

2014-15 Report Committee for the Concerns of Women

June 29th, 2015

To: President Jack Miller

From: Myrna Garcia-Bowen and Fiona Pearson (CCW Co-chairs)

RE: Committee for the Concerns of Women Annual Report

BACKGROUND INFORMATION

CCW Membership:

Myrna Garcia-Bowen and Fiona Pearson (Co-Chairs), Sandra Matthews (Secretary), Zehra Abbas (Graduate Assistant), DeMara Cabrera, Jacqueline Cobbina-Boivin, Kristin D'Amato, Susan Gilmore, Leah Glaser, Jessica Greenebaum, Heidi Huguley, Bobbie Koplowitz, Rati Kumar, Wangari Gichiru, Kristine Larsen, Kate McGrath, Evadne Ngazimbi, Heather Prescott, Karen Ritzenhoff, Rosa Rodriguez (ex-officio), Susan Slaga, Eva Vrdoljak

Meetings: September 29, October 27, November 17, January 26, February 9th (canceled – inclement weather), March 23, April 27

Finances: CCW Thanks Dr. Dr. Laura Tordenti, Vice-President of Student Affairs, for her financial support of CCW. Budget attached.

REPORT

➤ Events and Initiatives, 2014-15

- Review of BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Violence Policy:**

On November 17, CCW invited Rosa Rodriquez and Carolyn Magnan to share their understanding of the newly implemented BOR/CSCU Sexual Misconduct, Sexual Assault and Intimate Violence Policy.

The Office of Diversity and Equity arranged Title IX training in person in addition to online opportunities. CCW also asked the CCSU-AAUP to review the new BOR/CSCU policy. They forwarded it to the CSU-AAUP's legal representation, who expressed deep concerns about the BOR/CSCU policy which is believed to be more broad sweeping in scope than UCONN's policy and risks creating a culture of silence due to the lack of resources on campus that can provide confidentiality to victims. CCW is particularly concerned about the lack of resources provided to the Office of Diversity and Equity to address the increased number of incidents reported on campus and the increased need for education regarding sexual misconduct, sexual assault and intimate violence. CCW is continuing to work with the Office of Diversity and Equity and the CCSU-AAUP and CSU-AAUP to research and explore these concerns.

- **Women's History Month Reception:** On March 26th, the committee collaborated with the RB Women's Center and WGGS to bring in Shelby Knox, writer and director of *The Education of Shelby Knox* and reproductive rights advocate. In addition, the committee collaborated with the History Department to bring in Rickie Solinger on April 14th. Solinger is a historian of reproductive rights and shared an exhibit that she curated for the library on Claiming Citizenship: African Americans and the New Deal.
Committee: Jacqueline Cobbina-Boivin, Jessica Greenebaum, Bobbie Koplowitz, Heather Prescott (Chair), Susan Slaga

- **Women of Color Support and Concerns Subcommittee:** The subcommittee reviewed campus climate surveys and proposes that CCSU assess our climate in 2015-16. On May 7, 2015, the committee hosted the luncheon "Conversations" and CCW's Evadne Ngazimbi presented her work on micro-aggressions in everyday life. Over 50 students, faculty, faculty administrators, and staff attended this luncheon.

- **Work Life Family Balance Subcommittee- (WLFB)**

- **CSCU Work Life Family Conference:** CCW's Fiona Pearson and Leah Glaser coordinated with SCSU colleague Michele Vancour to host the first CSCU system-wide conference devoted to exploring work life family issues in our state colleges and universities. The CSCU Work Life Family Conference was held in the Connecticut Room at CCSU on Tuesday March 24th from 9-2pm. The conference was funded by the system office's Human Resources Department. Representatives from the four CSU's, nine community colleges and Charter Oak attended and participated in discussion and workshops regarding issues as varied as child care, campus climate, flex-time, and stopping the tenure clock for life events. Jean McLaughlin, Associate Director of the American Council of Education, and Carmen Cid, Dean of School of Arts and Sciences at ECSU, served as our key note speakers. Michele Vancour and Fiona Pearson are in the process of identifying individuals to serve on the steering committee for our follow-up conference scheduled for Friday October 23rd, 2015.
- **Human Resources:** Ms. Laurie Dunn, formerly employed at CCSU in Human Resources, was allocating 10% of her work towards "work life family balance" issues at CCSU. However, since her resignation from CCSU, no one had been assigned to Work Life Family Balance issues for the 2013-14 academic year. CCW worked with Lou Pisano, followed by Anna Suski-Lenczewski, who assigned Claudia Richards-Meade to devote 10% of her work towards work life family balance issues. Ms. Richards-Meade worked with Derek Pierce to monitor the babysitting web site and will continue to work with CCW on these issues.
- **Child Care:** CCW has been working with the Early Learning

Program @ CCSU, which provides pre-k education to 26 children, including 9 children of CCSU students and with Dean Mike Alfano of SEPS to improve and expand the child care offerings at CCSU.

- **Campus of Compassion:** CCW endorsed the Campus of Compassion Campaign in spring 2015 and looks forward to working with this group of individuals to promote the ideals put forth in the Charter of Compassion.
- **Support of CCSU/Women Center Events**
 - Tom Keith, Masculinity & Communication -\$200
- **Support of WGGS**
 - Shelby Knox, Reproductive Rights Activist - \$1500
 - Welcome Reception, Thursday 10/30 - \$200

➤ **2015-16 – Future initiatives**

- Women of Color Support and Concerns Sub Committee – This committee is reviewing campus climate surveys to assess the quality of our campus climate for students, faculty and staff.
- Work Life Family Subcommittee – This subcommittee will continue to work with Dean Alfano and the ELP to expand and enhance child care resources at CCSU. We will also continue to develop lines of communication between the four CSU's, the community colleges, and Charter Oak as we plan for our Fall 2015 CSCU Work, Life, Family Conference.
- Promotion & Tenure for Non-teaching Faculty – It has been brought to the attention of the leadership of CCW that there are concerns regarding the process of promotion and tenure for non-teaching faculty. In the fall, CCW will create a sub-committee to review promotion and tenure processes for non-teaching faculty, with a focus on those issues related to gendered differentials and processes.
- Student membership in CCW-increase student participation and membership on CCW.

➤ **2015-16 – CCW Recommendations**

In order to address some of the concerns and initiatives described above, CCW recommends the following:

- Provide \$6000 to compensate faculty/consultants to assess campus climate survey results and develop a final report.

- Fund a UA to be assigned to the Ruth Boyea Women's Center – The center lost its assistant director three years ago. CCW is requesting that this position be reinstated as a UA, until the position can be filled with a full-time assistant when the Center moves to its new expanded location as part of the Willard/DiLoreto renovation project. The RB Women's Center provides a vital service at CCSU in regards to sexual assault education and supporting women's issues on campus and in the larger community.
- Funding for student workers to support the Victim Advocacy and Violence Prevention Specialist – Due to the increased number of incident reports for sexual misconduct, sexual harassment, and sexual assault, CCW believes strongly that the President should provide more resources to support this office in its educational efforts.