

Committee on the Concerns of Women

Meeting Minutes

2/22/2021

Present: Jacqueline Cobbina-Boivin, Myrna Garcia-Bowen, Kristine Larsen, Sandra Matthews, Gladys Moreno-Fuentes, Claudia Richards-Meade, Tiffany Trowbridge-Bernard, Eva Vrdoljak, D'Lon Wilcox

Absent/ Excused: Toyin Ayeni on sabbatical, Silvia Corbera Lopez, Kristin D'Amato, Susan Gilmore, Leah Glaser, Heidi Huguley, Elena Koulidobrova, Charisse Levchak, Meg Levvis, Heather Prescott, Karen Ritzenhoff, Tiffany Samuels, Leanne Zalewski

1. 1/25/2021 Meeting minutes to be approved by email vote.
2. Ivonne Kirby to be requested to share Campus Climate Survey report with CCW. Jacqueline Cobbina-Boivin requested vote and consensus was to approve.
3. Call for trainings, speakers at CCW meetings.
To deal with issues that we deal with on campus. Not mandatory, encourage people to come. Jacqueline Cobbina-Boivin requested vote and consensus was to approve.
4. Goals for today's meeting:
 - 1) Identify some issues women face on campus
 - 2) Create atmosphere at CCSU where women prosper career-wise, succeed with work-life balance,
 - 3) Provide support and advocacy around policies that impact women.
 - a) Concentrate on issues for Women of Color
 - b) Look at issues for Clerical staff
 - c) Look at issues for Faculty and Faculty Administrators

5. Discussion

Women of Color:

We are representing CCSU, these may not be our personal issues but issues for others.

Start with what are the issues impacting Women of Color on campus.

Gender pay inequity, pay is less than for White women on campus.

Another layer within gender equity issue.

For AAUP - some people may have negotiated better pay when they start.

Women of Color are brought in at the lowest level.

Not only women also men of color

External hires can start at higher rate. If promoted only get percent increases internally.

Knowing your words, women of color may not have the right words

Students and University Assistants:

There seem to be inequities. Some UA's require bachelor's degrees and make less money than the top level of student employees.

Need clarification, possible inconsistency - 19 or 20 hours and choice of benefits

Clerical Staff:

Requests for promotion of clerical staff denied.

Clerical staff contract is silent on benefits that they should be getting.

We need to let negotiating team know that there are other contracts that are better

Secretary promotion requests to Administrative Assistant not successful as AA hired only for Deans, Associate Deans, Vice Presidents.

Invite union leadership to a meeting

Lisa Bigelow keeps local involved to inform them how SUOAF is advocating for them.

Look at contract first

Come up with a list of questions and what the possible answers should be.

"9 to 5" PBS documentary recommended for Clerical - it is good about clerical organizing for unions

Faculty/ Administrative Faculty:

Identified gender inequity with pay, including level of racial disparity

Climate Survey supposed to be coming out. No reason to reinvent the wheel.

6. CCW Membership Discussion:

Reach out for new members

Need to check with current members before reaching out for new members

In 1849 room we get a lot show up, it is full

Some people are giving up service in time of COVID

7. Request for Next Meeting:

Subcommittee request for conversation with the whole committee regarding Task Force on Diversity and Equity.

Adjournment:

Meeting ended at 1:42 pm