsu.edu/ElectHer)**

Destiney Stackhouse  
d.stackhouse@my.ccsu.edu

Olga Fritho  
olga.e.fritho@ccsu.edu

Jacqueline Cobbina Boivin  
cobbina-boivin@ccsu.edu

Ruthe Boyea Women's Center Presents:

**Free HIV**

**&**

**Hepatitis C**

**Testing**

**Thursday,**

**March 21, 2019**

**Camp and Philbrick**

**Student Center**

**12-4PM**

**Sign up here!**

<http://www.ccsu.edu/HIVHepCTesting>

**Walk-ins 12-2:10PM**

**EEO**

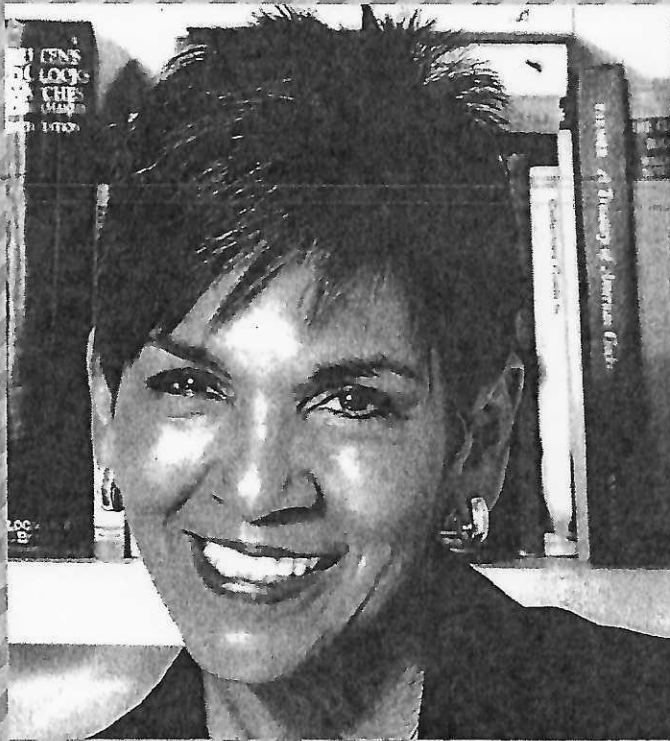
**GET INFORMED.  
GET TESTED.  
GET INVOLVED.**

**Appointments 2:15-3:40PM**



Ruthe Boyea  
Women's Center

# Latina Talks



Wednesday, March 27, 2019

Connecticut Room,  
Memorial Hall  
3-4:30 PM

For more information contact:  
Jacqueline Cobbina-Boivin, or Olga Fritho  
[cobbina-boivin@my.ccsu.edu](mailto:cobbina-boivin@my.ccsu.edu)  
[olga.e.fritho@my.ccsu.edu](mailto:olga.e.fritho@my.ccsu.edu)

## Marilyn Alverio

*Leading Inclusively* - Marilyn will share her experience working in the corporate environment as a marketing professional, as an entrepreneur who ran her own agency for 10 years and as an active member of the CT. Latino community. Her talk will focus on the importance understanding the concepts and importance of Leading with intention and values.



EEO



March 28

From 12:15 - 1:15

Women's Center Lounge,  
Room 215 Student Center

# TELLING HERSTORY

Inez Vera is currently serving as a team advisor in the Academic Center for Student Athletes at Central Connecticut State University. She works primarily with the Men's Basketball and Women's Lacrosse team. Ms. Inez earned her bachelor's degree in Sociology as well as her master's degree in Counselor Education with a specialization in Student Development in Higher Education at CCSU. Inez is a resource for students who have questions about their academic majors and career concerns. She provides relevant and current information and advice regarding specific educational and athletic programs to ensure students effectively work towards achieving their desired academic and athletic goals. In addition, she is a dedicated member of the Blue Devil community, and serves as an advisor to the Latin American Student Organization (LASO) and Central's Organization of Latin American Dance Awareness (COLADA). During her free time she enjoys spending time with her family and friends.



EEO

For more information contact:

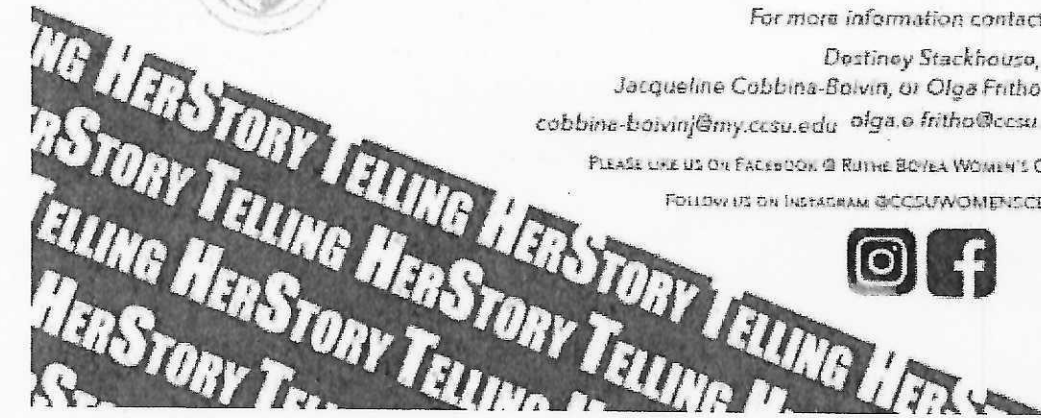
Destiney Stackhouse,

Jacqueline Cobbina-Boivin, or Olga Fritho

cobbina-boivinj@my.ccsu.edu olga.o.fritho@ccsu.edu

PLEASE LIKE US ON FACEBOOK @ RUTHER BOYEA WOMEN'S CENTER

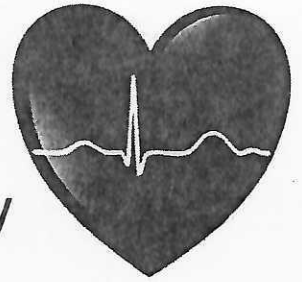
FOLLOW US ON INSTAGRAM @CCSUWOMENSCENTER





11<sup>th</sup> Annual Men's Health & Wellness Forum

# Heart to Heart



Saving Our Sons: A Community

Conversation About the State of  
Young Men in Connecticut

## COMMUNITY CONVERSATION

“The heart of a good man is priceless, more precious than all the riches of the world”.

**FRIDAY, MARCH 29, 2019**

**9:00 am – 2:00 pm**

**Alumni Hall, Student Center**

Please join CCSU's HEALTHYfellows /Man Enough Support Initiative and community leaders for an open and candid discussion about state of young men in Connecticut. The event will serve as a forum where those in attendance will participate in a facilitated discussion about health, education, and wellness disparities negatively impacting the lives of young men, their families, and communities. Conversation topics include: Incarceration, Education, Violence, Unemployment, Healthcare, Homelessness, Family, Fatherhood, etc. The forum will promote the opportunity to connect, collaborate, network, and participate in strategic planning activities that focus on identify steps we can take to improve health and success outcomes.

This event is hosted by the HEALTHYfellows / Man Enough Support Initiative at Central Connecticut State University. Free and open to the public. Lunch provided, please RSVP

For information contact Alonso Velasquez, Secretary Man Enough Support Initiative

**[jvelasquez@my.ccsu.edu](mailto:jvelasquez@my.ccsu.edu)**

# \$TART \$MART

## SALARY NEGOTIATION WORKSHOP

The mistakes women make when negotiating their salary. Learn the various techniques for asking for what you are worth. A must attend workshop for anyone interested in a paid internship, graduating seniors and graduate students.



Register Here:

<http://www.ccsu.edu/SalaryNegotiationWorkshop/>

**MARCH**  
**29**  
**2019**  
**1PM - 3PM**

**SOCIAL**  
**SCIENCES**  
**HALL**

**APRIL**  
**12**  
**2019**  
**10AM - 12PM**



**Destiney Stackhouse**  
d.stackhouse@my.ccsu.edu

**Olga Fritho**  
olga.e.fritho@ccsu.edu

**Jacqueline Cobbina-Boivin**  
Cobbina-boivin@ccsu.edu

## Upcoming Events from The Ruthe Boyea Women's Center

### **Tabling 11am-1pm Student Center #WearTealDay 04/10/2019**

We encourage to sign your ribbon. Teal ribbon represent sexual assault awareness. We will be giving away teal ribbons, have teal ribbons for you sign and encourage the campus to be painted teal in support of all survivors.

### **Take Back The Night**

Wednesday, April 10, 2019 Semesters, Student Center 6:30pm

The Take Back the Night March provides a safe space for victims, survivors and secondary survivors of sexual violence, stalking, and relationship violence to come together. They come together to take a stand, speak out, share their stories in the hopes of healing, creating awareness, and ending the shame associated with such crimes against humanity.  
Shirts & Refreshments available!!

### **Day of Healing**

04/11/2019 Women's Center Lounge Room 215, Student Center 6pm

Understanding life after Sexual Assault and Recognizing Survivors facilitated by the Jane Doe No More Foundation.  
Refreshments available!

### **Start Smart**

04/12/2019

Salary Negotiation Seminar

Register Here: <http://www.ccsu.edu/SalaryNegotiationWorkshop/>

### **Be Your Own Weapon**

04/17/2019 Kaiser Dance Studio 6pm

This is an interactive women self-defense class where Underdog Brazilian Martial Arts are taught to empower women. Leave this event feeling more confident that you are your own greatest weapon!

Register Here: [www.ccsu.edu/SelfDefenseWorkshop/](http://www.ccsu.edu/SelfDefenseWorkshop/)

### **Women Happy Hour Margaritaville**

04/17/2019 5:30pm Constitution Room

Networking and bonding experience for graduating senior women, faculty, staff and administrators.

### **I Believe You Campaign**

All April Long

The "I Believe You Campaign" is a campus-wide campaign sponsored by The Ruthe Boyea Women's Center and Student Government Association to end victim-shaming, victim-blaming and slut-shaming. We encourage only survivors thriving. We have joined in an effort to spread awareness that if no one else will believe you we will. Feel free to make rally signs leading up to Take Back The Night or Come to the Women's Center and tell us why you wear your Teal Ribbon and Why you stand with survivors.

The Senior 'Adulting' Conference 05/03/2019

Awards 05/06/2019

THE RUTHE BOYEA WOMEN'S CENTER PRESENTS

# TAKE BACK *The Night*

APRIL 10, 2019 6:30 PM

SEMESTERS, STUDENT CENTER

The Take Back the Night March provides a safe space for victims, survivors and secondary survivors of sexual violence, stalking, and relationship violence to come together. They come together to take a stand, speak out, share their stories in the hopes of healing, creating awareness, and ending the shame associated with such crimes against humanity.

SPEAKER:

*Amy Oestreicher*



Amy Oestreicher is an Audie Award-nominated PTSD peer-to-peer specialist, artist, author, writer for The Huffington Post, speaker for TEDx and RAINN, health advocate, award-winning actress, and playwright. As a survivor and "thrivor" of multiple traumas, Amy eagerly shares the gifts of life's "beautiful detours" her educational programming, writing, mixed media art, performance and inspirational speaking. Amy has

headlined international conferences on leadership, entrepreneurship, women's rights, mental health, disability, creativity, and domestic violence prevention. She is a SheSource Expert, a "Top Mental Health" writer for Medium, and a regular lifestyle, wellness, and arts contributor for over 70 notable online and print publications, and her story has appeared on NBC's TODAY, CBS, Cosmopolitan, Seventeen Magazine, Washington Post, Good Housekeeping, MSNBC, among others.

**RESOURCES AND REFRESHMENTS WILL BE AVAILABLE.**

FOR MORE INFORMATION CONTACT:

Julia Ferraguto [jferraguto@my.ccsu.edu](mailto:jferraguto@my.ccsu.edu)

Jacqueline Cobbina-Boivin, or Olga Fritho 860-832-1655

[cobbina-boivin@my.ccsu.edu](mailto:cobbina-boivin@my.ccsu.edu) [olga.e.fritho@my.ccsu.edu](mailto:olga.e.fritho@my.ccsu.edu)

Room 215, Student Center

EEO



FOLLOW US ON INSTAGRAM @CCSUWOMENSCENTER  
PLEASE LIKE US ON FACEBOOK @RUTHE BOYEA WOMEN'S CENTER

THE RUTH SOYKA WOMEN'S CENTER PRESENTS

# DAY OF HEALING

LIFE AFTER SEXUAL ASSAULT & RECOGNIZING SURVIVORS

APRIL 11, 2019 AT 6PM  
WOMEN'S CENTER LOUNGE, ROOM  
215, STUDENT CENTER

FOR MORE INFORMATION CONTACT: Juliana  
Soares, Jacqueline Cobbins-Borvin, or  
Olga Frithe [cobbins-borvin@my.csu.edu](mailto:cobbins-borvin@my.csu.edu)  
[olga.e.frithe@my.csu.edu](mailto:olga.e.frithe@my.csu.edu)



FOLLOW US ON INSTAGRAM @CSUWOMENS CENTER  
FOR ALL THE UP TO DATE @ Ruth Sojka Women's Center

DAY OF HEALING

Survivors Speak  
Outreach Team

EEO



# Afro-Latino Film Festival

**DATE: APRIL 16, TUESDAY 12:05-1:30PM**



MOVIE: EL AULA VACÍA THE EMPTY ROOM  
LOCATION: TORP THEATER  
PRESENTED BY: NAGAT ABDU AL MUNEM

**DATE: APRIL 18, THURSDAY 3:05-4:20PM**

**a small act**



Movie: A small Act  
Location: Torp Theater - Davidson Hall  
Presented by: Ashley Padilla

**DATE: APRIL 22, MONDAY 10:50-12:05PM**

**TANIA LIBRE**



Movie: Tania Libre  
Location: Torp Theater - Davidson Hall  
Presented by: Tanisha Fogley

**DATE: APRIL 23, 12:05-1:30PM**

**TALKING BLACK  
IN AMERICA**



Movie: Talking Black in America  
Location: Torp Theater - Davidson Hall  
Presented by: Dr. Koulidobrova

**Sponsored by the Africana Center and The Latino, Latin American, and Caribbean Center (LALCC)**

**Co-organizers: Profs. Evelyn Phillips, Sheri Fafunwa-Ndib, Lourdes Casas and Katherine Sugg.**

Ruthe Boyea Women's Center Presents

# BE YOUR OWN



6PM

Self Defense Class

April 17, 2019  
Kaiser Hall,  
Dance Studio  
Room 004

Register Here:

[www.ccsu.edu/SelfDefenseWorkshop/](http://www.ccsu.edu/SelfDefenseWorkshop/)



Ruthe Boyea  
Women's Center



EEO

For more information contact:  
Juliana Soares @julianasoes@my.ccsu.edu  
or Julia Ferraguto @jferraguto@my.ccsu.edu



EEO



FOR MORE INFO GO TO  
[HTTPS://DAUGHTERSANDSONSTOWORK.ORG](https://daughtersandsonstowork.org)



GREAT EVENT FOR ANYONE WHO ENJOYS WORKING WITH KIDS!



**VOLUNTEERS NEEDED**

FOR TAKE YOUR SONS & DAUGHTERS TO WORK DAY!

NATIONAL TAKE OUR DAUGHTERS AND SONS TO WORK DAY  
IS APRIL 25, 2019

REGISTER AT:

<http://www.ccsu.edu/TakeYourKidsToWorkVolunteer/>

OR CONTACT

Jacqueline Cobbina-Boivin

[cobbina-boivinj@my.ccsu.edu](mailto:cobbina-boivinj@my.ccsu.edu)

Olga Fritho

[olga.e.fritho@my.ccsu.edu](mailto:olga.e.fritho@my.ccsu.edu)

**THANK YOU!**



# CCSU LGBT Center

## Clothing Swap

Featuring Guest Speaker Dr. AJ Eckert



Friday April 26<sup>th</sup>

Philbrick Room 120,

Student Center

Presentation by Dr. AJ Eckert

11:00 am

Trans and GNC Clothing Swap

12:00 pm- 3:00 pm

### Dr. AJ Eckert (they/them pronouns)

is Connecticut's first openly non-binary doctor. Dr. AJ is currently in the process of building the patient basis of their GLAM (Gender- and Life- Affirming Medicine) Center, where patients are seen for primary care concerns, hormone treatment, and osteopathic manipulation treatment. Dr. AJ's practice is a safe space, where patients can be honest and feel comfortable. Dr. AJ practices inclusive, hands-on, Osteopathic medicine and decided to specialize in LGBTQ+ health after completing their education at Touro University College of Osteopathic Medicine and residency at NEOMEN/Maine Dartmouth Family Medicine Program-Family. They are board certified in Family Medicine and Osteopathic Manipulative Treatment as well as Integrative and Holistic Medicine

The CCSU LGBT Center Presents

# QUEER RESILIENCE

IN THE ERA OF

# CLIMATE CHANGE

"People don't see the connection between climate change and the treatment of queer and trans people in our communities... we need to think about how we are all entangled. We need to start having conversations about how to address the powerful changes that need to happen for us to survive and to thrive as a community, as a people, as a species."

*- Javier Armando Ricardo Gonzales, former director of Positive Images LGBTQ center during the 2017 fires in Santa Rosa, CA*

Please join us for a film screening and community discussion on  
Monday, April 22<sup>nd</sup> at 5:00 PM in Camp Room 121, Student Center



Vanessa Raditz, MPH (pronouns: they/them)

## *A Film Project by Vanessa Raditz*

Vanessa is an environmental health researcher, youth educator, and culture-shifter dedicated to community healing, opening access to land and resources, and fostering a thriving local economy based on human and ecological resilience. Vanessa holds a Master of Public Health in Environmental Health Sciences from UC Berkeley, and is part of the founding collective of the Queer Ecojustice Project, educating and organizing at the intersection of ecological justice and queer liberation. The "Fire and Flood" film project is rooted in Vanessa's lived experience of the 2017 fires in Northern California, and their personal relationships with diasporic Boricuas rallying support for a just recovery in Puerto Rico following the two hurricanes of that same fall. Through interviews with queer and trans people immediately following disaster and one year later, the film explores the impacts of climate change on LGBTQ communities, and how we build resilience using our community's unique knowledge of what it takes to change, transition, and survive.



Stop by the LGBT Center or email [lgbt@ccsu.edu](mailto:lgbt@ccsu.edu) for more information.

Register at: [www.ccsu.edu/AdultingConference](http://www.ccsu.edu/AdultingConference)



EEO



**Friday, May 3, 2019**  
**9:30 am - 5 pm**

# Adulting for GRADUATING FEMALE\* SENIORS

***\*All are  
welcome***

### **Topics/Workshops**

- Salary Negotiation
- Health Insurance
- Dining Etiquette
- Dealing with Harassment
- Student Loan Repayment
- 401k Plans
- First Week Networking

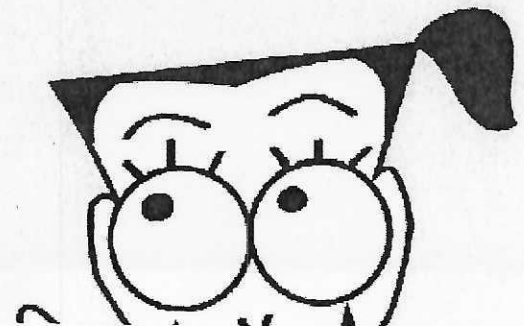
**For more information contact:**

Kayla Warchol,

[kaylawarchol@my.ccsu.edu](mailto:kaylawarchol@my.ccsu.edu)

Jacqueline Cobbina-Boivin,

[cobbina-boivin@my.ccsu.edu](mailto:cobbina-boivin@my.ccsu.edu)



*Honoring:*

Women of Color Graduating Females

*Award Recipients:*

President Dr. Toro,

Nelba Marquez-Greene Founder of the Ana Grace Project,

Myrna Garcia-Bowen Transfer and Academic Articulation Director

Shelly Jones, Mathematics

# HONORING Women of Color Awards Ceremony

Register at: [www.ccsu.edu/100WOC](http://www.ccsu.edu/100WOC)

Monday, May 6, 2019

Connecticut Room, Memorial Hall  
from 11:30-1pm



FEO

Hosted by  
The Ruthe Boyea Women's Center and The Committee on the Concerns of Women

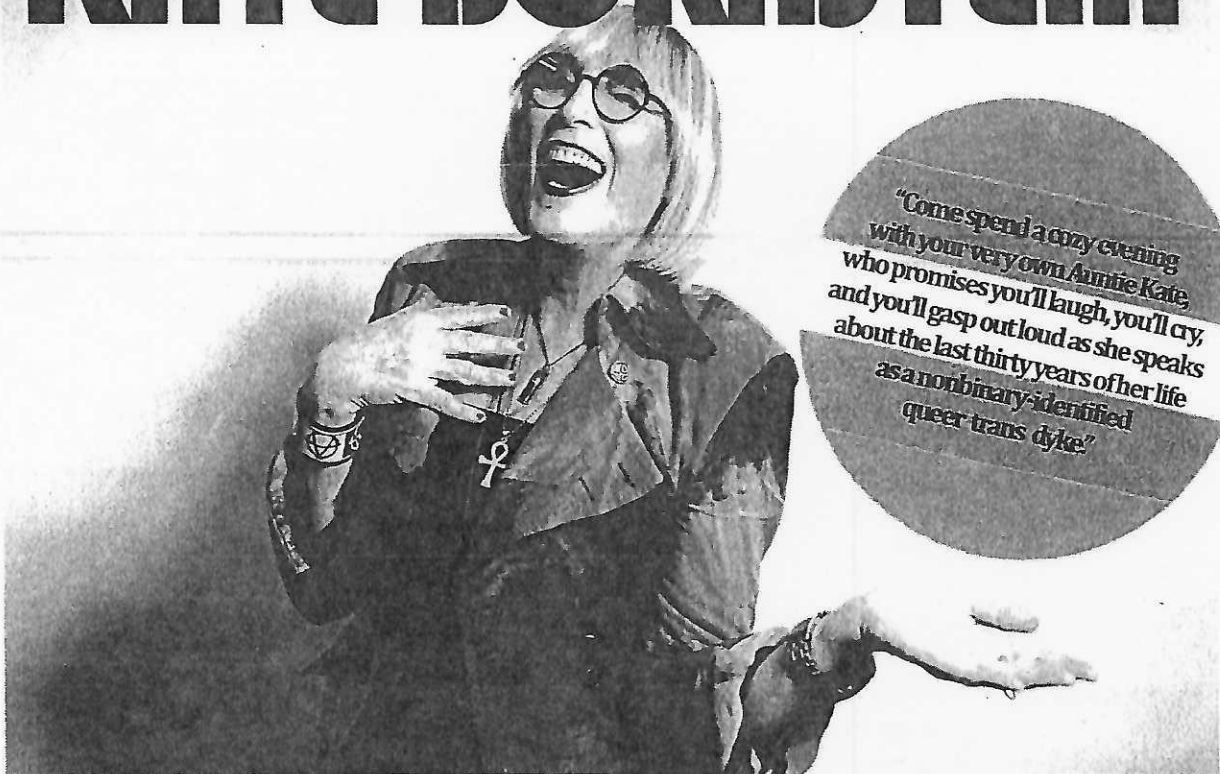
FOR MORE INFORMATION CONTACT:

[jacqueline.Cabibana-Bowen](mailto:jacqueline.Cabibana-Bowen)

[cabibana-bowen@my.ccsu.edu](mailto:cabibana-bowen@my.ccsu.edu)

# On Men, Women, & the Rest of Us

# KATE BORNSTEIN



*"Come spend a cozy evening with your very own Auntie Kate, who promises you'll laugh, you'll cry, and you'll gasp out loud as she speaks about the last thirty years of her life as a nonbinary-identified queer trans dyke."*

**Fri May 10**  
**7 PM Alumni Hall**

Since 1989, trans trailblazer Kate Bornstein has—with humor and spunk—ushered us into a world of limitless possibility through a re-envisioning of gender as we know it. Kate lives on the edge of paradox, looking beyond the binary to see gender as both a conscious practice and a playful journey.

**STUDENTS FREE • \$10 faculty/staff/public • Fundraiser for the LGBT Center**

**CENTix / Student Center Box Office** <https://ccsu.showare.com/eventperformances.asp?evt=288>

Sponsored by SA/LD, Student Affairs, the Gov. William A. O'Neill Endowed Chair, Confucius Institute, Office of Diversity and Equity, Committee for the Concerns of Women, Women Gender and Sexuality Studies, LGBT Center, Department of History and Department of Theatre.

CCSU

# Lavender Graduation 2019



10<sup>th</sup> Annual Celebration of the  
Achievements & Accomplishments  
of our Lesbian, Gay, Bisexual, Queer,  
Trans, and Ally Graduates

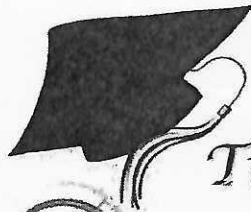
Featuring Keynote Commencement Address By  
Kate Bornstein



**More About Kate:**

Since 1989, trans trailblazer Kate Bornstein has—with humor and spunk—ushered us into a world of limitless possibility through a daring re-envisionment of the gender system as we know it. Today, Kate identifies as nonbinary: not a man, and not a woman—and she's been writing about nonbinary gender identity for nearly thirty years. Kate's work is taught in five languages, in over 300 high schools, colleges, and universities around the world. One of her works includes the groundbreaking, "Gender Outlaw: On Men, Women, and the Rest of Us". If you haven't read Kate's work or heard her speak before, get ready—she is the radical role model, the affectionate best friend, and the guiding mentor all in one. You will come away energized, comforted, and full of hope.

**Registration due by April 30<sup>th</sup>**



## May 11<sup>th</sup>, 2019

Time: 11:00 am // Founders Hall  
in the Davidson

{Followed by a court-yard reception}

2019



CCSU LGBT CENTER

Register  
Here

[web.ccsu.edu/lgbtcenter/lavenderGraduation](http://web.ccsu.edu/lgbtcenter/lavenderGraduation)



graduates}