

CCW Committee on the Concerns of Women

4/26/2021 Meeting

Present: Dr. Stacey Miller, Jacqueline Cobbina-Boivin, Myrna Garcia-Bowen, Leah Glaser, Heidi Huguley, Kristine Larsen, Sandra Matthews, Gladys Moreno-Fuentes, Claudia Richards-Meade, Susan Slaga-Metivier, Eva Vrdoljak

Absent/ Excused: Toyin Ayeni, Silvia Corbera Lopez, Kristin D'Amato, Susan Gilmore, Elena Koulidobrova, Charisse Levchack, Meg Levvis, Heather Prescott, Karen Ritzenhoff, Tiffany Samuels, D'Lon Wilcox

1. Dr. Stacey Miller, Vice President for Equity and Inclusion, CCW Ex Officio Member

Welcome and Introductions

Discussion and Questions with Dr. Miller:

Equity & Inclusion Council –includes all 17 CSU's. Newly established committee.
Dr. Gates is Ex Officio member.

Dr. Miller will oversee CCW budget and understands we have not used it with COVID this academic year. CCW would have this back next year. Dr. Miller is willing to help facilitate that as much as possible.

CCW has 4 active Subcommittees this academic year:
Ruthe Boyea Scholarship
President's Task Force on Diversity, Equity & Inclusion
Women's History Month
Work Life Balance

Discussion of CCW Member Concerns

What are the most pressing issues right now?

Concerns presented to Dr. Miller included:

Campus climate survey: Need transparency and ability at all levels for voices to be heard. Last open forum reviewing survey was on teaching faculty, waiting to hear about remaining respondents. Need to address the outcomes of the previous campus climate surveys.

Several years ago CCSU hired consultant group where a lot of issues were identified. If not all recommendations for action have been completed, what is the plan?

Need to improve retention of women of color.

On this campus we see a lot of biases. Affinity, confirmation, etc. we all need to be educated on.

Lack of promotions or raises. Need more transparency with regards to who is getting promotions or merit pay.

Pay equity. Include race and gender in pay equity research.

Women of color need to know how to negotiate better. Question raised of an institutional practice, are people of color not permitted to negotiate.

AAUP members relate they did not negotiate when they were first hired coming from another college, because they didn't know they could or didn't know how or didn't feel secure doing so.

Promotion and tenure needs to be more transparent.

Female students of color are not getting research opportunities for those in the STEM field, or scholarship or leadership opportunities. Fellowships, Research need to be on A-Z index – all professors list their research so everyone has opportunity rather than just individual arrangements for fellowships

Classroom environment for female faculty, lack of respect in the classroom. What is acceptable behavior for students in classroom code of conduct?

Some women get mentoring and others do not get mentoring

Alumni women, lack of coverage for alumni women

With regards to Clerical Staff, the way they are spoken to in their areas needs addressed. Some are being moved to SUOAF and others are not given that opportunity. Little to no promotional opportunity exists.

2. Motion to pay half of the CUWFA (College and University Work-Life Family Association) membership renewal for the upcoming year.

Pay half of the CUWFA (College and University Work-Life Family Association) membership renewal for the upcoming year which is \$312.50. The current membership expires at the end of this month.

CCW Budget: Current balance is \$8,743.50. If the membership fee is approved, the new balance will be \$8,431.00

Heidi Huguley made motion to approve and Sandra Matthews seconded.
Vote was to approve.

3. Campus Climate Survey

Response provided as part of Agenda:

Ivonne Kirby, Associate VP, Institutional Research & Assessment

2020 Campus Climate Survey Faculty responses tabulated, remainder in process.

Changing Campus Culture Web page: <https://www.ccsu.edu/ccw>

[Presentation Spring 2020 Full-Time Campus Climate Survey Overview](#)

4. Work Life Balance Subcommittee Breastfeeding Initiative

CCSU Breastfeeding-Friendly Campus Recognition Ceremony. The will be presented to CCSU – 5/17 at 10:30 am, location tbd, may be Barnard patio

Dr. Miller will not be able to attend 5/17 celebratory event. Another date possibly.

CT Breast Coalition presents award for breastfeeding friendly campus to Dr. Toro – very short program, thank you's, here's the award and see you in the fall for a bigger event.

Breastfeeding Champion Registration forms need to be completed and submitted to Claudia Richards-Meade. Registration Form is attached to CCW meeting announcement and this agenda. Your name is not added without this form, also for t-shirt.

Claudia Richards-Meade will send list of lactation rooms to Dr. Miller

Childcare center will open in the fall.

5. Meeting adjourned at 1:34 pm.

Eva Vrdoljak called for motion.

Motion to adjourn made by Claudia Richards-Meade and seconded by Heidi Huguley.