

**Agenda & Subcommittee Reports**  
**Committee on the Concerns of Women**

**Monday, January 27, 12:15, in the 1849 Room of the Student Center**

**The goal of this meeting is to begin to discuss the mission & bylaws of  
CCW.**

1. Attendance and Welcome
2. Approval of Minutes from December 2012 meeting
3. Budget Report
4. Old Business
5. GOAL: Review, evaluate and decide if the CCW history overview, mission and bylaws, and the 2012 yearly report.
  - Mission, goals, objectives, and bylaws for CCW-Review, modify and/or revise, if necessary.
  - Subcommittees-Purpose and goals. Review, and modify and/or revise, if necessary.
  - Purpose and goals of monthly meetings? Review, modify and/or revise if necessary.
  - MATERIALS TO READ: History of CCW, Mission and bylaws, 2012 Yearly Report (included at the end of this agenda).
  - QUESTIONS TO DISCUSS: Moving forward...Do the mission and the bylaws still represent the work of CCW? Do they need to be revised? What are the relationships among and the roles of CCW, WGSS, and RBWC? Subcommittee structure: What is working? Does anything need to change? Monthly CCW Meeting: What is working? Does anything need to be changed?
- 6.. Events at CCSU – Please submit to Carolyn for website
7. Sub-Committee Reports-**Please submit reports prior to meeting.**
  - a. Budget Committee (Ellen) See attached. \$500.00 returned from LGBT Advisory Committee
  - b. Job Place Bullying and Harassment (Kathy Hermes)
  - c. Women of Color Support and Concerns: (Rosa Rodriguez)
  - d. Women's History Month & Luncheon (Ellen Retelle) Theme: Women in Science, March 14, 12:00-1:30 in the Connecticut Room, Guest Speaker: Margaret Walsh Rossiter, Title of talk: "Writing the History of Women in Scientists in America" Dr. Rossiter is the "Marie Underhill Noll Professor of the History of Science". Tickets will go on sale end of January. Laura Tordenti will offer Student Tickets.
  - e. Work Life Family Balance (Fiona Pearson & Leah Glaser)
  - f. Scholarship (Emily Chasse) Applications due in February.
  - g. Sexual and Relationship Violence Prevention (Joanne DiPlacido)
  - h. Sexual Minorities (Ellen Retelle) Suggest that this subcommittee be discontinued.
  - i. Mentoring (Carolyn Fallahi)
  - j. Men's Initiative and Support of Women (Jason Sikorski)
  - k. Health Education for Women (Need Chair) Suggest this committee be discontinued
  - l. Women's Center Report (Jacqueline Cobbina-Boivin)

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!

6. Announcements:

Schedule of meetings for the rest of the year:

Monday, February 25, 2013

Monday, March 18, 2013

Monday, April 15, 2013

Monday, May 6, 2013

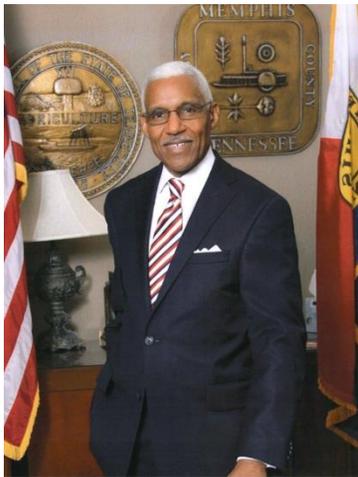
Message from Joe Paige requesting funds to co-sponsor AC Wharton, Jr.

Hello all,

It has become apparent that we will not be able to have Ilyassah Shabazz come to speak during Black History Month as anticipated. I don't know if her staff made her reconsider after they found out the fee that she initially agreed to or what but we have not been able to confirm or even discuss. I really do appreciate that you all stepped forward to try to make this happen. Anyway, Professor Steve Balkaran and I have contacted and confirmed yesterday to have Memphis Mayor AC Wharton come and speak on the Civil Rights experience in which he is well versed. We met him during our Civil Rights Tour with the CCSU students two years ago and he is quite a speaker and a great human interest story. He has agreed to speak for a \$1,000 fee! He will come on Thursday February 7<sup>th</sup> and speak at 3pm. We plan to have a dinner with him following his speech. Please see his bio and if you would still like to be a co-sponsor please let me know.

Sincerely,

Joe



. A C Wharton, Jr. was elected Mayor of Memphis in October 2009. Winning 61 percent of the overall vote, he became Memphis' 63rd Mayor and its first new Mayor in 18 years. Upon taking office, Mayor Wharton immediately set about focusing his administration to execute a new agenda of transparency, responsiveness, innovation, and delivering efficient, equitable, and excellent service for the people of Memphis.

Mayor Wharton believes that Memphis can be a City of Choice for people, families, entrepreneurs, artists, and businesses

of all types. His vision is to align civic, commercial, and political leaders to move our economy forward and improve the quality of life for all residents. In every word and deed since taking office, he has called for the City of Memphis to celebrate its successes, honor its singular accomplishments, confront its challenges, and claim its place as a great American city.

The Wharton administration and its partners have received national recognition for Memphis' remarkable revitalization. The Mayor has focused specifically on new initiatives that dramatically increase jobs and capital investment, reduce crime, improve government efficiency and transparency, add more parks and green space to the core city, and improve public education for all children.

Prior to being elected Mayor of the City of Memphis, Mayor Wharton served as the Mayor of Shelby County for seven years and was the first African-American elected to that office.

Mayor Wharton received his law degree in 1971, graduating with honors from the University of Mississippi Law School. He became the University's first African-American professor of law, where he taught for 25 years.

The Mayor and his wife, Ruby, have raised six sons in Memphis.

The themes that bind together A C Wharton's life – and his public service – are about overcoming hardships, inspired leadership, courage of convictions, and a compelling confidence in a better future. They culminated in his election in 2009 as Mayor of the City of Memphis with a 61 percent mandate for his gospel of "One Memphis" and his bold vision to make Memphis a true city of choice for all people.

A native of Lebanon, TN, Mayor Wharton attended Tennessee State University on an academic scholarship, graduating with honors in political science in 1962. Six years later, he entered the University of Mississippi Law School, where he was one of the first African-American students to serve on the Moot Court Board and the first African-American to serve on the Judicial Council. He graduated with honors in 1971 and later became the University's first African-American professor of law, a position that he held for 25 years.

Wharton served for two years in the Office of General Counsel of Equal Employment Opportunity Commission in Washington, D.C. before moving to the Lawyers' Committee for Civil Rights Under Law to head the Public Employment Project funded by the Rockefeller Foundation. In November, 1973, Wharton chose to accept a job as Executive Director of Memphis Area Legal Services, a non-profit organization that provided legal assistance and counseling to our community's poor. Under his leadership, MALS thrived and was recognized

nationally for its innovative programs, including one of the nation's first legal services office for seniors.

In 1980, then Shelby County Mayor Bill Morris appointed Wharton as Chief Shelby County Public Defender, where his concern for the mentally ill in the criminal justice system gave birth to the Jericho Project, another nationally-renowned program. He was also chosen to chair Shelby County's Jail Overcrowding Committee, which developed new ways to ease overcrowding without sacrificing public safety.

In 1982, he wrote and passed one of the first state laws in the U.S. to combat domestic violence, and at a national level, he worked for a special appropriation for one of the nation's first transitional living facilities for juveniles.

Elected as the first African-American Shelby County Mayor in 2002 with 62 percent of the vote and easily reelected in 2006 with 77 percent of the vote, Mayor Wharton developed the county's first financial plan that is decreasing the county's debt payments, reduced the county payroll, kept The Med open, expanded Head Start, increased efficiency, developed the first smart growth and sustainability plan for our community, inspired Operation Safe Community, the first comprehensive crime-fighting plan in our history, and limited county government to only one tax increase in seven years.

While serving as Shelby County Mayor, A C Wharton also created notable programs such as *Ready, Set, Grow* and *Books from Birth*. As well, he lead several initiatives including the repositioning and funding of Shelby Farms Park, empirical data collection and assessment of Shelby County's infant morality rate, and a county-wide increase in minority contractors – from 2% to 11%.

In October 2009, the City of Memphis was faced with a special election to choose their first new Mayor in 18 years. Mayor Wharton entered the race and, backed by a coalition of supporters that was unprecedented in their diversity and depth, was propelled to an overwhelming victory against a field of two dozen challengers.

Within his first six months as City Mayor, Mayor Wharton and his team enacted new standards for government transparency and employee ethics; made urgent changes at the Memphis Animal Shelter and the auto inspection stations; launched the third season of the city's Diversity Development Incubator; established the new Office of Talent and Human Capital to develop, attract, and retain the best and brightest young workers; and laid out a new blueprint for comprehensively restructuring the operations and business model for city government.

His record of leadership is well-known among national organizations dealing with the issues facing cities. He has testified before the U.S. Congress and has spoken at numerous major conferences, including those of the Brookings

Institution, CEOs for Cities, and National Association of Counties. New York City Mayor Michael Bloomberg invited Mayor Wharton to help review his city's anti-poverty plans, and Mayor Wharton is a member of the Mayors Against Illegal Guns Coalition headed by Mayor Bloomberg and Boston Mayor Thomas Menino.

Mayor and Mrs. Wharton have raised six sons.

## **Committee on the Concerns of Women Central Connecticut State University**

### Mission Statement:

The Committee on the Concerns of Women was established in 1977 as a presidential committee to address equity issues of concern to all women in the campus community and beyond. The Committee serves in an advisory capacity to the President and will bring forward recommendations on or concerning women's issues. The Committee also serves as an advocate for the Women's Center on campus.

### Objectives:

- 1) To interact with any individual or group with power to create programs and influence changes that may affect women.
- 2) To collaborate with other university committees in addressing problems and issues of concern to women.
- 3) To monitor the academic and social environment making appropriate recommendations based on assessments related to programs and curriculum.
- 4) To provide mentoring opportunities for women.
- 5) To provide a forum for speakers and writers on women's issues.

### Procedures:

#### 1. Membership:

Recommendations are made to the President by the co-chairs annually. The President of the university may also nominate CCW members. Membership should reflect campus diversity. Membership is limited to 30 members. Individuals who demonstrate interest may request membership through the nominating committee.

#### 2. Officers:

**Co-Chairs:** The Committee will select co-chairs for a two-year term. Composition will be determined during the selection process by the entire

body of CCW. Duties of the co-chairs include the following: schedule monthly meetings, conduct the meetings, keep on file all reports and records of all minutes. Submit an annual report to the University President. Take responsibility for CCW correspondence.

Treasurer: The Treasurer will be responsible for managing the finances of the Committee and will provide a written report/budget concerning all monies and expenditures.

### 3. Sub-Committees:

Sub-Committees will be self-selecting as determined by the overall committee according to need.

Members cannot serve on more than 3 committees.

Members can only chair 1 committee.

Committees will vote for a chairperson at the first meeting.

One member of the executive board (co-chairs; treasurer; secretary) will sit on every sub-committee.

Sub-committees will come up with a suggested budget for their needs at the beginning of the fall semester for review by the budget committee.

Non-CCW members may serve on committees as necessary. CCW members shall feel free to encourage non-CCW personnel to participate and serve on sub-committees. This includes students who may want to voice suggestions and/or concerns.

Sub-committees will meet at least once per month and provide a written summary of their meetings prior to the CCW monthly meetings. These summaries will be submitted to the secretary prior to the monthly meeting.

### 4. Voting:

All members of the Committee have full voting rights. Voting shall require a simple majority of those present.

### 5. Annual Report:

An annual report will be developed and submitted to the President. All chairs of the sub-committees will be asked to submit a written report detailing their activities for the year.

Final Report to the President  
Committee on the Concerns of Women

**Membership**

Carolyn Fallahi, Co-Chair  
Joanne DiPlacido, Co-Chair  
Kathy Poirier, Treasurer  
Krystal Rich, Secretary  
Marisol Aponte  
Candace Barrington  
Jacqueline Cobbina-Boivin  
Emily Chasse  
Carolyn Yousef  
Myrna Garcia-Bowen  
Susan Gilmore  
Victoria Ginter  
Leah Glaser  
Heidi Huguley  
Bobbi Koplowitz  
Kristine Larsen  
Sally Lesik  
Sandy Matthews  
Kate McGrath  
Carol Morano  
Fiona Pearson  
Heather Prescott  
Bonnie Price  
Ellen Retelle  
Karen Ritzenhoff  
Jason Sikorski  
Susan Slaga  
Laura Tordenti  
Eva Vrdoljak  
Meg Levvis  
Kathy Poirier  
Kathy Hermes

**Budget Committee**

**Members:** Kathy Poirier (chair); Carolyn Fallahi, Joanne DiPlacido, Krystal Rich

Report attached separately.

### **Job Place Bullying and Harassment**

**Members:** Carolyn Fallahi (chair), Kathy Hermes, Eva Vrdoljak, Sally Lesik, Susan Gilmore, Meg Levvis, Jacqueline Cobbina-Boivin

The committee addressed the extensiveness of workplace bullying. Based on these concerns, we drafted a workplace bullying policy and forwarded it to HR for review. Given that Anne Alling is retiring, the policy will be forwarded to her replacement for review.

There were also extensive discussions surrounding concerns about the Ombudsperson position. We fielded concerns from both within and outside the Committee on the Concerns of Women. These included the following: (1) concerns about not having a female ombudsperson for sensitive issues; (2) concerns about not having a back-up person when there are perceived conflicts of interest; (3) concerns about how several cases were handled in the past, (4) concerns about having the university council fill in were considered a conflict of interest. Based on these concerns, we recommend the consideration for creating a two-person position that includes both a male and a female ombudsperson, which would afford greater access for assistance and allow an alternative person when there are perceived conflicts of interest.

### **Women of Color Support and Concerns**

**Members:** Carolyn Fallahi, Krystal Rich, Kathy Hermes, Myrna Garcia-Bowen, Bobbie Koplowitz, Jacqueline Cobbina-Boivin, Heidi Huguley

The committee had trouble meeting this year. When they finally were able to meet, members discussed concerns either of their own or from others. They described feelings that women of color deal with having their errors magnified and their successes minimized. Their errors are magnified to a level that they feel ostracized and hold back from where they used to participate. Those are the concerns. There were also concerns expressed about dealing with other employees in their positions. They see that other people may be moved around and accommodated and they feel that the same levels of accommodations are not given to them. We are planning on having more programming next year to try and address some of these concerns.

### **Women's History Month and Luncheon**

**Members:** Joanne DiPlacido (chair), Carolyn Fallahi, Susan Slaga, Bobbie Koplowitz, Ellen Retelle, Heather Prescott, Karen Ritzenhoff,

The committee chose Dr. Julia Chase Brand as our keynote speaker. In 1961, the Amateur Athletic Union prohibited American women from competing officially in road races. When sympathetic race organizers allowed them entry, their results did not count. Even in the Olympics, women were not allowed to run more than a half-mile lest, it was believed, they would risk their femininity and reproductive health. The luncheon went off without a hitch and the speaker was well received. The luncheon was sold out and half of the attendees were students.

### **Work Life/Family Balance Sub-Committee**

**Members:** Leah Glaser (chair), Fiona Pearson (chair), Carolyn Fallahi, Sally Lesik, Kathy Hermes, Jason Sikorski, Karen Ritzenhoff, Jacqueline Cobbina-Boivin, Carolyn Yousef

#### **Goals of the Sub-Committee:**

1. Follow up on the continued efforts of child-care initiatives on campus.
2. Expand Work Life Family Balance to include recommendations from the equity study (e.g. additional trainings, speakers, and website resources that deal with work life family balance, including elder care and advice).

#### **2011-12 Accomplishments:**

The sub-committee began the year by focusing on efforts to promote awareness of existing work life family balance (WLFB) resources on campus. The Ruth Boyea Women's Center (RBWC) worked with the sub-committee to create an informational brochure regarding some of these resources. This brochure was distributed to various offices on campus, including the Student Center and Human Resources, and in the fall, the sub-committee hosted a table in the Student Center to promote the WLFB website and to encourage students to register for the web-based babysitting service. We also hosted a table at the Spring 2012 Health Fair, where we again promoted services provided by the RBWC, the Early Learning Program (ELP), which offers pre-k education to children ages 3-5, and the WLFB web site.

In addition, committee members evaluated CCSU's website and determined that locating information about child-care and parental resources was frequently difficult. Specifically we sought to improve access to information about the ELP and lactation rooms for nursing mothers. We worked with Derek Pierce to include these resources in the A-Z index and to rearrange items listed on the WLFB and ELP's respective web sites to ease users' ability to navigate their pages. We also created a WLFB Facebook page and advertised this resource via flyers posted around campus.

In the spring, co-chairs of the sub-committee, Leah Glaser and Fiona Pearson along with the Director of the RBWC and WFLB sub-committee member Jacqueline Cobbina-Boivin met with President Miller, Richard Bachoo, and Carolyn Magnan to discuss recommendations issued by the Faculty Senate's Child Care Task Force (CCTF) in the prior Spring of 2011. During our meeting, President Miller

communicated his general support for the construction of lactation rooms in all future academic buildings and for the expansion of our child care resources on campus, including an on-campus drop-in center for short-term, temporary child care and an expanded Family and Child Care Development Resource Center. He recommended that we draft concrete proposals for such resources for administrators to review. Subsequently, we collaborated with the RBWC, ELP, and CCTF, to draft a proposal to create an on-campus child-care drop-in pilot program. Administrators are currently reviewing this proposal. We also supported the ELP, who submitted a proposal in January to renovate their current CCSU-owned facility on East Street in order to expand their pre-k program and offer infant and toddler care. This expanded program at the ELP would likewise serve as a pilot program as administrators develop plans for the Family Child Care Resource Center proposed in the current draft of the Master Plan for construction on the undeveloped property East of campus. The proposal for renovation of the current ELP facility is also currently under review.

Next year, we intend to continue our work on these projects and hope to address the topic of elder care in addition to identifying other issues shaping individuals' experiences in regards to work life family balance.

### **Scholarship Committee**

**Members:** Emily Chasse (chair), Carolyn Fallahi, Ellen Retelle, Kris Larsen, Jacqueline Cobbina-Boivin

After reviewing all of the submissions, Alyssa Mazzearella, a senior majoring in Biomolecular Science, with a grade point average of 3.3, was selected for the Ruth Boyea Scholarship. The \$500 scholarships will be credited to her account in the Fall, 2012. Alyssa Mazzearella, was the perfect candidate for the Ruth Boyea Scholarship. She clearly sees the importance of women's health and has a special interest in helping women maintain a healthy heart. She designed a "HEALTHY HEART PROGRAM" that addresses the importance of cholesterol, blood pressure, and developing a healthy mind and body. She wants to assist women in learning how to manage a healthy lifestyle.

### **Sexual Assault Protocol Subcommittee**

**Members:** Joanne DiPlacido, Krystal Rich, Carolyn Fallahi, Jason Sikorski, Victoria Ginter, Sandra Matthews

This year the Sexual Assault Protocol Subcommittee has accomplished many things. In the beginning of the year, the subcommittee reviewed the changes that were made to the Student Code of Conduct from recommendations that were submitted during the prior year. The committee was satisfied with the changes made and felt that it was time to alter the role of the committee. Please see below for more

information on the subcommittee's accomplishments for the year, as well as the goals for the upcoming year.

**Tasks:**

Reviewed changes made to the Student Code of Conduct (all sub-committee members)

- a. In the previous year, this sub-committee submitted suggestions to the student code of conduct around the sexual assault piece. Several of the committee's suggestions were used in the revision of the student code of conduct. During the first three meetings of this fiscal year the committee members reviewed the revised Student Code of Conduct and came to the consensus that the revised Code of Conduct covered the majority of the revisions that were necessary and that the committee would revisit the document at a later date if any other necessary revisions were brought forward.
2. Drafted and put forth a Consensual Relationships Policy (Carolyn, Joanne, and Krystal)
  - a. Krystal and Carolyn researched what policies other universities have in place around consensual relationships between faculty/staff and students. The policy was drafted by Krystal and Carolyn in the previous fiscal year (2010-2011) and was reviewed and revised by Carolyn, Joanne, and Krystal this year. The policy was then submitted to the administration (Anne Alling, Chief of Human Resources and Rosa Rodriguez, Chief Diversity Officer) for revisions. Joanne, Carolyn, and Krystal met with Rosa and Anne to go over the final revisions on the policy (3/9/2012). The policy has been approved and is currently up on CCSU's website.
3. Put together a rough draft of a Stalking Policy (Krystal and Carolyn)
  - a. Currently, CCSU does not have a separate policy to address the issue of stalking. Given the recent push in the legislation to revise the state stalking laws, several members of CCW felt that creating a policy for CCSU would be helpful. The committee has been using a template put out by the National Center for Victims of Crime, which was made for college campuses. A rough draft has been shown to the administration to see if the template is appropriate to use for CCSU.
4. Organization and participation in the ENOUGH a race to end violence on April 22nd (all members)

- a. The ENOUGH a race to end violence was a fundraiser and awareness event around all types of violence. Funds raised were given to the Sexual Assault Crisis Service of New Britain to continue working with primary and secondary victims of sexual assault. The subcommittee assisted in promoting the event around the campus. Several members also participated in the event.
5. Emily Chasse organized a Library event for Sexual Assault Awareness month. Paula Broderick, Prevention and Education Coordinator for the Sexual Assault Crisis Services of YWCA New Britain and Liz Halla-Mattingly, adult advocate for SACS, presented information for students. She also coordinated a Resources display in the library for the month of April.

**Goals (2012-2013):** In the upcoming year, the committee will be working closely with the Best Practices Subcommittee from the Sexual Assault and Interpersonal Violence Resource Team to come up with campus wide trainings on interpersonal violence (sexual harassment, sexual assault, intimate partner violence). These trainings will include members from different departments on CCSU's campuses to make sure each student and staff member receives the information about resources and how to best deal with a situation related to interpersonal violence. The subcommittee will work to find effective ways to bring more awareness to the topic of interpersonal violence.

### **Sexual orientation/Gender Identity Concerns Subcommittee Report**

**Members:** Ellen Retelle (chair), Joanne DiPlacido, Krystal Rich, Meg Levvis, Kristine Larsen

- Planned a Gay/Straight Alliance Day for all Connecticut high school students, who are members of Gay Straight Alliances, and their high school advisors. The purpose of the visit is for GSA students to learn more about CCSU and learn about the Sexual Minority Archives in the library, meet with members of the PRIDE group, take a tour of the campus, visit classes, and have lunch. April 19, 2012. Unfortunately, the GSA day was cancelled due to lack of participants. However, Crystal Nieves (university assistant at the CCSU LGBT center) and I will follow up with GSA advisors to choose an alternate day. Hope to plan a day in fall 2012.
- Discussed research support for LGBT faculty with Rosa Rodriguez. Will meet with Carol Lovitt and Rod Waterman to discuss research support. Discussed creating a Rainbow Alumnae group with Crystal Nieves.

## **Mentoring**

**Members:** Carolyn Fallahi (chair), Ellen Retelle, Susan Slaga, Myrna Garcia Bowen, Bobbie Koplowitz, Kathy Poirier, Carolyn Yousef

Based on personal experiences shared with the committee and the results of the equity 2 study, the committee felt that more mentoring and better quality mentoring seems to be done with men in comparison to women. It is important to have in place quality for women mentoring that is not only fact based, e.g. how to get promotion and tenure, but also supportive, e.g. how to handle the politics of academia, for women. After following up with HR to assess the materials available to new employees, we decided to create a website that will feature information for new employees. It will be based on frequently asked questions (FAQ). Members of the sub-committee interviewed different groups on campus and came up with brief descriptions of FAQs. They are now featured on the website with links to the actual department in the event that new employees want more information. We plan to add to the website as different information is gathered. Our plan is to present this at new employee orientation. The website address is: <http://www.ccsu.edu/page.cfm?p=10909>. We will continue to add sections to this website.

## **Men's Initiative and Support of Women**

**Members:** Jason Sikorski (chair), Bobbi Koplowitz (chair), Carolyn Fallahi, Krystal Rich, Kim DeMichele, Sally Lesik, Jacqueline Cobbina-Boivin, Susan Gilmore

Over the course of the last academic year, our committee has accomplished a number of important goals. First, we have piloted our innovative psycho-educational program with 51 male student athletes at Central Connecticut State University. Initial data analyses and satisfaction data reports highlight the fact that the men enjoyed the presentation, benefited from the content discussed and plan to implement learned material to live happier and healthier lives. No participants reported feeling attacked or stereotyped in any way. Second, our group assisted in the 5K Enough Initiative to End Violence event. Many of the men who participated in our program attended the event and many of those who attended the event played in our bocce ball event meant to symbolize the importance of forethought and restraint that men should utilize in living healthier lives. Third, our research team has presented our findings through the Women's Gender and Sexuality Studies group at CCSU, the June Baker Higgins conference and the group who meets to discuss men's issues on campus with Dr. Laura Tordenti. In short, we are eagerly awaiting work on scheduling issues that, once negotiated, will allow our group to pilot our program in the dormitories and with additional male student athletes. CCW awarded \$500 to Dr. Sikorski to help facilitate some of the evaluative work for his program.

## **Health Education for Women**

**Members:** Krystal Rich, Eva Vroldjak, Meg Levvis

The Health Education for Women Sub-committee is new to CCW this year. The sub-committee was formed to help spread health education on different topics that specifically affect women. This year the committee did a lot of brainstorming to come up with the most effective methods to reach different women on Central's Campus.

**Activities:**

- Breast Cancer Awareness Tabling in the Student Center, October 13<sup>th</sup>
- Women's Health Walk, November, 22<sup>nd</sup> 12-1pm at Stanley Quarter Park
- Participated in the ENOUGH a race to end violence, April 22<sup>nd</sup> at CCSU

**Goals for 2012-2013:** The goal for next year is to do some type of program for several of the awareness months that address health concerns which primarily target women. For the month of October, the committee plans to bring in someone who specializes in Breast Cancer Awareness. Members also talked about the possibility of being part of a health fair in the up-coming semester.

## **Elections for the 2012-2013 Academic Year**

Joanne DiPlacido will be stepping down as co-chair and Ellen Retelle will be taking her place.

Respectfully Submitted,

Carolyn R. Fallahi, Co-Chair of CCW  
Joanne DiPlacido, Co-Chair of CCW

**Committee on the Concerns of Women  
December 3, 2012  
12:15pm-1:30pm  
Student Center, Room 1849  
Committee Meeting Minutes**

**Present:** Carolyn Fallahi, Ellen Retelle, Jacqueline Cobbina-Boivin, Joanne DiPlacido, Myrna Garcia-Bowen, Leah Glaser, Jaclyn Hennessey, Bobbie Koplowitz, Rosa Rodriguez, Kristine Larsen, Sandra Matthews, Fiona Pearson, Rebecca Pickering, Kristin Pitt, Kathy Poirier, Heather Prescott, Susan Slaga, Jason Sikorski, Laura Tordenti, Eva Vrdoljak, Kim Szews

**Absent/Excused:** Marisol Aponte, Candace Barrington, Emily Chasse, Kim DeMichele, Susan Gilmore, Kathy Hermes, Heidi Huguley, Meg Levvis, Kate McGrath, Carol Morano, Sam Ozzone, Karen Ritzenhoff

1. Attendance and Welcome

2. Approval of Minutes

- Corrections to last month's minutes: \$1000 for Enough Race against violence was approved on the November 10<sup>th</sup>, 2012, agenda.
- Corrections to last month's minutes: Kathy Poirier was present (listed as not present), Kristin Pitt was not present (listed as present); Sandra Mathews was present (listed as not present); Fiona Pearson was present (listed as not present); Jacqueline would like to be called Jacqueline not Jackie
- Committee reviewed the minutes from November 12, 2012 CCW Committee Meeting
- Vote was unanimous to accept

3. Budget Report

- Copy center budget needs to be included. \$500 originally and now we are down to \$438.95. CCW 001 account has \$909.51. CCW030 account has \$3287.55.

4. Old Business/New Business

- The primary foci of the December meeting were CCW's mission and goals and the subcommittee's goals; also, hiring an assistant in the RBWC was discussed due to the email exchange during the weeks prior to the December meeting. Consequently, the committee members were asked to review the subcommittee reports.
- Assistant in the RBWC: R. Rodriguez is responsible for hiring the assistant in the RBWC. Rosa reported she has been discussing the situation and working with Jacqueline Cobbina-Boivin for the past 2 years. Asked Jacqueline to start counting how many students serving. At this time, have not received numbers. Then will be able to tell how many students serving and types of services they are receiving.
- Rosa's goal is to hire someone to focus on sexual assault victims. However, this position is part time and the pay is low; consequently, it has been difficult to hire for the position. Also, several people had started, but did not continue. CCSU needs someone who has some experience providing services to victims. R. Rodriguez shared that 20% of her budget is allocated to diversity grants; 20% goes to sexual assault training. Rosa has contacted the office of victim services has spoken with Michelle Cruz to help recruit. Members can support Rosa by suggesting individuals who may be interested in the job. Rosa and Jacqueline will further discuss the assistant's position.

Also, Jacqueline is a 10 month position. If someone seeking services, individuals need to contact Rosa's office.

- RBWC. Jacqueline stated that the RBWC is a viable part of this campus. She expressed concern that having only students staff the RBWC because they don't have knowledge and experience it limits the services the RBWC provides. Rosa stated that she trained students in her office so that they were ready to apply for positions in other organizations and that her students stayed for four years. Jacqueline also trains her students.
- R. Rodriguez reported that Nick D'Agostina was hired in the Office for Diversity and Equity to assist her. He will begin in late December. He has extensive experience with affirmative action, LGBT concerns, and has a male perspective. Additionally, N. D'Agostina may take a leadership role with the bullying issues. The Office of Diversity and Equity will partner with HR on the bullying issue.
- Over 100 people there. 150 there. Were expecting 25. Spent a lot of money for disability awareness month. Re-evaluate how we are doing those programs. Fiona wants to know more about what programs and how are they linked?
- Emails: L. Tordenti expressed concern about the tone of the emails exchanged prior to the December meeting.
- Budget Reduction-CCSU's budget will be cut 5% or 10% in the spring term. Consequently, every office will be asked to provide the same level of services with less money. There is overlap among various social justice groups on campus. With this in mind, the CCW will need to work with other university and community groups in supporting the CCW's mission and goals. In the spring term, one of our goals should be to identify how we can share resources, co-sponsor activities, work collaboratively, and support other university committee's that overlap with our work. It was suggested that the RBWC hold events and activities that serve large number of individuals and that eliminate activities and events that serve few individuals. There were several concerns about which activities and events would be eliminated. J. Cobbina-Boivin responded that many events have large numbers of people. For example, over 100 people attended a presentation on force marriages.
- C. Fallahi shared that CCW submits a yearly report to President Miller; he responds to each item. The report and the response are posted on the CCW website. Not all committee members were aware of the report and President Miller's response. Fiona Pearson suggested that the report is shared with the CCW. Other members agreed.
- Next Steps for CCW: The mission statement and bylaws were distributed. Committee members. At the next meeting the committee will review and discuss CCW's mission statement, by-laws, goals and foci of the CCW. evaluate the purpose and goals of each subcommittee. Members of each subcommittee decide if they want to continue. Discuss how all CCW members can support initiatives. Identify projects and activities that overlap with other CCSU committees and community groups.

5. Important Events at CCSU

6. AAUW (Laura Tordenti)

- Kathy or Jacqueline. Dr. Carol Arostic.... Alum of CCSU and graduate of UConn decided that she would give funds for UConn and CCSU to sponsor a student to attend the AAUW conference; CCSU and UCONN would alternate each year. Jacqueline will send the letter out that about the scholarship.

7. Sub-Committee Reports

**PLEASE READ the REMAINING REPORTS: Committee will discuss mission, goals, and history of CCW; work and accomplishments of CCW's subcommittees, and its relationship with WGSS and the RBWC.**

**a. Budget Committee (Ellen Retelle and Kathy Poirier)**

- Copy center budget about \$400.

**b. Job Place Bullying and Harassment (Kathy Hermes)**

**c. Women of Color Support and Concerns (Rosa Rodriguez)**

**d. Women's History Month and Luncheon (Ellen Retelle)**

Women's Day Luncheon and History Month Minutes

November 13, 2013

Attendees: Heather, Susan, Jacqui, Ellen, Joanne.

Philbrick Room 12:30

1. Speaker (invite, cost, stay in touch prior to meeting) Dates March 6 or **March 14**. The following four speakers were identified as possible speakers at the Luncheon: Yvonne Akpalu (CEO & Founder of Why Science), Margaret, Dionne Henry (Repair Develop Engineer Pratt & Whitney), and Sally Hill (Eli Whitney Museum). Ellen and Heather will contact Yvonne and Margaret to see if they are available and to find out the cost for speaking at CCSU. We'll share this information with the committee ASAP.
2. Agenda for luncheon and other speakers: One of the CCW co-chairs will MC the Luncheon. Heather will provide background information about International Women's Day. Ellen will ensure that the AV equipment is set up.
3. Invitations: Joanne will invite administrators to the meeting. In the past, Laura Tordenti has provided 20 complimentary tickets for students.
4. Tickets will be sold through Centrix.
5. Poster, & Publicity: Allison (women's center will create the poster; women center volunteers will put up the posters around campus in mid February). The information will be sent to Mark McLaughlin and we may send personal invitations to departments whose students may be interested in the presentation. Will further discuss at the next meeting. The information will be posted on the CCW, Women's Center, and WGGS websites (Ellen added the last two after the meeting).
6. Library Display-Susan will find out if there can be a display for the week or the month. Also, will use materials in the library.

7. Order Food – Jacqui contact Lori Bachus to order the food. One week before the luncheon, Lori will need the final count. Ellen will send the information from the 2012 Luncheon.
8. The committee may buy pens as a memento to be given out at the luncheon.
9. If extra funding is needed, WGGGS and the History Dept have contributed money in the past. The committee may ask other departments if needed.
10. Information on the National Women’s History Project website.

**e. Work Life Family Balance (Fiona Pearson and Leah Glaser)**

- Stocking the lactation room and the library. There will be another one in the new building. 1 for sure and it should have a sink and more of the amenities that are needed for the room. Rosa.... Tell me what you need. Fiona updates on the drop in center. Just sent out correspondence with Jason Jones and Chris Galligan and Eric Bergen (president of SGA). Agreed to provide funding for next year. Want to commit to that in writing. \$30K is need to run if for the 2012-2013 academic year. Also working with grants for the upcoming year. Limited funds.... Could purchase supplies and provide for clerical and promotional supplies as well. Still waiting to hear from SUOAF and AAUP. Will roll over budget and will talk to CSU to support a pilot program. Comprehensive analysis of child care to be done next year. And GSA is supportive as well. Fiona and Leah are going on sabbatical in the spring. Will need help in the spring.

**f. Scholarship (Emily Chasse and Jacqueline Cobbina-Boiven)**

- Committee met to discuss scholarship for next year

**g. Sexual and Relationship Violence Prevention (Joanne DiPlacido)**

Sexual and Relationship Violence Prevention  
November 15, 2012

Present: Carolyn Fallahi, Joanne DiPlacido, Jacqueline Hennessey  
Absent/Excused: Jason Sikorski, Jacqueline Cobbina-Boiven, Bobbi Koplowitz, Meg Levvis

1. We wanted to follow up the Stalking Policy (Rosa has the template for this) and the Status of the Interpersonal Violence Policy (originally part of the sexual misconduct protocol and was going to be a separate policy). Put back into the sexual misconduct protocol? Carolyn will follow up with Rosa about this and report back to the committee.
2. Sexual Assault training and alcohol training. Jackie H. e-mailed the trainer. Laura Tordenti is going to send Jackie the policy and Jackie will follow up.

3. How to help cards will be distributed to CCW.
4. Programming or panel during sexual assault month in April. We could get people from SACHS to come and speak. We were talking about having survivors and people who worked in the field.
5. Take back the night: April 10<sup>th</sup>. We wanted to find out from Jacqueline (WC) what other events are happening in April? Carolyn will send an e-mail. We want to bring people in.
6. Next October, Domestic Violence Month. We want to plan something. Again, we would need to discuss this with Jacqueline in order to coordinate with the WC. Carolyn will send an e-mail. They did the Red Flag campaign (small red flags that people write .... Inspiring messages, parts of stories, put around student center). We were wondering what else has been done?
7. Enough Race: April 21<sup>st</sup>. SACHS and CCW co-sponsor this event. Continue to see that as a CCW event. Speak out. Reserved the student center for tabling. Will be even bigger this year. CCSU waived the fees last time and we will ask again.

Respectfully Submitted,

Carolyn R. Fallahi

**h. Sexual Minorities (Ellen Retelle)**

- No Report

**i. Mentoring (Carolyn Fallahi)**

Mentoring Sub-Committee

November 29, 2012

Present: Carolyn Fallahi, Rebecca Pickering

Absent/Excused: Ellen Retelle, Bobbie Koplowitz, Kathy Poirier, Jacqueline Cobbina-Boivin, Karen Ritzenhoff, Sandy Matthews, Myrna Garcia-Bowen

I. Additions to the website:

- a. hours and information on the CCSU Art museum on campus: Carolyn
- b. On-going events on campus: Carolyn
- c. Sports schedule: Carolyn
- d. Music/theater shows: Carolyn
- e. How to advertise on campus: Carolyn
- f. Explanation of the DEC: Carolyn
- g. Explanation of the SUOAFF P & T: Myrna
- h. Committees available on campus: Carolyn
- i. Campus Map: Carolyn

- j. Resources on campus, e.g. counseling and wellness, ING counseling, employee assistance program, links to HR, Women's Center: Carolyn
- k. Negotiating your salary: Carolyn
- l. Process to schedule a room, order food, student center, event management, Sodexo: Carolyn
- m. Tuition reimbursement for employees: Rebecca

Carolyn will schedule new employee interviews for our next meeting in January.  
Respectfully Submitted,

Carolyn R. Fallahi

**j. Health Education for Women (no chair)**

- No report

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

- Committee discussed staffing at the Women's Center: 4 full time positions
- Advocacy services to working closely with Women Center coordinator
- Need a part-time victims advocate, would like to refill the position. Approx. 19 hours per week
- This fall term, 70% of training sessions provided to residence halls were at no cost. Want to continue that model.
- The center would like to conduct an intake process: how many students are seeking services and what services they are receiving.
- There is a model used across the country, separate office to provided victims with interpersonal violence issues.
- Because of budget constraints, the center is trying to provide more services with less help. Considering cutting down on activities.
- The center is hopeful for change in the future. They are committed to providing proper services.
- The CCW will help recruit the right individuals for positions at the center. Someone to connect to students. To move the center forward it needs a person there to serve as an advocate. Someone who knows how to discuss women's issues across the board.
- Committee suggested a UA or GA position for the center for help and support.
- CCW and Women's center can collaborate to create UA or GA position
- The center wants to have a programing plan. It's a must because of cost and notifying students of programing. Reevaluate how we are program: outcomes, attendance, our expectations, etc.
- Committee agreed to redefine the committee's focus. Need specific goals.
- Next steps at next meeting!

8. Announcements:

a. Schedule of meetings for the upcoming year:

Monday, January 28, 2013

Monday, February 25, 2013

Monday, March 18, 2013

Monday, April 15, 2013

Monday, May 6, 2013

b. Happy Holidays to you and your family!