

CCSU Committee on the Concerns of Women

Annual Report for 2020-2021 Academic Year

Introduction

The Committee on the Concerns of Women for 2020-2021 was fully under COVID restriction guidelines. This made meetings completely online, formerly having fully in person meetings.

EBoard

Eva Vrdoljak, Chair, Sandra Matthews, Treasurer, Heidi Huguley, Secretary

Membership

Oluwatoyin Ayeni, Jacqueline Cobbina-Boivin, Silvia Corbera Lopez, Kristin D'Amato
Myrna Garcia-Bowen, Susan Gilmore, Leah Glaser, Heidi Huguley, Elena Koulidobrova
Kristine Larsen, Charisse Levchack, Meg Levvis, Sandra Matthews, Gladys Moreno-Fuentes
Heather Munroe Prescott, Claudia Richards-Meade, Karen Ritzenhoff, Tiffany Samuels
Susan Slaga-Metivier, Eva Vrdoljak, D'Lon Wilcox, Leanne Zalewski

Membership Meetings

9/21/2020	1/25/2021
10/26/2020	2/22/2021
12/7/2020	3/22/2021
	4/26/2021

CCW Active Subcommittees 20-21 Academic Year

President's Task Force on Diversity, Equity & Inclusion

Chair	Members	Meeting Times
Myrna Garcia-Bowen	Heidi Huguley	
Gladys Moreno-Fuentes	D'Lon Wilcox	

RUTHE BOYEA SCHOLARSHIP

Chair	Members	Meeting Times
Kristine Larsen	Susan Gilmore Karen Ritzenhoff	Electronic Meetings (Spring)

WOMEN'S HISTORY MONTH

Chair	Members	Meeting Times
Jacqueline Cobbina-Boivin	Jacqueline Cobbina-Boivin	TBA
Susan Slaga-Metivier	Heather Prescott	
Karen Ritzenhoff	Karen Ritzenhoff	

WORK LIFE BALANCE

Chairs	Committee Members:	Meeting Times
Leah Glaser	Eva Vrdoljak	Monthly
Claudia Richards Meade	Silvia Corbera Lopez	
	Non-Committee Members	
	Fiona Pearson	
	Christina Robinson	

CCW Year in Review

With COVID restrictions, our meetings were entirely online. This proved to be an interesting challenge and opportunity to meet in a different venue.

Dr. Stacey Miller was hired for Vice President for Office of Equity & Inclusion and is Ex Officio member of CCW. Dr. Miller attended our 4/26/2021 CCW Meeting, introductions made all around and there were CCW concerns presented to Dr. Miller.

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

CCW membership is looking forward to working with Dr. Miller in the upcoming academic year.

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; including affinity, confirmation, 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 for pay equity.

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

Promotion and tenure need to be more transparent.

Our 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

With regards to Clerical Staff, questions about areas where Clerical contract is silent.

Also, some are being moved to SUOAF while others are not given that opportunity.

Little clerical promotional opportunity exists on campus. Talented staff are leaving for promotions.

Alumni women; lack of coverage, support for alumni women

CCW Recommendations

We look forward to more in person communications and meetings as COVID restrictions lessen.

Continue to review and encourage CCW Subcommittees and activities.

CCW continues to encourage faculty to be nominated or self-nominate for Chair position.

Membership looks forward to continuing to develop our relationship and collaborations with Dr. Stacey Miller as Budget Manager as well as Ex Officio Member. This provides opportunity to improve CCW's visibility and increased support for campus initiatives and communications.

Budget Report

**Committee on the Concerns for Women
CCW001
Fiscal Year - 2021**

Discretionary PS Budget Pool

Account	Description	Budget	YearToDate	Encumbrances	Balance
600001	Personal Service Bdgt Pool Discret	3,589.00	0.00	0.00	3,589.00
Total Discretionary PS Budget Pool		3,589.00	0.00	0.00	3,589.00

Other Expense Budget Pool

Account	Description	Budget	YearToDate	Encumbrances	Balance
700000	General & Admin Bdgt Pool-Other Exp	9,231.00	0.00	0.00	9,231.00
701500	Dues & Memberships	0.00	187.50	0.00	(187.50)
Total Other Expense Budget Pool		9,231.00	187.50	0.00	9,043.50

Academic Year activity was to pay half of the CUWFA (College and University Work-Life Family Association) membership renewal for the upcoming year which is \$312.50

Subcommittee Reports

Ruthe Boyea Scholarship Subcommittee:

Chair, Kristine Larsen, Committee members Susan Gilmore and Karen Ritzenhoff

Ruthe Boyea Scholarship: co-winners (\$600 each)

Dawn Blizzard, a graduate student in the Marriage & Family Therapy Program, is well on her way to realizing her goal of helping female trauma victims as a Licensed Marriage and Family Therapist. Her previous public service includes working on fundraisers and collection drives for Artists Against AIDS (New Haven, CT) and the Lakota Sioux of Pine Ridge Reservation, as well as planning and running an event for nursing home staff to thank them for their hard work during the pandemic. She joined NOW in the early 1990s and worked as a legislative aide in the service of an access bill for women seeking safe abortions at clinics. As she noted in her essay,

“I adopted my son as a single mom and learned, as a statistic I studied in school, the constructs and stressors of raising a special needs child alone. It took me 12 years to finish my MA degree as a result. I applied to and was accepted into law school; I received a scholarship from the Gender Law department but after a year, I realized I would be of more service to women as a therapist. I am now studying to become a Marriage and Family Therapist to help women in particular, who are suffering from various forms of trauma.”

The Scholarship Committee is convinced that Dawn will indeed be of great service to women in the future.

Her anticipated graduation date is 12/31/2021.

Trinitee Williams, a junior in the Strategic Communications program, has a proven track record of working for the benefit of women on the CCSU campus. Whether in her role as a Program Coordinator for the Ruthe Boyea Women’s Center, an Orientation leader, or RA in the all-female Barrows residence hall, Trinitee has demonstrated a passion for helping other Blue Devil women be successful. She joined the Women’s Center staff as a first year student, and was given the responsibility of coordinating the Girls In Stem program in which 80 7th grade girls visited our campus. She later became the Facilitator for the on-campus support group for African American and Caribbean females called United Sisters. As she noted in her essay, she especially appreciates “the opportunity to be a resource for my residents and promote subjects such as self-care and having a female community to support you.” One of her references, Evelyn Johnson, Esq., reflected that Trinitee’s drive and determination to always be her best self and to always give back is a clear indication that she is going to continue to do amazing things in her career and in the community. I look forward to seeing all that Trinitee is going to accomplish and all the lives she is going to impact.” The Scholarship Committee agrees whole-heartedly.

Her anticipated graduation date is 05/31/2022.

Women's History Month Subcommittee:

Jacqueline Cobbina-Boivin, Susan Slaga-Metivier, Karen Ritzenhoff

Women's History Month Luncheon - March 10, 2021.

Coordinated with Women, Gender and Sexuality Studies.

Dr. Khalilah Brown-Dean, Quinnipiac University talked about "Women in Politics and VP Kamala Harris" (Keynote speaker)

Karyl Evans, documentary filmmaker. Her documentary about the Suffragettes Movement in CT was screened.

Carolyn Lumsden, The Vance Chair for Communication and Journalism moderated the event

CENTRAL CONNECTICUT STATE UNIVERSITY WOMEN'S HISTORY LUNCHEON

Wednesday, March 10, 12:00-1:30 pm

- **Moderator: Endowed Vance Chair, Carolyn Lumsden**
- **CT filmmaker Karyl Evans short documentary on the "Women's Suffrage" in Connecticut**
- **Dr. Walton Brown-Foster from Political Science at CCSU**

DR. KHALILAH BROWN-DEAN, QUINNIPIAC UNIVERSITY, KEYNOTE SPEAKER



Free and open to the public.
Registration required.
<https://www.eventbrite.com/e/womens-history-virtual-luncheon-tickets-142625269019>

Work Life Balance Subcommittee

20-21 Year End Report





Co-Chairs: Leah Glaser, PHD & Claudia Richards-Meade

Subcommittee Members: Silvia Corbera Lopez, PHD; Eva Vrdoljak

With the university still operating under the constraints of COVID and the time needed to have conversations that needed to be had were with key people needing to shift their focus on having a safe campus community, the subcommittee decided to focus on an area that was pending for some time to get it to closure.

BREASTFEEDING FRIENDLY CAMPUS

The subcommittee finalized and submitted the application to the Connecticut Breastfeeding Friendly Coalition for Central Connecticut State University. “The Breastfeeding-Friendly Campus Award recognizes colleges and universities who support and protect the rights of all breastfeeding mothers, students, employees, and visitors on their campuses through guidelines, accommodations and an overall culture that recognizes the importance of helping mothers achieve their breastfeeding goals.”

The committee received notice on March 12, 2021 that the university received the distinction. The university was then awarded the distinction on May 17, 2021 in a small ceremony. This designation should help attract and retain students of all backgrounds and contribute to goals of an inclusive, family-friendly campus for traditional and non-traditional students.

Action:

- September 2021 – Host campus event to highlight distinction and provide Resources in partnership with members of the Nursing Department and the Woman’s Center.

LACTATION ROOMS

In preparation of submitting the application, the sub-committee visited and documented each lactation room. The subcommittee found that some of the rooms lacked beautification, furniture, outside resources and consistent signage.

On April 26, 2021, the subcommittee provided the findings to Dr. Stacey Miller, Vice President for Equity & Inclusion, with the understanding that the OEI office has oversight of the lactation rooms.

Action:

Fall 2021

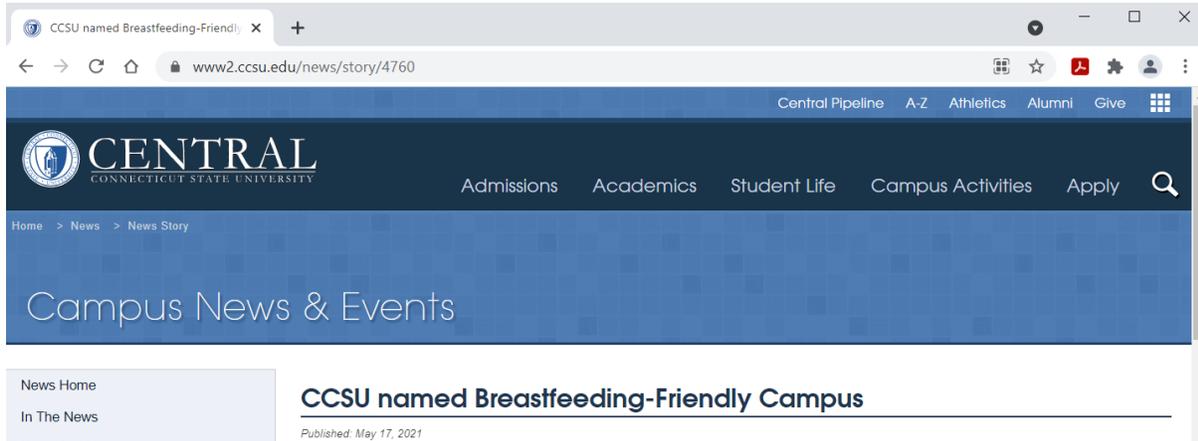
- Verify findings were addressed
- Have marketing materials produced
- Update WLB Webpage

Items to be discussed in the future:

- Lactation Room – Secure rooms for proper usage
- Baby Changing Stations in male restrooms
- Supportive Resources for Work Life Balance during a pandemic
 - Managing childcare and elder care

Ceremony: CCSU Named Breastfeeding-Friendly Campus

5/17/2021 - <https://www2.ccsu.edu/news/story/4760>



The Connecticut Breastfeeding Coalition recognized Central Connecticut State University as a Breastfeeding-Friendly Campus at a May 17 ceremony on campus.

Dr. Michele Vancour, former chair of the Connecticut Breastfeeding Coalition and coordinator for the Breastfeeding-Friendly Campus Initiative, joined campus leaders and guests at the ceremony to present CCSU President Zulma R. Toro with a certificate.

The Breastfeeding-Friendly Campus Award recognizes colleges and universities who support and protect the rights of all breastfeeding mothers, students, employees, and visitors on their campuses through guidelines, accommodations, and an overall culture that recognizes the importance of helping mothers achieve their breastfeeding goals.

"Every day we work to cultivate a welcoming and supportive learning community and that includes individuals who are working and raising a family while they complete their studies," says President Zulma R. Toro. "This designation from the Connecticut Breastfeeding Coalition underscores that commitment, and I am proud to lead an institution that supports the mothers among our campus community."

The Work-Life Balance subcommittee of the CCSU Committee on the Concerns of Women (CCW) sought the designation as part of its ongoing effort to advocate and promote a positive climate for all university women students, staff, faculty, and administrators. Subcommittee members Dr. Fiona Pearson, Dr. Silvia Corbera, Dr. Leah Glaser, and Claudia Richards-Meade led the initiative.

"For years, CCW has been advocating for on-campus childcare and other policies that recognize that our students are predominantly not traditional and have family obligations. This helps indicate to potential students that we are family-friendly and will support new parents," says Glaser.

The University provides private lactation rooms to nursing mothers at six locations on campus — Barnard Hall; Ebenezer Bassett Hall; Hilltop Café; the Burritt Library; Mid-Campus Residence Hall; and the Willard-DiLoreto complex. The first lactation rooms on campus opened in 2007, and CCW has worked to add amenities and access elsewhere throughout campus. Plans are in the works to install diaper-changing stations in men's restrooms on campus.

"We thank the administration for recognizing these needs and for supporting our efforts to increase resources for students, faculty, and staff who are caregivers," says Pearson. "We look forward to continuing our advocacy in support of working and studying parents at CCSU."

The Breastfeeding-Friendly Campus designation bolsters Connecticut state law that requires workplaces to "make reasonable efforts to provide a room or other location, in close proximity to the work area ... where the employee can express her milk in private."



 **PROGRAM ORDER**

Welcome—Leah Glaser, PhD - Professor of History,
Co-Chair of Work Life Balance, subcommittee of CCW

Introduce Michele Vancour—Claudia Richards-Meade,
Human Resources Assistant; Co-Chair of Work Life
Balance, subcommittee of CCW

Present designation to CCSU/ Dr. Toro—Michele Vancour,
PhD, MPH—Past Chair of the Connecticut Breastfeeding
Coalition & Point-Person for Breastfeeding-Friendly
Campus Initiative

Accept Award and Remarks—Dr. Zulma Toro, President

Thank You on behalf of the students —
Jacqueline Cobbina-Boivin Women's Center Dir. or Rep.

Thank you on behalf nursing students—Tamara Holland,
PhD & Michele McKelvey, PhD, Professors of
Nursing Department

Thank you on behalf of staff— Anna Suski-Lenczewski -
Chief Human Resources Officer

Thank you on behalf of faculty—Silvia Corbera Lopez,
PhD, Assistant Professor of Psychological Science -

Closing—Eva Vrdoljak, Secretary 2, Chair of CCW

Pictures


**CCSU
BREASTFEEDING
FRIENDLY
CAMPUS
RECOGNITION**

**MONDAY, MAY 17, 2021
10:30 A.M. —
BARNARD HALL PATIO**

**PRESENTED BY:
CT BREASTFEEDING COALITION**

