



Academic Year 2019 -2020 Annual Report – June 30, 2020

To: Dr. Zulma Toro

From: Oluwatoyin Awoderu-Ayeni – CCW Chair

About CCW

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, needs, and areas of concern from faculty, staff, students, and university organizations. 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.

CCW Membership:

Chair: *Oluwatoyin Awoderu-Ayeni*

Treasurer: *Sandra Matthews*

Secretary: *Eva Vrdoljak*

There were no nominations or self-nominations from faculty to serve as Co-Chair for academic year 19/20

Members: *Iris Astacio, Jacqueline Cobbina-Boivin, Silvia Corbera Lopez, Kristin D'Amato, Olga Fritho, Myrna Garcia-Bowen, Susan Gilmore, Leah Glaser, Jessica Greenbaum, Heidi Huguley, Liliana Jimenez, Elena Koulidobrova, Kristine Larsen, Charisse Levchak, Meg Levvis, William Mann, Sandra Matthews, Gladys Moreno-Fuentes, Heather Prescott, Claudia Richards-Meade, Audrey Riggins, Karen Ritzenhoff, Katherine Samuels, Leah Skinner, Susan Slaga-Metivier, Eva Vrdoljak, Leanne Zalewski*

General Meetings:

- *September 9/23/2019*
- *October 10/28/2019*
- *November 11/25/2019*
- *January 1/27/2020*
- *February 2/24/2020*
- *March 03/23/2020 - cancelled*
- *April 04/27/2020 – cancelled*

Special Meetings:

- *1/31/2020 - Women's Center Ad-Hoc Committee*
- *2/3/2020 – Meeting with the Women's Center & LGBTQ Center Task Force*
- *2/11/2020 – Meeting with CCSU President, Dr. Zulma Toro*
- *2/19/2020 – Meeting with Office of Equity & Inclusion*
- *3/11/2020 – President's Commission on Diversity, Equity and Inclusion Ad-Hoc Committee Meeting*

Sub-Committees 2019-2020

	Work Life Balance	Ruthe Boyea Scholarship	Women of Color	Campus Safety, Violence Against Women	Tenure and Union Rights	Women's History Month
Chair(s)	Fall 2019: Leah Glaser Spring 2020: Claudia Richards-Meade, Silvia Corbera Lopez	Kristine Larsen	Leah Skinner Audrey Riggins	Heidi Huguley Myrna Garcia-Bowen	Toyin Ayeni	Susan Slaga-Metivier
Committee Members	Audrey Riggins, Claudia Richards-Meade, Eva Vrdoljak, Silvia Corbera Lopez.	Susan Gilmore, Iris Astacio, Karen Ritzenhoff, Meg Levis	Charisse Levchak, Jessica Greenebaum, Jacqueline Cobbina-Boivin, Olga Fritho, Gladys Moreno-Fuentes	Sandra Matthews, Leanne Zalewski	Charisse Levchak Elena Koulidobrova	William Mann, Heather Prescott, Karen Ritzenhoff
Non-Committee Members	Christina Robinson, Fiona Pearson					

Ad-Hoc Committees (AY 19/20)

- *Bylaws Ad-Hoc Committee*
- *Website/Publicity Ad-Hoc Committee*
- *Women's Center Ad-Hoc Committee*
- *President's Commission on Diversity, Equity and Inclusion Ad-Hoc Committee*

Annual Report

A. Committee on The Concerns of Women's Self – Assessment:

a) A **Self-assessment** was conducted at the beginning of academic year 2019/2020 to determine CCW's relevance within the context of the current CCSU climate. We as a team met, to constructively evaluate our effectiveness over the years and to evaluate if the organization – CCW was still working purposefully within the context of the guidelines of our mission, objectives and goals.

b) A **Website/Publicity Ad-Hoc Committee was commissioned** as part of the evaluation process. They came up with the following suggestions which were implemented immediately.

1. Rebranding of CCW – New Logo below



2. Website Reconstruction – www.ccsu.edu/ccw

At the **first two meetings, while reviewing CCW's Mission and Objectives**, it was pointed out that our mission is to serve as an advisory board and provides recommendations to the President based on issues regarding Women, Women's needs and Women's areas of concern within the establishment. It was noted that we may have overextended ourselves by previously implementing programs, rather than focusing on the advisory role.

We also **sought out CCW's Bylaws** and discovered a draft from 2013 which we revised severally as a team **and finally ratified on November 25, 2019.**

B. Membership Drive/Co-Chair Nomination

Chair Nomination: CCW has always operated with two chairs, a faculty and an administrative faculty. Unfortunately, this academic year, there were no nominations or self-nominations from faculty. We hope next academic year will be different.

Membership: Based on CCW's bylaws the maximum members allowed each academic year is thirty (30).

C. Sub-Committees Report

1). Campus Safety and Violence against Women Sub-Committee

a) This sub-committee's task was re-assigned, and all members were volunteered to work on the CCW's Commission on Diversity, Equity, and Inclusion Ad-Hoc Committee. Their main objective was to come up with strategic recommendations for Diversity, Equity and Inclusion issues based on – Goal 3 of the CCSU's strategic plan. A report on the outcome of the report will be shared with CCW and Dr. Zoro at a later date. The project is still in progress.

b) The Committee at a later date will also look into the issue of pay equity – we were advised by Dr. Toro to reach out to Yvonne Kirby.

2). Ruthe Boyea Scholarship Sub-Committee

For academic year 2019/2020, Ruthe Boyea Scholarships were awarded to two female students:

a) **Carina Rosa a Music BS-Ed major**, a Senior who hopes to graduate in December 2020

b) **Heather Plourde** a graduate student in the Counselor Education program who anticipates graduating in December 2021.

3). Tenure and Union Rights Sub-Committee

We made extensive efforts to reached out to under-represented unions on campus to have their members represented when conversations regarding Women's issues are being discussed. CCW members over the years have been mainly dominated by the three prominent unions (SUOAF, AAUP & AFSCME).

- a) **Connecticut Employees Union Independent** (CEUI – SEIU Local 511): Karen Martin was nominated to join CCW.
- b) **Administrative & Residual Employees Union**: D’Lon Wilcox was nominated to join CCW.
- c) **Connecticut Police & Fire Union (CPFU)** – Public Safety Professionals: On-going conversations

It was brought to CCW’s attention that during AAUP Searches, Faculty are asked to make salary negotiations with new hire, a Human Resources function. We are proposing in the future to form an Ad-Hoc Committee to look into this concern and to invite Human Resources to one of our meetings to discuss salary negotiation protocols.

4). Women of Color (WOC) Sub-Committee

a) A major systemic concern was raised at one of our CCW meetings that “One-Woman Offices” exist at CCSU for disparity reasons, we then polled women present during the meeting, and about three women confirmed that they indeed exist in an office which can be considered as a ‘One-Woman Office.’ The sub-committee decided to define a sample size in which to do a preliminary study to validate the claim. The preliminary study has been completed. *Based on the preliminary study, we were able to ascertain that amongst the 48-sample size which comprised of Directors or Equivalent Positions in major divisions and units, ‘One-Woman Offices’ do exist with no clerical support. It was also interesting to note that intersectionality was identified within the organizational infrastructure of CCSU.*

b) The Annual Women of Color Luncheon organized and co-sponsored by The Women of Color Subcommittee and the Women’s Center took place on February 26, 2020 from 12 noon to 1:30pm in Connecticut room. Guest Speaker was Joelle Murchison who spoke on “Women of Color Recognizing and Embracing their Purpose.”

5). Women's History Month Sub-Committee

The Women's History Month sub-committee in conjunction with Women, Gender and Sexuality Studies (WGSS) and the Women's Center yearly co-sponsor activities to highlight on-going current issues. This year, the Women's History Luncheon which took place on March 11, 2020 revolved around upcoming 2020 elections. and titled. The topic: What's a Girl to Do? The 2020 election featured Susan Campbell from the University of New Haven.

6). Work Life Balance Sub-Committee is CCW's most impactful sub-committee

a) Childcare Centers:

i) Early Learning Program: Leah Glaser through this sub-committee has been working on securing a grant to support Early Learning Program which was discussed at several CCW meetings. Last year, the application was finally approved for \$150,000 for four-year period. We applaud the unwavering determination of Leah Glaser and Fiona Pearson in securing the grant. The grant is designated for the Early Learning Program. The category of children to be accommodated by this program include Infant Care, Pre-School and Older. The grant fund is stipulated for free evening childcare for CCSU students, hourly rates apply for Faculty and Administrative Faculty. The program was proposed to begin in Spring 2020 but was deferred to Fall 2020. Additional information on the Early Learning Program can be found at CCW website: www.ccsu.edu/CCW

ii) Drop-Off Childcare Center: Dr. Toro announced at the opening meeting a new on campus **Drop-Off childcare center** that is scheduled for opening in Fall 2020 near East Hall. WLB Sub-committee offered to serve as advisors for Deans Kim Kostellis (SEPS) and Christina Robinson (Grad Studies), who are overseeing the project. Dean Robinson will think about how we can support the effort and reach out to us.

b) Breastfeeding Friendly Campus Guidelines

In efforts to get Central Connecticut State University recognized as a Breastfeeding Friendly campus by the Connecticut Breastfeeding Coalition, breastfeeding guidelines

were created and submitted to Carolyn Magnon, University Counsel, during the 18/19 Academic Year. The document was forwarded to Human Resources for review. As of Spring 2020, the document is currently with University Counsel awaiting approval.

c) Lactation Rooms:

WLB Subcommittee conducted assessments of all lactation rooms on campus for ease of use and access by student, staff, faculty and visitors, and availability of information on the location of these rooms.

i) Lactation Room Information

Location of all lactation rooms on campus is now available on Human Resources, Health Services, Student Affairs, Office of Equity and Inclusion, Transfer and Academic Articulations websites. The same information will be available in Student Handbooks distributed by Student Affairs and Transfer and Articulations next academic year.

ii) Lactation Room Location.

There are five (5) lactation rooms on campus, we conducted a work through to access the location, signage and accessibility.

- **Ebenezer Bassett Hall, Room 110:** Signage outside the lactation room door. There is no information listed in the elevator or other parts of the building to indicate where the room is, inside the room is very nice and clean.
- **Hilltop Café, Near Exit:** There is no lactation room signage. The room is currently being used as a storage room with paper towels, toilet paper etc.
- **Library, 2nd Floor:** The room is very large. There is an inconspicuous Lactation Room signage in the Library elevator along with other flyers.
- **Mid-Campus Residence Hall, Room 116-02:** Signage present but totally different from the approved one. The room is very small compared to the other rooms and not well-ventilated.
- **Willard-DiLoreto, Room D123:** There is a signage on the door. The room is currently being used as an all-purpose room and door left ajar. There is no signage in the building to indicate where the Lactation Room is located.

iii) Actionable Items

Schedule series of meetings with facilities for insights on how to:

- Create a lactation room access system
- Monitor and collect data on the usage of the lactation rooms.
- Create an online scheduling system that can be used for students, staff and faculty and a system for visiting guests
- Oversee the regular maintenance of the rooms
- Lactation room signage
- Emergency buttons

d) Elder Caregiver Resources:

WLB Sub-Committee is focusing on eldercare as we are beginning to see a trend in the number of staff applying for time off to take care of their elderly ones. The Committee on the Concerns of Women (CCW) at CCSU on its website added links to several Elder Caregiver Resources and Work Life Balance resources. The next academic year will be focused on brainstorming ideas to better support campus members involved in elder care.

D) Ad-Hoc Committees

i) Women's Center Ad-Hoc Committee:

The role of the task force was to internally provide an opportunity to present a dossier to educate and create an awareness regarding the functions and needs of the Women's Center and its alignment with Women, Gender and Sexuality Studies (WGSS) and the Committee on the Concerns of Women (CCW) at CCSU to the task force setup by the institution to 'Conduct a comprehensive assessment of the Women's Center and to Determine its alignment to the ODE mission and goals and, among other things, identify opportunities to improve operational, organizational, and cultural aspects of the unit.' A report was compiled and submitted to the task force in addition, to a scheduled meeting.

ii) President's Commission on Diversity, E&I Task Force

The role of the task force was to brainstorm and make recommendations regarding goal 3 of the strategic plan. Currently seeking data on campus through Human Resources or the Unions on Bullying/ Mobbing. The work being carried out by this committee is on-going.

E. Special Meetings Summary

1) President's Meeting

CCW at CCSU's initial meeting with Dr. Toro for the academic year to introduce new members, inform her of CCW at CCSU's plans going forward and what are expectations are of CCW. The points discussed are in bullet form below:

- CCW at CCSU Introduction
- Our Role: Advisory, Identify Issues, Provide action steps/recommendations
- On-Going Projects
- Equity: Gender and Race at CCSU
- Need data from Institutional Research – Yvonne Kirby. Dr. Toro is having the department look at CCSU's pay equity
- One Woman Office: by design or by circumstance?
- Women's Center: Representation on Women's Center Task Force. Jacqueline Cobbina-Boivin forwarded student names to be included on Women's Center Task Force.
- President's Commission on Diversity, Equity and Inclusion Subcommittee will address various climate concerns and provide feedback to Dr. Toro
- Need method to give regular feedback to Dr. Toro. A follow-up meeting will be scheduled.

2. Special Meeting with Office of Equity and Inclusion

CCW at CCSU's Meeting with Rusty Barcelo and Pamela Whitley, Office of Equity & Inclusion to inform the Office of CCW at CCSU's purpose, mission and objectives vis a vis Women's concerns on campus. The points discussed are in bullet form below:

- CCW at CCSU: Who we are, why we exist
- CCW's 50 years working relation with the Women's Center and Women, Gender and Sexuality Studies
- CCW at CCSU's Role is to bridge gaps between faculty, staff and students
- Discussed no representative from Women's Center on the Women's Center Task Force in comparison with LGBTQ
- CCW members were invited to familiarize themselves with the to Office of E & I

