

**Committee for the Concerns of Women
2013-14 Annual Report
Submitted to President Miller on June, 2014**

To: President Jack Miller

From: Ellen Retelle and Myrna Garcia-Bowen (2013-14 Co-chairs)

Re: Committee for the Concerns of Women Annual Report

BACKGROUND INFORMATION

CCW Membership: Ellen Retelle, Myrna Garcia-Bowen (Co-Chairs), Sandra Matthews (Secretary), Zehra Abbas (Graduate Assistant), Jacqueline Cobbina-Boivin, Leah Glaser, Jessica Greenebaum, Jaclyn Hennessey, Kristine Larsen, Evadne Ngazimbi, Heather Prescott, Kristin D'Amato, Heidi Huguley, Kathy Hermes, Bobbie Koplowitz, Susan Gilmore, Meg Levvis, Samantha Ozzone, Fiona Pearson, Rebecca Pickering, Kathy Poirier, Karen Ritzenhoff, Rosa Rodriguez (ex-officio), Susan Slaga, Eva Vrdoljak

Meetings held on September 16, October 14, November 25, January 27, February 24, March 31, and April 28.

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

REPORT

- **Revised Mission and Objectives:** During the 2013-14 academic year, the CCW reviewed, revised, and approved a revision of CCW's mission and bylaws (see below):
 - **Introduction:** 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 of the University.
 - **Vision Statement:** CCW actively advocates and promotes a positive climate for all university women students, staff, faculty, and administrators. The Committee also serves as an advocate for and collaborates with the Women's Center on campus.
 - **Mission:** The Committee serves in an advisory capacity to the President and will bring forward recommendations on or concerning women's issues, needs, and areas of concern from faculty, staff, students, and university organizations.
 - **Objectives:** To interact with any individual or group with power to create programs and influence changes that may affect women; to collaborate with other university committees in addressing problems and issues of concern to women; to monitor the academic and social environment making appropriate recommendations based on assessments related to programs and curriculum; to propose policies that address these needs and concerns, and monitor the effectiveness of any proposed policies and initiatives upon implementation; to research, monitor, and report on the status of women on campus, and of the

institution's commitment to equity and justice for all University women; to provide mentoring opportunities for women, and to provide a forum for speakers and writers on women's issues.

➤ **2013-14 Events and Initiatives**

- **Scholarship Committee:** Ericka Dawson-Head received the Ruth Boyer Scholarship. Committee members were Kristine Larsen (Chair) Bobbie Koplowitz, Karen Ritzenhoff, Jacqueline Cobbina-Boivin, Jessica Greenbaum, Susan Slaga Zehra Abbas.
- **Women's Luncheon:** Held on March 25, 2014. The Committee for the Concerns of Women, The Ruthe Boyea Women's Center, Women, Gender and Sexuality Studies and the History Department sponsor the *Annual Women's Luncheon*. Committee members: Jacqueline Cobbina-Boivin, Heather Prescott, Bobbie Koplowitz Susan Slaga, and Karen Ritzenhoff. This year's theme was "Celebrating Women of Character, Courage, and Commitment." The committee selected Ms. Robin Morgan as its keynote speaker for the Luncheon. Ms. Morgan is award-winning poet, novelist, political theorist, feminist activist, journalist, editor, and best-selling author. Robin Morgan has published more than 20 books, including the now-classic anthologies *Sisterhood Is Powerful* (Random House, 1970). A founder/leader of contemporary US feminism, she has also been a leader in the international women's movement for 30 years. Ms. Morgan has traveled--as organizer, lecturer, journalist--across Europe, to Australia, Brazil, the Caribbean, Central America, China, Indonesia, Israel, Japan, Nepal, New Zealand, Pacific Island nations, the Philippines, and South Africa; In 1990, as Ms. Editor-in-Chief, she relaunched the magazine as an international, award-winning, ad-free bimonthly, resigning in 1994 to become Consulting Global Editor. Ms. Morgan is also a recipient of the National Endowment for the Arts Prize (Poetry) along with numerous other honors. Ms. Morgan's fee was \$3,000.
- **Women of Color Support and Concerns Sub Committee:** This subcommittee on the Concerns of Women, the President's Office, the Office of Diversity and Equity, the Women's Center, AAUP's Minority and Retention Committee, and SUOAF's Minority Recruitment and Mentoring Committee have sponsored events for several years on campus. During the 2013-14 academic year; the following events were held: a) the first Women of Color Reception in the Connecticut Room on September 26, (Memorial Hall); b) *Survive the System* was held on November 4, 2013. Dr. Barbara DeBaptiste was the keynote speaker. Jacqueline Cobbina-Boivin coordinated the event. Dr. DeBaptiste is an educator, mentor, resource person, visionary and advocate for children and women's concerns. Additionally, she is a former commissioner and past chair of the Connecticut Permanent Commission on the Status of Women; founding member and past national president of the National Coalition of 100 Black Women; founder of the Connecticut chapter and 11 local chapters; and immediate past president and board member of the National Women's Hall of Fame; c) Women of Color

Luncheon Lecture on Financial Planning was held in April 2014. Myrna Garcia Bowen coordinated the event; d) the Women of Color and European-American Women Allies in Higher Education was held on May 2, 2014. Dr. Mary B. McRae Associate Professor of Applied Psychology at New York University was the keynote speaker. Jacqueline Cobbina-Boivin coordinated the event.

- **Childcare:** Drs. Leah Glaser and Fiona Pearson have been committed and passionate activists for establishing an on campus childcare program for students, faculty, staff, and administration. Several members of CCW met with Dean Mike Alfano several times during the academic year to solicit his support. CCW has been working on a strategic plan for children for the university. In February, Drs. Glaser and Pearson submitted a request to Provost Lovitt for innovative grant monies to conduct a feasibility study; the grant was not funded.
 - The CCW is asking President Miller to support and sign the **American Council of Education's National Challenge for Higher Education:** <http://www.acenet.edu/news-room/Pages/ACE-Launches-National-Challenge-for-Higher-Education-to-Promote-Faculty-Work-Life-Balance.aspx> Both Presidents Mary Papiastian (SCSU) and Joseph Schmotter (WCSU) have already signed on, establishing their commitment to support expanding workplace flexibility in their institutions of higher education.
 - **Pilot Drop In Child Care Center:** In addition to establishing a childcare center, the CCW supports a Pilot program for a Drop in Child Care Center. At one point, the trailer near the old police station was considered. However, it was unfeasible to obtain licenses and refurbish the building. Consequently, this idea was unachievable.
 - **Work Life Family Balance:** Ms. Laurie Dunn, formerly employed at CCSU in Human Resources, was allocating 10% of her work towards “work life family balance” challenges at CCSU. However, since she has left CCSU, no one has been assigned to Work Life Family Balance issues. CCW is requesting that HR assign someone to oversee WLFB challenges.
 - **Lactation Room:** Due to CCW, the Ruth Boyea Women’s Center, and rhw Office of Diversity and Equity efforts, a new lactation room in the Social Science Building Room 110.
- Sexual and Interpersonal Violence Prevention:** Sexual Assault Protocol was implemented at CCSU. CCW will ask for updates from appropriate offices.
- **Job Place Bullying and Harassment:** proposed to the Faculty Senate. Motion of support of the Workplace Bullying Proposed Policy to Faculty Senate in fall 2013. Stalking policy has been implemented at CCSU.
 - **Support of CCSU/Women Center Events:**

- Women's Gala Supported Faith Middleton Keynote Speaker (\$500) Zehra Abbas (GA) assisted Dr. Carolyn Fallahi in organizing the event. The Women's Gala raised \$20,000. CCW members attended the Gala. February 2014.
- June Baker Higgins Conference Zehra Abbas (GA) assisted Dr. Carolyn Fallahi. CCW members attended the conference. February 2014.
- Stephen Balkaran's Request \$250.00 for Peggy Wallace Kennedy lecture was granted in summer 2013.
- Take Your daughters and sons to work day (up to \$1500)
- Take Back the Night March 2014. CCW members were involved.
- Women's Center Staff will continue to advocate for all syllabus to include the University Sexual Misconduct Policy.
- CCW will continue to work with the Women's Center to advocate for professional staffing at the Women's Center.
- Support Women's Center to advocate for inclusion in discussions related to violence against women's issues as it relates to victim's rights.
- **CCW Mentoring Information:** Dr. Ellen Retelle met with Mr. Lou Pisano (HR Director) to request that the mentor information on CCW's website be move to HR's website.
- **2014-15 Potential Initiatives:**
 - Student membership in CCW-increase student participation and membership on CCW.
 - Women of Color Support and Concerns Sub Committee-will focus on experiences of women of color on campus and will gather information and take a proactive role.
 - Childcare on Campus-continue to advocate for childcare on campus.
 - Sexual and Interpersonal Violence Prevention-CCW will ask for updates from appropriate offices.
 - Women's Center student staff wants to work on the Early Learning Program & Family Care Initiative.