Women of Color Meeting

March 26, 2012

Present: Heidi Hugley, Myrna Garcia Bowen, Carolyn Fallahi

Guest: Rosa Rodriguez

Missing/Absent: Jacqueline Cobbina-Boiven; Bobbi Koplowitz; Krystal Rich; Kathy Hermes

Rosa: Issues women expressed…. Errors magnified; successes minimized. Errors magnified to a level that they feel ostracized and hold back from where they used to participate. Those are the concerns. Also concerned that if they have issues of getting along, they see that other people may be moved around and accommodated. They feel that the same level of accommodations are not given to them.

Myrna: Latino group: promotion and tenure issues. Women of color are not as easily promoted in positions that they are easily qualified for. They choose not to apply…. Why go through the process? Also, merit issues … not sure what the process is. Seems unfair.

If actions are causing a person to advance, you will make the situation more problematic. The person will not be happy here and you might lose them. This happens to women of color versus others. Others transfer more easily. The resolution is to move these bodies around. Not seeing women of color moving at all. Why aren’t women of color made privy to interest in them into other jobs?

Want to hear from other colleagues. Big fear about telling their stories. Fear of retribution.

Discussed the results of the Equity 2 study. Question, Could we redo SUOAF …. Just the factors that show the differences within suoaff…. 6 year window. You become permanent in suoaf or you are gone. Talked about some of the problems with getting the data.

If there is a salary issue and it is based on protected class, it goes to Rosa. If it is a salary issue based on the wrong classification, they would go to HR. Could we put on the website, if you are having issues with salary or your ability to promote within CCSU? Let’s put that on the CCW website for new employees.

People are afraid to make complaints. Some don’t care about the risks, but others do care. People who are not permanent, who are scared to file the complaint. Their risk is that they will be retaliated against. It is hard to prove. When you are talking about women of color and what to do, there is a big trust factor and many colleagues are not willing to talk to anyone. Referred several and not feeling that anything will be done.

Part of the protection of the university is doing the right thing. Academia plays a roll in all of this. Academic freedom plays a roll in things. Freedom of expression…. We find offensive and won’t tolerate. We need to recognize it.

Speaking out…. This is wrong to do. Character education. What about role playing?

Still happening.

Women of color…. Tea, afternoon something to get together.

Thinking about having a luncheon. Speaker: name of the speaker… Myrna will send me the information. Women of color on campuses. Would like a speaker and a luncheon. Responses,,,,, clicker form. There is a lack of trust on our campus. This inhibits people being vocal. Have them type their questions on a card and then they can ask their questions.