

Agenda

Committee on the Concerns of Women

Monday, December 3, 2012, 12:15, in the 1849 Room of the Student Center

1. Attendance and Welcome
2. Approval of Minutes
3. Budget Report
4. Old Business
5. Important Events at CCSU
6. AAUW (Laura Tordenti)
7. Sub-Committee Reports
 - a. Budget Committee (Ellen Retelle and Kathy Poirier)

PLEASE READ the REMAINING REPORTS: Committee will discuss mission, goals, and history of CCW; work and accomplishments of CCW's subcommittees, and its relationship with WGSS and the RBWC.

- b. Job Place Bullying and Harassment (Kathy Hermes)
 - c. Women of Color Support and Concerns (Rosa Rodriguez)
 - d. Women's History Month and Luncheon (Ellen Retelle)

Women's Day Luncheon and History Month Minutes

November 13, 2013

Attendees: Heather, Susan, Jacqui, Ellen, Joanne.

Philbrick Room 12:30

1. Speaker (invite, cost, stay in touch prior to meeting) Dates March 6 **or** March 14. The following four speakers were identified as possible speakers at the Luncheon: Yvonne Akpalu (CEO & Founder of Why Science), Margaret, Dionne Henry (Repair Develop Engineer Pratt & Whitney), and Sally Hill (Eli Whitney Museum). Ellen and Heather will contact Yvonne and Margaret to see if they are available and to find out the cost for speaking at CCSU. We'll share this information with the committee ASAP.
2. Agenda for luncheon and other speakers: One of the CCW co-chairs will MC the Luncheon. Heather will provide background information about International Women's Day. Ellen will ensure that the AV equipment is set up.
3. Invitations: Joanne will invite administrators to the meeting. In the past, Laura Tordenti has provided 20 complimentary tickets for students.

4. Tickets will be sold through Centrix.
5. Poster, & Publicity: Allison (women's center will create the poster; women center volunteers will put up the posters around campus in mid February). The information will be sent to Mark McLaughlin and we may send personal invitations to departments whose students may be interested in the presentation. Will further discuss at the next meeting. The information will be posted on the CCW, Women's Center, and WGGG websites (Ellen added the last two after the meeting).
6. Library Display-Susan will find out if there can be a display for the week or the month. Also, will use materials in the library.
7. Order Food – Jacqui contact Lori Bachus to order the food. One week before the luncheon, Lori will need the final count. Ellen will send the information from the 2012 Luncheon.
8. The committee may buy pens as a memento to be given out at the luncheon.
9. If extra funding is needed, WGGG and the History Dept have contributed money in the past. The committee may ask other departments if needed.
10. Information on the National Women's History Project website.
 - e. Work Life Family Balance (Fiona Pearson and Leah Glaser)
 - f. Scholarship (Emily Chasse and Jacqueline Cobbina-Boiven)
 - g. Sexual and Relationship Violence Prevention (Joanne DiPlacido)

Sexual and Relationship Violence Prevention
November 15, 2012

Present: Carolyn Fallahi, Joanne DiPlacido, Jacqueline Hennessey
Absent/Excused: Jason Sikorski, Jacqueline Cobbina-Boiven, Bobbi Koplowitz, Meg Levvis

1. We wanted to follow up the Stalking Policy (Rosa has the template for this) and the Status of the Interpersonal Violence Policy (originally part of the sexual misconduct protocol and was going to be a separate policy). Put back into the sexual misconduct protocol? Carolyn will follow up with Rosa about this and report back to the committee.
2. Sexual Assault training and alcohol training. Jackie H. e-mailed the trainer. Laura Tordenti is going to send Jackie the policy and Jackie will follow up.
3. How to help cards will be distributed to CCW.
4. Programming or panel during sexual assault month in April. We could get people from SACHS to come and speak. We were talking about having survivors and people who worked in the field.

5. Take back the night: April 10th. We wanted to find out from Jacqueline (WC) what other events are happening in April? Carolyn will send an e-mail. We want to bring people in.

6. Next October, Domestic Violence Month. We want to plan something. Again, we would need to discuss this with Jacqueline in order to coordinate with the WC. Carolyn will send an e-mail. They did the Red Flag campaign (small red flags that people write Inspiring messages, parts of stories, put around student center). We were wondering what else has been done?

7. Enough Race: April 21st. SACHS and CCW co-sponsor this event. Continue to see that as a CCW event. Speak out. Reserved the student center for tabling. Will be even bigger this year. CCSU waived the fees last time and we will ask again.

Respectfully Submitted,

Carolyn R. Fallahi

h. Sexual Minorities (Ellen Retelle) No Report

i. Mentoring (Carolyn Fallahi)

Mentoring Sub-Committee

November 29, 2012

Present: Carolyn Fallahi, Rebecca Pickering

Absent/Excused: Ellen Retelle, Bobbie Koplowitz, Kathy Poirier, Jacqueline Cobbina-Boivin, Karen Ritzenhoff, Sandy Matthews, Myrna Garcia-Bowen

I. Additions to the website:

- a. hours and information on the CCSU Art museum on campus: Carolyn
- b. On-going events on campus: Carolyn
- c. Sports schedule: Carolyn
- d. Music/theater shows: Carolyn
- e. How to advertise on campus: Carolyn
- f. Explanation of the DEC: Carolyn
- g. Explanation of the SUOAFF P & T: Myrna
- h. Committees available on campus: Carolyn
- i. Campus Map: Carolyn
- j. Resources on campus, e.g. counseling and wellness, ING counseling, employee assistance program, links to HR, Women's Center: Carolyn
- k. Negotiating your salary: Carolyn

- l. Process to schedule a room, order food, student center, event management, Sodexo: Carolyn
- m. Tuition reimbursement for employees: Rebecca

Carolyn will schedule new employee interviews for our next meeting in January.

Respectfully Submitted,

Carolyn R. Fallahi

- j. Health Education for Women (no chair)
 - k. Women's Center Report (Jacqueline Cobbina-Boivin)
8. Announcements:

- a. Schedule of meetings for the upcoming year:

Monday, January 28, 2013

Monday, February 25, 2013

Monday, March 18, 2013

Monday, April 15, 2013

Monday, May 6, 2013

- b. Happy Holidays to you and your family!

Committee on the Concerns of Women Minutes

November 12, 2012

12:15pm-1:30pm

Student Center, Room 1849

Committee Meeting Minutes

Present: Carolyn Fallahi, Ellen Retelle, Emily Chasse, Jacqueline Cobbina-Boivin, Joanne DiPlacido, Myrna Garcia-Bowen, Susan Gilmore, Jaclyn Hennessey, Kathy Hermes, Heather Prescott, Carol Morano, Kristin Pitt, Kim Szews

Absent/Excused: Marisol Aponte, Candace Barrington, Kim DeMichele, Leah Glaser, Heidi Huguley, Bobbie Koplowitz, Meg Levvis, Sandra Matthews, Kate McGrath, Fiona Pearson, Kathy Poirier, Sam Ozzone, Rebecca Pickering, Karen Ritzenhoff, Rosa Rodriguez, Susan Slaga, Jason Sikorski, Laura Tordenti, Eva Vrdoljak

1. Attendance and Welcome
2. Approval of the Minutes
 - Committee reviewed the minutes from October 15, 2012 CCW Committee Meeting
 - Vote was unanimous to accept
3. Budget Committee (Ellen Retelle & Kathy Poirier)
 - Please make your requests for funding by February 1st for the spring semester
4. Old Business
 - Approved funds for Malcolm X's daughter
5. Events at CCSU
 - Marilyn Nelson poet, doing a reading today in Marcus White living room 3pm.
 - Birth Control Methods and Safer Sex is Tuesday November 13, 2012 from 12:00 pm to 1:00 pm in the Women's Center Lounge, Student Center room 216
 - Mitsitam: A Native American Banquet Experience is Thursday November 15, 2012 from 6:30pm to 8:30pm in Constitution Room Memorial Hall
6. AAUW (Laura Tordenti)
 - No report
7. Sub-Committee Reports
 - a. Budget Committee (Ellen Retell & Kathy Poirier)
 - \$3287 for speakers
 - Working on budget
 - Faith Middleton- \$1000 for her this year, then another \$1000 the next calendar year. Motion to approve \$500
 - Susan Gilmore: Suggested a bigger audience for Faith Middleton, perhaps English and Journalism classes
 - Joanne: Suggested co-sponsorship
 - Committee approves \$500
 - b. Job Place Bullying and Harassment (Kathy Hermes)
 - Carolyn and Kathy met with Lou Pisano (HR) to discuss policy and recording method they came up with. In the past, a policy that emphasized verbal abuse, but they weren't sure about violence issues. This committee felt that we would have to reach a high level of psychological intimidation to have a response with the old policy. Kathy gave examples of more subtle forms of intimidation that she was made aware of by employees. Lou stated that he is going to investigate whether or not we need a policy. He emphasized that he

wants to hear about bad behavior on the part of employees and that he doesn't necessarily need a policy to deal with that. Kathy emphasized that the language of this policy is in line with the language of several bullying bills that are being introduced to different states.

- Jackie: Suggested conducting a training before committee meets with Lou to understand what bullying is.
 - Kathy: Will give a short training on bullying, 30 to 45 minutes
 - Susan Gilmore: Discussed her experience at the Workplace Bullying conference at Suffix College. Susan will submit her notes on the conference to the committee.
- c. Women of Color Support and Concerns: (Rosa Rodriguez)
- Jackie: The committee talked about issues relating to women of color. The committee would like a training to be done in regards to privilege-
 - Committee wants to bring in a speaker
- d. Women's History Month & Luncheon (Ellen Retelle)
- Committee meeting was canceled due to Hurricane Sandy
 - Committee will meet November 13
 - Committee is researching speakers to bring in
- e. Work Life Family Balance (Fiona Pearson & Leah Glaser)
- Committee met last month.
 - Discussed Lactation Room in EB Library on the 4th floor. We need to ensure that the room is equipped with comfortable furniture and a refrigerator. Will follow-up to ensure that furnishings and equipment are provided for the lactation room(s) in the new Academic building.
 - More promoting of the Work Life Family Balance committee on Facebook and website.
 - Need to subsidize service for students, make it free. Open to faculty and students. Planning to open the Drop-in site next fall. Looking at funding sources right now. CCSU is providing the space. The Drop-in site needs \$30,000 annually to operate. Right now the committee is collecting data.
 - Leah and Fiona shared information from their October 9 meeting with Dean Sakofs and Pease and October 18 meeting with Dean Lemma. During those meetings Leah and Fiona discussed the future of the Family Resources Center that is now included in the 2020 Master Plan and discussed possible funding sources for the drop-in site. CCSU's AAUP has agreed to help fund the pilot drop-in site and would like to put in an additional request for funding from CSU's AAUP. Fiona has also contacted SUOAF but is awaiting their response.
 - Carolyn: suggest gala funds the committee receives in 2014 to be used in part for the Family Resource Center.
 - Committee's next meeting is Tuesday, November 27th
- f. Scholarship (Emily Chasse)

- Committee hasn't met yet.
 - Want to update posters advertising scholarships for students
 - Will continue to use Ruth's face on the poster to show historical significance
- g. Sexual and Relationship Violence Prevention (Joanne DiPlacido)
- Committee is meeting this week
- h. Sexual Minorities (Ellen Retelle)
- Committee has not met yet
 - LGBT advisory committee- becoming more of an advocate for faculty
- i. Mentoring (Carolyn Fallahi)
- Want to meet with Lou Pisano about how to get mentors.
 - The New faculty orientation needs to be modified
 - Committee suggested providing a focus group for new employees on how they were mentored
 - Committee is going to talk to new employees and ask whether
 - Carolyn: Submit information for new employees for the website
 - Kathy: Suggested that orientation should have a follow-up.
 - Ellen: Suggested a workshop for mentors too.
- j. Men's Initiative and Support of Women (Jason Sikorski)
- Work is going well.
- k. Health Education for Women (Need Chair)
- Haven't met yet.
- l. Women's Center Report (Jacqueline Cobbina-Boivin)
- Pinky Promise Christian women's group met in the Women's Center. The Women's center is open to all women and women's groups who promote empowerment.
 - The Slut Walk was canceled due to weather
 - Committee discussed encouraging dialogue between students and women's center
 - Rising to the Top: Etiquette workshop
- m. 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!
- n. New Business
- Request: \$200 for
 - Motion to accepting program
 - Committee approves limit to \$200

