

## Committee on the Concerns of Women

10/26/2020 Meeting,

12:15 pm via Teams

Present: Jacqueline Cobbina-Boivin, Myrna Garcia-Bowen, Leah Glaser, Jessica Greenebaum, Heidi Huguley, Elena Koulidobrova, Kristine Larsen, Sandra Matthews, Claudia Richards-Meade, Audrey Riggins, Leah Skinner, Susan Slaga-Metivier, Eva Vrdoljak, D'Lon Wilcox

Excused/Absent: Toyin Ayeni – on sabbatical, Silvia Corbera Lopez, Kristin D'Amato, Susan Gilmore, Charisse Levchak, Gladys Moreno-Fuentes, Karen Ritzenhoff, Tiffany Samuels, Leanne Zalewski

### **1. Approval of Minutes**

A review of minutes from 9/21/2020 was made. The Women's Center report will be added after today's meeting. Motion to accept minutes was made by Susan Slaga-Metivier and seconded by Elena Koulidobrova. Vote made to approve minutes.

### **2. Nominations**

Discussion:

Eva Vrdoljak nominated as Co-Chair. Discussion followed regarding Co-Chair. SUOAF are Administrative Faculty.

Would need Co-Chair and Secretary, CCW members present asked to let us know of interest.

### **3. Subcommittees Review**

- a. President's Task Force on Diversity and Equity

Myrna Garcia-Bowen and Gladys Moreno-Fuentes are Chairs.  
Members include Heidi Huguley and D'Lon Wilcox.

b. Campus Safety

Discussion:

Brought up concern of panic buttons for staff working alone, females in offices alone. Contact former members for feedback on previous campus safety subcommittee work? An idea is to do a survey.

Consensus was to keep the subcommittee.

c. Women of Color Subcommittee

Discussion:

Question raised of changing the subcommittee's name.

Responses:

CCW is umbrella that is all encompassing. Women of Color is under CCW so don't see it as a separate entity. It is very inclusive.

There are certain topics that require us to meet. Subcommittees are here to address specific issues on campus, barriers, challenges and retention issues on campus.

Critical to understand CCW is here for all women on campus. Women of Color subcommittee has welcomed non women of color, especially with areas of expertise to help support.

Consensus was to maintain active Women of Color Subcommittee and keep name.

d. Tenure and Union Rights Subcommittee

Discussion:

All unions are in discussions, negotiations for 2021. Pay equity is always an issue. Many are going to retire 2022.

Motion to table subcommittee was made by Elena Koulidobrova, seconded by Myrna Garcia Bowen. Vote result was in support of tabling subcommittee.

e. Work Life Balance Subcommittee

Leah Glaser requested a vote to send for approval to move Breastfeeding Initiative forward, to send application to appropriate Administrators for CCSU to meet benchmarks.

Vote result was approval to send forward Breastfeeding Initiative.

#### 4. Treasurer's Report

Sandra Matthews, Treasurer presented. We received CCW's budget and is similar to last year. There might be cuts as are across campus. Couldn't hire a student worker because there is a hiring freeze. Looking to hire Graduate Assistant for Spring semester. With current budget situation it is hard to say if any position request will go to personnel for spring semester.

Call made for funding requests for upcoming programs, put in requests so we can use the money.

Balance is approx. \$13,000 combined personnel and operating. Operating is approx. \$5000 to 7000.

Update: Personnel is \$3,589.00

Operating is: \$10,088.00

#### 5. Women's Center Report

##### Programming Report:

1. Title: *Dr. Angel Jones: The Psychological Consequences of Racial Battle Fatigue and Gendered-Racism*

Date: Tuesday, October 27, 2020

Time: 12:15pm

Attendance: Virtual 85

Description:

Dr. Jones' lecture will center the voices and experiences of people of color in predominantly White spaces. Having obtained her PhD in Education from George Washington University she will specifically focus on the psychological and physiological consequences that people of color experience as a result of microaggressions and

gendered-racism, also known as Racial Battle Fatigue. Among these consequences are lowered self-esteem, depression, suicidal thoughts, high blood pressure, and ulcers. She will also share how people of color respond to their experiences, as well as the factors that influence their responses. Additionally, she will provide recommendations and best practices for addressing racially hostile environments and supporting people of color.

Bio: Dr. Angel Jones who received her Ph.D. in Education from George Washington University with a focus on inequality in Higher Education. She earned her M.Ed. and Ed.D. in School Counseling from Georgia State University, and holds a B.A. in Political Science from Syracuse University.

2. *Are Women Equal Under the Laws of the United States? A Call to Action w/ Film Director, Ms. Kamala Lopez*

Lecture Date: Monday, November 2, 2020

Lecture Time: 1:40pm EST

Attendance: Virtual 69

Lecture Description: EQUAL MEANS EQUAL film director, Ms. Kamala Lopez will offer an unflinching look at how women are treated in the United States today. She examines both real-life stories and precedent-setting legal cases that are outdated and how discriminatory attitudes inform and influence seemingly disparate issues; from workplace harassment to domestic violence, rape, and sexual assault, to the foster care system, the healthcare conglomerate, and to the judicial system. She reveals the inadequacy of present laws that claim to protect women, presenting a compelling and persuasive argument for the urgency of ratifying the Equal Rights Amendment.

Kamala Lopez Bio:

Kamala Lopez is an actress, filmmaker, activist, and President of Heroica Films. Kamala Lopez has launched the movement and film Equal Means Equal, to educate Americans about the importance of equal rights under federal law for women. Lopez, a Yale University graduate in Philosophy and Theatre Studies, formed production company Heroica Films in 1995 with the mission to write, direct, and produce media for women, about women and utilizing women both in front and behind the camera.

In 2009, Lopez began the ERA Education Project creating multi-media PSA's, video FAQ's, social media campaigns, educational videos & sites, piloting curriculum and travelling around the country speaking to groups as well as students in colleges and high schools. She has been the Keynote or Featured Speaker in venues as disparate as the Smithsonian Institution's National Portrait Gallery, the United Nations, The National Arts Club, at the YaleWomen Global Conference as well as to "at-risk" girls and other children in former L.A. Mayor Villaraigosa's Partnership for Los Angeles schools. She currently serves as the Executive Director Equal Means Equal.

3. Title: *Dr. Elizabeth Gillespie McRae- RACIAL SEGREGATION:WHITE WOMEN AND THE POLITICS OF WHITE SUPREMACY*

Date: WEDNESDAY, NOVEMBER 11TH, 2020

Time: 1:40PM EST

Attendance: Virtual 55

Description: Dr. Elizabeth Gillespie McRae's talk will center on the mundane efforts of white women in the 1920s to 1970s that developed white supremacist politics and created a strong underlay to our policies, educational systems, social welfare systems, and more. With a focus on schooling, Dr. McRae will discuss how white women edited textbooks, protested school integration, protested busing, facilitated essay contests to justify a separated state, reported children being of mixed race, and took part in other efforts to keep a segregated state. Therefore furthering white supremacist politics. As the civil rights movement and the black freedom struggle registered some victories, these same women retooled their political rhetoric, shifting their explicitly race-based discourse to a more "color-blind" one and continued to build white supremacy into the nation's public institutions.

Speaker: Dr. Elizabeth Gillespie McRae, Author / Associate Professor of History and the Director of Graduate Social Science Education Programs at Western Carolina University.

**Women's Center Website:**

Jacqueline Cobbina-Boivin and The Women's Center Staff is working with the Marketing & Communications to update the Women's Center website.

**Vice President of Equity and Inclusion Search:**

Jacqueline Cobbina-Boivin is on the selection search for this hire. At this time, an email was sent to the campus community from CCSU President Dr. Zulma Toro and Ms. Sue Collins from Institutional Advancement updating the campus on the status of the report.

**Advocacy and Collaboration with CCSU Cultural Centers:**

Jacqueline Cobbina-Boivin and Tiffany Trowbridge- Bernard attended an emergency meeting to discuss the possibility of budget cuts that would impact University Assistants and Adjunct Faculty. The Women's Center provided a statement along with the various Cultural Centers, Africana Studies, AAUP & Women, Gender and Sexuality Studies on the impact this would have on our Centers function, recruitment, retention and graduate rate of our students. The statement was provided to AAUP President, Louise Williams to read at their recent speak out. At this time, we have been informed, The Women's Center and the LGBTQ University Assistants positions are safe from these cuts.

**Social Media Engagement:**

The Women's Center continues to utilize its social media accounts to engage and provide support to the CCSU Community.

In just the last week our posts have reached 609 people which is up 7.7%. 157 content interactions which is up 29.7 % and currently we have 1,197 followers.

**Request from Speaker Filmmaker and Actress Kamala Lopez:**

A request has been made for the Women's Center staff to participate in video advocating for the passing of the ERA. At this time, we are waiting to for our approval to participate. The video will be sent in January to President-Elect Biden and Vice President Elect Harris to move forward to pass ERA.

**6. New Business**

a. University Searches, BOR and Staffing:

University Search Committee for Vice President of Equity and Inclusion- resumes are in. Another search is Program Assistant for IMRP.

Board of Regents plans on removing University Assistants and part-time faculty.

The LGBTQ and Women's Center are not going to be removed.

AAUW and Executive Order from White House, work in progress.

b. Consolidation of Back Offices

Consolidation is starting with Community Colleges and soon enough will go to Universities. Board of Regents has been discussing this for some time. It was contributed that they are looking at demographics. Question of disparate impact, does it impact more female employees?

A contribution was it is early in the process to be looking at this.

**Adjournment**

Eva Vrdoljak initiated adjourning meeting at 1:37 pm. Myrna Garcia-Bowen made motion to adjourn and Claudia Richards-Meade seconded.