**Committee on the Concerns of Women**

**September 17, 2012**

**12:15pm-1:30pm**

**Student Center, Room 1849**

**Committee Meeting Minutes**

**Present:** Carolyn Fallahi, Emily Chasse, Rosa Rodriguez, Kathy Hermes, Heather Prescott, Jacqueline Cobbina-Boivin, Myrna Garcia-Bowen, Kristine Larsen, Kate McGrath, Carol Morano, Susan Slaga, Laura Tordenti, Eva Vrdoljak, Jason Sikorski, Kim DeMichele, Kathy Poirier, Jaclyn Hennessey, Kristin Pitt, Kim Szews, Candace Barrington

**Absent/Excused:** Ellen Retelle, Marisol Aponte, Meg Levvis, Susan Gilmore, Leah Glaser, Roberta Koplowitz, Fiona Pearson, Sandra Matthews, Karen Ritzenhoff, Heidi Huguley, Bonnie Price

1. **Welcome Back and Introductions**
* We have some new members: Kristin Pitt (Library); Jackie Hennessey (Student); Kimberly Szews (Secretary/GA)
1. **Minutes**
* No minutes to approve
1. **Budget Report** (Kathy Poirier)

Please make your requests for funding by October 1st for the fall semester and February 1st for the spring semester.

* Current budget attached to minutes.
* We have a rollover. Could use the extra funds for future speakers.
1. **AAUW** (Laura Tordenti)
* Jacqueline: “We are trying to get Student advisory council organized. We have received 10 applications from students.
* The women center with AAUW is doing voter registration to encourage women to get out and vote.
1. **Sub-Committee Reports**
2. Job Place Bullying and Harassment (Kathy Hermes)
* Oct 4 1pm-2pm webinar on Workplace bullying.
* Committee approves to sponsor this event. Please register with Carolyn.
* Carolyn proposes to acquire institutional funds for those that cannot attend.
* Committee passes proposal.
* Asked for policy to be revised and presented. Committee wants to ask the president of the university to declare “Freedom from Workplace Bullies Week” for the week of October 14-20, 2012.
* Committee wants to create posters on Workplace Bullying
* Committee suggests conducting a formal conversation on workplace bullying. Do not necessarily need an expert to talk on the subject. People could just talk.
* Committee suggests showing a film on bullying.
* *Murder by Proxy* film on workplace shootings. Kathy will research other films to show.
* Kim suggests having someone clarify what workplace bullying is and send out emails. This is good for someone who wants to remain anonymous.
* *Respectful Workplace* game
* Oct 19 conference /forum in Boston at Suffix Law School on “Aggressors in the Workplace”
* Committee approves to help with transportation for people to go- approx. $111 per person
1. Women of Color Support and Concerns (Rosa Rodriquez)

Request for funds by Rosa: Dr. Nancy Barcelo, Minnesota. Lead the initiatives for LGBT studies. Dr. Barceló for a Women of Color and Friends/Allies luncheon. Lessons from Dr. Rusty Barceló, President, Northern New Mexico College.

WOCAP conference: nationally recognized leader for equity in higher education addresses attendees.

On March 18, the Women of Color in the Academy Project hosted Advancing Together: State of Women of Color Faculty at the University of Michigan. With the goal of “promoting an equitable, diverse campus environment,” this one-day conference offered a public forum for faculty and administrators to share their experiences, hear advice about achieving career success, and connect with colleagues from different departments and campuses.

All six panel sessions, designed by and primarily for women of color faculty, covered career advice valuable to all U-M faculty and graduate students: Mentoring for Junior Faculty, Promotion from Associate to Full Professor, Considering Leadership Positions, Balancing Work and Personal Life, Engaging with your Community, and Promising Practices for a Diverse Campus.

Conference attendees came from across the U-M campus, from area universities, and as far away as Chicago. A highlight of their day was the lunchtime keynote address by Dr. Nancy “Rusty” Barceló, President of Northern New Mexico College and nationally recognized leader for equity and diversity in higher education.

We share with you here some key points of Dr. Barcelo's message: Women and people of color have historically stood on the outside and on the margins of academia. They took their stances at the river's edge, shouting over the waters at higher education institutions on the opposite bank, demanding entry and loudly voicing their issues and concerns. Now more minority faculty and–to a much lesser extent–minority administrators have bridged the waters and claimed their places in university classrooms and administrative offices.

The dilemma these professionals face, however, is how to straddle the river: Maintaining their voices of dissent in the face of ongoing discrimination and injustice and, at the same time, working within the ivied walls for the best interests of everyone they serve. Barceló used her own experiences to illustrate the complexity of this dilemma. Throughout her long career as a student, faculty member and administrator, Barceló has been an outspoken critic of the lack of diversity in higher education. Now as the new President of Northern New Mexico College, Barceló knows that, while continuing to press for transformational change around issues of equity and diversity, she must also represent and address the needs of everyone on her campus.

Barceló directly challenged the leaders of colleges and universities to take advantage of the experience and wisdom minority faculty can provide for problems facing higher education. “If you want to know how to run a program on a shoestring budget, just ask us.” “If you want to manage interdisciplinary studies, just ask us.” “If you want to incorporate diverse points of view, just ask us.” Barceló noted that too often “diversity” and “excellence” are posited as opposites, when in fact they are intertwined. She repeatedly challenged this opposition, whether found in recruiting practices, graduate education, or tenure decisions.

One of Barceló's concerns (echoed at the afternoon panel Considering Leadership Positions) was the need for succession planning. She indicated that, in her experience, without people of color, women, or LGBT folks in positions of leadership their concerns have a greater tendency to fade away. In the forty years since the Civil Rights Movement, leaders have emerged, but at this point many of those people are close to retirement.

Challenging women of color faculty in the audience, Barceló pointed out that it's time for some of them to step forward and decide to become those new leaders. She charged them to ask “What am I going to do?” Although she acknowledged that the move from faculty to administration is difficult in some ways, and that the role of diversity champion can feel lonely, Barceló pointed to the fact that, unless these roles are filled, colleges and universities soon won't have the women of color graduate students to be hired into the faculty ranks, nor the faculty available to move into administration. Despite the fact that the role Rusty Barceló has played as an administrator focused on building diversity in academia has been difficult and lonely at times, it is clear from her spirit and enthusiasm that it has also been immensely satisfying.

The Women of Color in the Academy Project (WOCAP) was founded by a group of female faculty of color at the University in 1994 to highlight the contributions women of color make to the university community and to society at large; build a campus-wide network of women of color faculty; advocate on behalf of women of color faculty and graduate students; and serve as a model for future recruitment and retention programs for women of color faculty at the national and international level.

* Committee discusses what funds will be needed to bring her to campus.
* Rosa suggests providing funds for a scholarship instead.
* Committee puts off decision until there is more information about funds.
1. Carolyn requests $500.00 for Out and Proud at CCSU event
2. Kathy motions to accept budget
* Committee votes to accept budget
1. Women’s History Month and Luncheon (Ellen Retelle)
* No report
1. Work Life Family Balance (Fiona Pearson & Leah Glaser)
* We haven’t had a meeting yet.
* Want childcare on campus again where students have free care. We need $30,000 for 30 hrs a week. We were able to get SGA to commit $10,000.
* Need to locate funds external. Looking for grants. Hoping for next fall.
1. Scholarship (Emily Chasse)
* Emily reports that the scholarship winner last year was great!
* Carolyn announces that after the gala there is enough money for 2 scholarships this year.
* Committee wants posters made.
1. Sexual Assault Protocol (Joanne DiPlacido)
* Jacqueline recommends including campus bill of rights on sexual assault.
1. Sexual Minorities/LGBT (Ellen Retelle)

Ellen was not present. Carolyn gave report.

1. A Rainbow Alumnae Group has been started at CCSU – Crystal Nieves (LGBT center) worked with the office of Institutional Advancement.
2. CCSU is sponsoring a ***Gay Straight Alliance/True Colors Day*** forConnecticut high school Gay Straight Alliance members and advisors! During their visit GSA students will learn more about Central CT State University and our LGBT student services and campus resources. Participants will get to explore our unique collection of Sexual Minority Archives in the campus library, meet the members of the PRIDE student organization, tour the campus, visit classes, and enjoy a day of learning and lunch in the company of GSA members from across the state. Will attempt to organize this day this year. Request $500.00 to support the day.
* Committee agrees to fund *Gay Straight Alliance/True Colors Day*
1. LGBT Friendly Campus Climate Survey Score for CCSU.
* Sexual Orientation Score 5 of 5 Stars
* Gender Identity/Expression Score 4.5 of 5 Stars
1. Rosa: in process of changing policy to include interpersonal violence. Considering going past 90 days. Limited by policy by 90 days in looking at the case with more violence. Looking for 360 per year.
2. Laura: were able to have 2 buses go to six flags, for Out in the Park event
3. Mentoring (Carolyn Fallahi)
* We are continuing to put together a website for new employees.
1. Men’s Initiative and Support of Women (Jason Sikorski)
* Brief presentation on the latest results from this research project.
* Analyzed results. Realized masculinity roles aren’t ideal for men either
* Results are as ideal as we can expect. Discussed whether it was good for the every day “Joe”. It’s statistical and practical.
* Athletics department is making it mandatory for intervention. We came up with a plan to try out on campus for other students. Want men to understand role in society want to encourage a better society.
1. Health Education for Women (**Need Chair**)
* No report
1. Women’s Center Report (Jacqueline Cobbina-Boivin)
* Everything is going well. Lost a few students. We have support groups organized. Will get larger posters out and other info.
* Important dates: Slut Walk on October 30, 2012; Vagina Monologues on February12, 2012
* Also doing a mentoring program for female students. Will give more info.
* The Money Conference for Women coming up October 27, 2012.
1. **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!
2. **New Business**: Presentation by Meggin Lee on a women’s self-defense program.
* Working with the Psychology department to sponsor women’s self-defense on campus. Want to create a safe space for women to come and talk.
* Committee is working on finding a room for the self-defense class.
* Email Carolyn for more information or questions.
1. **Announcements**:
2. Schedule of meetings for the year:

Monday, October 15, 2012

Monday, November 12, 2012

Monday, December 3, 2012

Monday, January 28, 2013

Monday, February 25, 2013

Monday, March 18, 2013

Monday, April 15, 2013

Monday, May 6, 2013

1. Carolyn wants to bring Ilyasah Shabazz, Malcolm X’s daughter to campus.
* Need more info about how to of *Growing up X*.
* Book description from Amazon.com: February 21, 1965: Malcolm X is assassinated in Harlem’s Audubon Ballroom. June 23, 1997: After surviving for a remarkable twenty-two days, his widow, Betty Shabazz, dies of burns suffered in a fire. In the years between, their six daughters reach adulthood, forged by the memory of their parents’ love, the meaning of their cause, and the power of their faith. Now, at long last, one of them has recorded that tumultuous journey in an unforgettable memoir: *Growing Up X*.

Born in 1962, Ilyasah was the middle child, a rambunctious livewire who fought for–and won–attention in an all-female household. She carried on the legacy of a renowned father and indomitable mother while navigating childhood and, along the way, learning to do the hustle. She was a different color from other kids at camp and yet, years later as a young woman, was not radical enough for her college classmates. Her story is, sbove all else, a tribute to a mother of almost unimaginable forbearance, a woman who, “from that day at the Audubon when she heard the shots and threw her body on [ours, never] stopped shielding her children.”

1. The Library has a lactation room now!
* Working to make the room more comfortable.
1. New England Conference on Multicultural Education: October 18th, 8:30-4:00, register at: www.necme.org
2. Mindful Education: Building Inner Resilience: October 19th, 8:30-4:00, requires registration.
3. National month of disabilities is Oct 4, 2012
4. Kim reports a student grant is now available. More information will be posted on the website.
5. *Equal Rights Amendment Symposium* on Wednesday, September 19, 2012, 5:00pm- 7:30pm at Southern Connecticut State University
6. Committee is working on organizing gala.