

Agenda
 Committee on the Concerns of Women
 Monday, November 12, 2012, 12:15, in the 1849 Room of the Student Center

1. Attendance and Welcome
 2. Approval of Minutes
 3. Budget Report
 4. Old Business
 5. Important Events at CCSU
 6. AAUW (Laura Tordenti)
 7. Sub-Committee Reports
- a. Budget Committee (Ellen Retelle and Kathy Poirier)
 Please make your requests for funding by February 1st for the spring semester.
 - b. Job Place Bullying and Harassment (Kathy Hermes)

Attendance: Carolyn Fallahi, Kathy Hermes, Lou Pisano (HR)

November 8, 2012: Discussed the Bullying Policy. Explained that we wrote this draft when Anne Alling was the head of HR and that she didn't get a chance to work on it before she left. In the past, a policy from this committee was sent to the Executive Committee. They wanted a policy that emphasized verbal abuse, but they weren't sure about violence issues. This committee felt that we would have to reach a high level of psychological intimidation to have a response with the old policy. Kathy gave examples of more subtle forms of intimidation that she was made aware of by employees. Lou stated that he is going to investigate whether or not we need a policy. He emphasized that he wants to hear about bad behavior on the part of employees and that he doesn't necessarily need a policy to deal with that. Kathy emphasized that the language of this policy is in line with the language of several bullying bills that are being introduced to different states.

- c. Women of Color Support and Concerns: (Rosa Rodriguez)
- d. Women's History Month and Luncheon (Ellen Retelle)

Women's luncheon committee Meeting was cancelled due to Hurricane Sandy. Committee will meet on November 13. Have tentatively booked the Connecticut Room for March 6 and March 14. Will decide on the specific date as soon as we book a speaker. Committee has received a list of 53 innovative, outstanding women from across Connecticut who were honored in 2012, during the eighth annual Women of Innovation awards meeting. The Connecticut Technology Council, recognizes women in the workforce and at the high school and college levels, who are innovators, role models and leaders in the technology, science and engineering fields. Hopefully, the committee can invite a woman from this group to be our speaker.

- e. Work Life Family Balance (Fiona Pearson & Leah Glaser)

The WLB subcommittee met on October 23rd. Present were Leah Glaser, Fiona Pearson, Jacqueline Cobbina-Boivin, Kim DeMichele, Karen Ritzenhoff and Laurie Dunn.

Below is a list of topics/items discussed:

- 1) We discussed the new lactation room currently located in the EB Library on the 4th floor. We need to ensure that the room is equipped with comfortable furniture and a refrigerator. Leah has in her office a refrigerator that was supplied by the University when she was nursing that could be moved to the new lactation room. Jacqueline stated that the Women's Center has posted signs across campus advertising the new lactation room in the library. When construction begins on the 4th floor of the library, that lactation room will move--we are not sure to where it will move. Finally, Laurie stated that she will follow-up to ensure that furnishings and equipment are provided for the lactation room(s) in the new Arts and Sciences building.
 - 2) We briefly discussed the importance of promoting WLB on CCSU's campus. Jacqueline offered to help by enlisting some of her student workers in the RB Women's Center to create promotional posters. We hope to promote the WLB website and facebook page with these posters.
 - 3) Kim provided information regarding several funding sources for the pilot drop-in service that we hope to offer in the 2013-14 academic year. Fiona and Kim will work together to apply for these grants which are due in January and February.
 - 4) Leah and Fiona shared information from their Oct. 9 meeting with Deans Sakofs and Pease and Oct. 18 meeting with Dean Lemma. During those meetings Leah and Fiona discussed the future of the Family Resource Center that is now included in the 2020 Master Plan and discussed possible funding sources for the drop-in site.
 - 5) Fiona shared information regarding her meeting with the AAUP Executive Board on Oct. 10. CCSU's AAUP has agreed to help us in funding the pilot drop-in site and would like to put in an additional request for funding from CSU's AAUP. Fiona has also contacted SUOAF but is awaiting their response.
 - 6) Our next meeting will take place on Tuesday, Nov.27th.
- Meeting adjourned

f. Scholarship (Emily Chasse)

g. Sexual and Relationship Violence Prevention (Joanne DiPlacido)

h. Sexual Minorities (Ellen Retelle)

The committee has not met yet.

i. Mentoring (Carolyn Fallahi)

Attendance: Carolyn Fallahi, Myrna Garcia-Bowen, Lou Pisano (HR) Following our last sub-committee meeting, we talked about the kinds of support that the faculty received (Mentoring) around DEC matters. Myrna brought up the fact that counselors, athletics, and librarians are AAUP, but their supervisors are SUOAF. She has spoken with members of those groups who have expressed concerns. We

wondered what kinds of trainings or mentoring are available for those groups. Lou suggested that we first identify who the players are who are up for continuing appointments and/or tenure/promotion and see how many employees are involved. Then we need to identify the kinds of challenges they have. Lou will speak with Laura Tordenti about the kinds of training she does with those group members. At that point, he will decide what could be done and go from there.

j. Men's Initiative and Support of Women (Jason Sikorski):

k. Health Education for Women (**Need Chair**)

We tried to find a time to meet, but were not successful.

l. Women's Center Report (Jacqueline Cobbina-Boivin)

m. Website Maintenance: Please send all information to be posted on the website to Carolyn. Please note the new calendar available on the left of the website. You can now view all of the events for CCW at a glance!

n. New Business:

6. Announcements:

a. Schedule of meetings for the rest of the year:

Monday, December 3, 2012

Monday, January 28, 2013

Monday, February 25, 2013

Monday, March 18, 2013

Monday, April 15, 2013

Monday, May 6, 2013

b. We approved money to help sponsor this event. Date to be announced. Ilyasah Shabazz, of *Growing up X*. Book description from Amazon.com: February 21, 1965: Malcolm X is assassinated in Harlem's Audubon Ballroom. June 23, 1997: After surviving for a remarkable twenty-two days, his widow, Betty Shabazz, dies of burns suffered in a fire. In the years between, their six daughters reach adulthood, forged by the memory of their parents' love, the meaning of their cause, and the power of their faith. Now, at long last, one of them has recorded that tumultuous journey in an unforgettable memoir: *Growing Up X*.

Born in 1962, Ilyasah was the middle child, a rambunctious livewire who fought for—and won—attention in an all-female household. She carried on the legacy of a renowned father and indomitable mother while navigating childhood and, along the way, learning to do the hustle. She was a different color from other kids at camp and yet, years later as a young woman, was not radical enough for her college classmates. Her story is, above all else, a tribute to a mother of almost unimaginable forbearance, a woman who, “from that

day at the Audubon when she heard the shots and threw her body on [ours, never] stopped shielding her children.”

c. Program: Birth Control Methods and Safer Sex

Date: Tuesday, November 13, 2012, 12:00-1:00 p.m.

Location: Women’s Center Lounge, Student Center, Rm 216

d. Program: Mitsitam: A Native American Banquet Experience

Date: Thursday - November 15, 2012

Time: 6:30 PM to 8:30 PM

Location: Constitution Room Memorial Hall

Committee on the Concerns of Women
October 15, 2012
12:15pm-1:30pm
Student Center, Room 1849
Committee Meeting Minutes

Present: Carolyn Fallahi, Ellen Retelle, Emily Chasse, Heather Prescott, Jacqueline Cobbina-Boivin, Bobbie Koplowitz, Kristine Larsen, Susan Gilmore, Kate McGrath, Carol Morano, Susan Slaga, Laura Tordenti, Eva Vrdoljak, Jason Sikorski, Jaclyn Hennessey, Kristin Pitt, Sam Ozzone, Rebecca Pickering, Kim Szews, Joanne DiPlacido

Absent/Excused: Rosa Rodriguez, Kathy Hermes, Marisol Aponte, Meg Levvis, Leah Glaser, Fiona Pearson, Sandra Matthews, Karen Ritzenhoff, Heidi Huguley, Candace Barrington, Myrna Garcia-Bowen, Kim DeMichele, Kathy Poirier

1. Attendance and Welcome
 2. Minutes
 - Committee reviewed the minutes from September 17, 2012 CCW Committee Meeting
 - Vote was unanimous to accept
- **Change scholarship: Two scholarships, June Baker Higgins**
3. Budget Report (Ellen Retelle & Kathy Poirier)
 - Nothing had changed
 - Please make your requests for funding by October 1st for the fall semester and February 1st for the spring semester.
 - Request for funds from Mary Ann Mahoney for Brazilian Attorney/Labor Leader. I'm writing because you expressed interest in helping to fund/host Maira Neiva Gomes, coordinator of the Legal Department of the United Metal Workers Union of Contagem, Brazil. We've agreed to host a talk on October 25, from 4:30 to 5:45. I've had some specific commitments, but several people simply mentioned that they would consult with their departments/programs. Committee requests more information. Will give up to \$100.
 - Request for Race Against- food, April 21, 2013
 - Carolyn: \$75 for the Jobplace Bullying and Harrasment Subcommittee, for food. Will be cancelled if no one shows up.
 - a. Committee motions to approve
 - b. Vote was unanimous to approve
 4. Old Business
 5. Events at CCSU
 - See calendar on CCW website for events

- SlutWalk error on poster- starts at 4pm not 4:30pm on October 30, 2012. Posters will be updated.

6. Sub-Committee Reports

- a. Job Place Bullying and Harassment (Kathy Hermes) Sub-Committee met October 11, 2012. Healthy Workplace Week is next week. We will be sponsoring a game called, The Respectful Workplace Game. It's a board game for 2-6 teams. Please come and join us on Tuesday, October 16th, in Vance 106, from 3-6 p.m. Food will be served! For more information see: <http://www.amazon.com/Franklin-Learning-Systems-RWG-Respectful/dp/B002RMAM52>. Next year, we want to plan a fair for healthy workplace week. We are considering *Murder by Proxy* or another movie to show. Other suggestions included a workplace bullying comedian, *Bad Bosses*, *Office* episode, etc. We will approach the head of HR about a specific university hour off for all staff to attend. Kathy will approach President Miller to sign the Freedom from Workplace Bullying Act again this year. Carolyn and Kathy will follow up with the head of HR regarding the Workplace Bullying policy from last semester.
 - Carolyn: Kathy sent our proclamation. President signed it. Planning a more involved event for next year. Healthy Workplace fair
- b. Women of Color Support and Concerns: (Rosa Rodriguez)
 - Committee hasn't met yet
 - No report
- c. Women's History Month & Luncheon (Ellen Retelle) Scheduling meeting later in Oct.
 - Meeting in later October.
 - Joanne: Recommends Faith Middleton to speaker.
 - Emily: Barbara McBridesmith (\$1000)
 - Will look at rooms available.
 - Any suggestions of speakers that will speak to the theme. Theme is *Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics*
- d. Work Life Family Balance (Fiona Pearson & Leah Glaser)
 - No report
- e. Scholarship (Emily Chasse)
 - Looking at getting posters made.
 - Committee hasn't met yet.
- f. Sexual Assault Protocol (**Sexual and Relationship Violence Prevention**) (Joanne DiPlacido) Met on October 11, 2012. Report below:
 - i. Name Change to **Sexual and Relationship Violence Prevention** and New Goals: The Sexual Assault Protocol Sub-Committee was originally

started as a way of promoting new policies related to sexual assault. As those policies have been created and implemented, we decided that it was time to focus on new goals and change our name. We decided that we wanted to focus more on relationship violence and prevention. Given that end, we voted to change our name to the Sexual and Relationship Violence Prevention Sub-Committee.

- ii. Goals for this year: Programming around sexual assault violence month in April. Thus far: a. April 10th Take Back the Night. b. CCW is going to co-sponsor the 5K Enough Race Against Violence April 21, 2013. With the race against violence, we are asking for money to support this event. Last year we requested and \$1,000, which covered food, t-shirts, etc.
- iii. Upcoming Events: Slut Walk, but the handout has the wrong times. They contacted Jason to speak at 4, but the handout says that it starts at 4:30 p.m. on October 30th. We will check with Jackie about the times.
- iv. Things to follow up on: Stalking Policy. Carolyn will contact HR and see how that policy is progressing. Template for colleges. See if anything needs to be changed.
- v. One possible goal: Survivors and Resource Panel for students.
- vi. We were updated about Orientation. Sex Signals (theater group) performed at Orientation and talked about sex, consent, etc. Did it through roll plays, miscommunication, the wrong signals, brought it down to their level so they have a better understanding. The students were given handbook. Also doing the sexual assault presentations with Jackie and the YWCA. The presenters have been well received. Being done in the residence halls. These trainings will continue in the month of October. Jason's Men's group was there in the residence halls and it went well. Going into another dorm next week. With Orientation, after Sex Signals, Sandy's staff went over campus resources. Brochures were passed out. The group considered doing a panel at Orientation. Sandy noted that if we were to propose anything else at Orientation, we would need to speak with Ray Hernandez. If we want to recommend and have a panel in addition to Sex Signals, we would have to go through him to get it part of the program. That doesn't mean we have to wait until orientation; we can do it at another time as well.
- vii. All the programming in the past has been faculty based. It would be interesting to have a student run gripe session, where things could improve, on the model of what they did with advising?
- viii. Bobbie talked about a past program at CCSU called the Student Assistance Program: trained for a week; our pictures on campus; people who students went through anyway; so in a situation like that we were trained in a number of hot spots. Went for 5 or 6 years about 15 years ago.
- ix. What types of prevention programs would students like to see? The SART committee had a best practices committee. Joanne and Sandy were going to try and work with them. Idea: Jaclyn, have the

- beginning alcohol test that incorporates sexual assault information. Also can talk with Megan Wenz in alcohol (EW: alcohol. Edu). She might be a good person to take it. Jaclyn will speak with Megan and find out their status. If she is not the right person, she can tell us who to speak with.
- x. We want to coordinate programming for the sexual assault month in April with the Women's Center. Also, for next October, we would like to begin planning for programming for Domestic Violence Awareness Month.
- g. Sexual Minorities (Ellen Retelle) Scheduling meeting later in October. Info from LGBT Advisory, will schedule a meeting of subcommittee later in October.
 - h. The LGBT advisory committee will be more activist. Mentoring (Carolyn Fallahi)
 - Scheduling meeting for later in October.
 - Carolyn: Meeting Thursday at noon. Short meeting. Giving assignments out to members.
 - i. Men's Initiative and Support of Women (Jason Sikorski)
 - Meeting later in October.
 - Hope to start working on 5K run. We collected data in dorms. Trying to engage them in discussion.
 - j. Health Education for Women (**Need Chair**)
 - Carol will set up a meeting.
 - Ask committee for suggestions about what to do.
 - Tabling at events. Talked about Race against violence. Suggest a section on CCW website with resources.
 - Joanne: Ordered pens that indicate months of awareness ex. October- Breast Cancer etc. Good goal for the committee.
 - k. Women's Center Report (Jacqueline Cobbina-Boivin)
 - Brought in Newsletters. Sexual Assault Awareness month is October. Speaker coming in October 25 at 1:40pm to talk about forced marriages.
 - Slutwalk event October 30, 2012 at 4pm. Students will change time on posters.
 - Trying to collect sweatpants for sexual assault survivors when they go to the hospital. Drop off at the Women's Center.
 - Karen Morostic scholarship given out in her name. Pay for CCSU or UCONN students that work at women's center to attend national conference.
 - *Men, Masculinity and Violence on Campus* event. Presenter is from University of Connecticut. Thursday, October 18, 2012. Will send out info.
 - *Vagina Monologues* more info. Want faculty and staff to participate. Can read intro or other things. Read from a script. Art student is director this year.
 - l. Website Maintenance: Please send all information to be posted on the website to Carolyn. Please note the new calendar available on the left of the website. You can now view all of the events for CCW at a glance!

- Every month emails will be sent out about meetings and subcommittees
- Joanne: Announced Perceptions and experiences of Caregiving. Focus groups in the fall. Asks committee for involvement. Will send out posters and info. Spread the word to students and staff members.
- Carolyn: Encourage students to consider WGSS as a minor.

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a. Schedule of meetings for the year:

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