

## Committee on the Concerns of Women

### 3/22/2021 Meeting Minutes

Present: Jacqueline Cobbina-Boivin, Kristin D'Amato, Leah Glaser, Heidi Huguley, Myrna Garcia-Bowen, Kristine Larsen, Sandra Matthews, Claudia Richards-Meade, Susan Slaga-Metivier, Eva Vrdoljak

Absent/ Excused: Toyin Ayeni, Silvia Corbera Lopez, Susan Gilmore, Elena Koulidobrova, Charisse Levchack, Meg Levvis, Heather Prescott, Karen Ritzenhoff, Tiffany Samuels, D'Lon Wilcox, Leanne Zalewski

#### Agenda Items, Business:

1. Minutes for 2/22/2021 CCW Meeting were reviewed.  
Gladys Moreno-Fuentes made motion to approve and Sandra Matthews Seconded. Vote made to approve.
2. Treasurer's Report: No changes balances are same as last meeting.

The Women's Center is in process of identifying speaker to talk about increase of Anti-Asian racism. A possible speaker from University of Michigan, requests \$200 to \$300. Would be an online talk, educate campus.

Myrna Garcia-Bowen made motion to approve funding speaker and Kris Larsen seconded. Vote was to approve stipend of \$300.00.

Speaker details: Melissa Borja, University of Michigan. Speaks on broad history of Anti-Asian racism in U.S. with focus on women's experiences  
Jacqueline Cobbina-Boivin will fill out paperwork and Sandra Matthews will handle.

3. Invite Dr. Miller to our next meeting

Consensus of members present was to endorse inviting Dr. Miller and no vote needed.

4. Presentation – Task Force on Diversity, Equity & Inclusion Subcommittee

Gladys Moreno-Fuentes and Myrna Garcia-Bowen are Chairs of Subcommittee.

Toyin Ayeni suggested a new CCW subcommittee titled Task Force on Diversity and Inclusion. Email regarding Task Force was March 2020, then COVID happened. At the time Toyin was part of the President's Commission on Diversity and Equity. Toyin asked us to form this committee to get anecdotal information to bring to the Commission and emailed goal #3 from President's Commission as some of the goals of the subcommittee.

Myrna and Gladys have been meeting recently and would like to continue with the

subcommittee. We had initially collected anecdotal information. There were quite a few people on the team and did ask other individuals on campus to provide anecdotal scenarios; current, past, perceived. We received a few cases, and a lot of individuals are afraid to talk about their experiences.

We have two questions.

1) Whether or not CCW feels that this subcommittee should exist? Do we feel that is something that we should continue?

2) This subcommittee would provide CCW representation specifically on the President's Diversity Committee

Are requesting that CCW endorse participation with President's Commission representing CCW. In doing that we would be working for CCW and the President's Commission with the central initiative of equity. Myrna is Co-Chair of the system-wide "Equity & Inclusion Council" which is designed to cover student success and development, system goals with respect to racism. Interested in connecting the system-wide Council and the Central President's Commission to link discussion of the two groups on equity system wide.

It was mentioned the President's Diversity Committee is called Equity Council.

Request is for CCW endorsement of Myrna Garcia-Bowen's and Gladys Moreno-Fuentes' appointment to Central's President Commission on Equity & Inclusion

Discussion:

If CCW is not being invited to Equity Council, this is needed. We used to have wholesome Women of Color luncheons, representatives on President's Diversity Committee and fully support this. It is definitely needed. There is racism on this campus, attacks on women of color and certainly women overall experience sexism. Sexism does certainly exist. This is being discussed at a system-wide level, including pay equity.

Many clerical staff are not getting recognition, are intelligent and then see people hired from outside for possible promotion positions.

What is the university doing, such as inability for clerical upward mobility opportunity? Look at upward mobility of non-individuals of color versus women of color, there is a disparity. The lack of their increases impacts their ability to retire. One has to leave a place to get promotion. Look at retention in terms of race.

We need to look at some of these things, we can report to the President.

Request made to also have three people to rotate on this committee.  
Request made for individuals to serve on the CCW subcommittee as we need members.  
If we look at the subcommittee in March 2020, it was diverse.

We are asking if Co-Chairs of the Diversity and Equity Task force are supported by CCW to represent CCW at the President's Commission on Diversity, Equity and Inclusion.

Motion to endorse Myrna Garcia-Bowen and Gladys Moreno-Fuentes to attend President's Diversity Committee:

Motion made by Kristine Larsen and seconded by Heidi Huguley.  
Vote was majority approved.

#### 5. New Business:

- a) AAUP is dealing with equity pay looking at minority faculty being paid less than nonminority faculty.
- b) Contracts are being used against unionized employees when things do not go as we would like. Discussion of support for concerns, possible to do a survey, get supporting data from Campus Climate Survey.
- c) Campus Climate Survey Discussion  
Was it anonymous if we are sent emails to finish it?  
Some campus issues questions did not allow for comment.  
Start of survey asked specific information on age, sex, etc.  
Concern about level of comfort about being truthful, are people afraid of being forthright?  
Find out if members are hesitant to complete this survey and if so, why.  
Several mentions of need for a consistent neutral option.
- d) Support for Women of Color, Allies  
Tired of hearing why are we losing Students of Color, Women of Color.  
We need allies to say we do witness and see the difference of how they and Women of Color are treated. Otherwise, are just being seen as Women of Color complaining.

Request made for more training and education on how to support Women of Color as Allies.  
Can we do more training and education? Many people outside of CCW, etc. may not be aware. The Women of Color luncheons and CCW meetings are very eye opening.  
We all have to come together and say something.

e) Questions About Campus Climate Survey

Last meeting with Dr Toro and part of it we talked about surveys, CCW was advised to talk to Ivonne Kirby. An email can be sent to Ivonne Kirby.

f) For Task Force on Diversity, Equity & Inclusion Subcommittee:

Issues with respect to race, send to Myrna Garcia-Bowen and Gladys Moreno-Fuentes.

Heidi Huguley can assist with clerical concerns. Can send email to Ruby Blackmon with copy to Heidi if wanted. Keep a copy of your email for yourself.

g) Work Life Balance - Breastfeeding Initiative

CCSU finally got their acceptance to CT Breastfeeding Initiative and there will be award recognition ceremony. Janice Palmer is in the loop, waiting for someone to come to campus.

In midst of pandemic President Biden voiced concern about dwindling numbers of women in the workforce and particularly women of color. This is due to COVID and nature of jobs; not accommodating. Lack of teleworking, childcare

We need to be looking at how pandemic is affecting people on campus.  
Faculty concerns may be different vs people who cannot telework.

Who in HR would be contacted about this?

Dan Moreland mostly gets the accommodation requests and the directions how to request are posted on CCSU website.

6. Meeting Adjourned 1:30 pm.