

Agenda & Subcommittee Reports
Committee on the Concerns of Women
Monday, April 15, 2013, 12:15, in the 1849 Room of the Student Center

1. Attendance and Welcome
2. Approval of Minutes from March 2013 meeting
3. Budget Report
4. Old Business: Update on the CCW purpose and bylaws committee. The CCW Purpose & Goals subcommittee met on April 8th; we reviewed descriptions and goals of various university's "The commission on the status of women", "Women's Centers", and Women Studies Programs. We will meet before the May meeting to decide on the language for CCW's purpose and goals; we will make recommendations at the May meeting.

New Business: Nomination for the co-chair for 2013-14 year.

5. Events at CCSU – Please submit to Carolyn for website
6. Sub-Committee Reports
 - a. Budget Committee (EllenJob Place Bullying and Harassment (Kathy Hermes)
 - b. Women of Color Support and Concerns: (Rosa Rodriquez)
 - c. Work Life Family Balance (Fiona Pearson & Leah Glaser)
 - d. Scholarship (Emily Chasse):

The scholarship winners are: Imani Heron
Sharon (Shae) M. Sau

- e. Sexual and Relationship Violence Prevention (Joanne DiPlacido)

Central Connecticut State University
Stalking Policy

Statement of Purpose

Central Connecticut State University is determined to provide a learning atmosphere, which is free of harassment, interference or violence, for all members and visitors of the campus community, such that they are privy to an atmosphere that enhances academic learning and considers the welfare of the community with the highest regard. For this

reason, Central Connecticut State University does not tolerate stalking, and will hold the perpetrators accountable when found in violation of this policy. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive learning and work environment. Central Connecticut State University is also committed to supporting victims of stalking through the appropriate provision of safety and support services. This policy applies to all students, faculty, staff, and visitors of Central Connecticut State University. Stalking incidents are occurring at an alarming rate on the nation's college campuses. It is a crime that happens to men and women of all races/ethnicities, religions, ages, abilities, sexual orientations, and gender identities. It is a crime that can affect every aspect of a victim's life. Stalking often begins with phone calls, emails, social networking posts and/or letters, and can sometimes escalate to violence.

There are strong connections between stalking and sexual violence. Some sex offenders monitor or follow their victims prior to an assault, and others repeatedly contact their victims after an assault has taken place.

• **3.4 million Americans are stalked each year.**

- Approximately 1 in 4 stalking victims report some form of cyber stalking such as being harassed through email (83%) or instant messaging (35%).
- 66% of stalking victims receive unwanted phone calls and messages from their stalkers.
- 7.8% of stalking victims experience electronic monitoring. Stalkers use technology such as computer spyware, video/digital cameras, listening devices, and GPS to stalk their victims.
- Nearly one-third (30.4%) of victims fear being physically harmed, but others fear that their stalker will harm or kidnap their child (12.9%), another family member (12.2%), or their current partner (6.0%). 6.3% of victims worry that the stalking will cause them to lose their job.

(Above statistics from *Stalking Victimization in the United States*, National Crime Victimization Survey, Bureau of Justice Statistics, January, 2009)

- In an anonymous online survey sent to all Central Connecticut State University students, 5.5% of students reported being followed or spied on by an intimate partner, 10.1% reported receiving unwanted phone calls by an intimate partner, and 6.9% reported that an intimate partner showed up uninvited at their home, at school or at other places where they had no business being (DiPlacido & Rich, 2012).

Stalking is a crime in Connecticut (*Public Act Number 12-114*) and is subject to criminal prosecution. Students, faculty, staff and visitors to CCSU perpetrating such acts of

violence will be subject to disciplinary action. This can include expulsion or termination from Central Connecticut State University and/or criminal prosecution simultaneously.

Policy Jurisdiction

Students, faculty, and staff or visitors to campus will be held accountable for policy violations that take place between the time they first arrive on campus to begin their CCSU program or employment, or CCSU's confirmation of their graduation, resignation, termination, or expulsion.

Conduct that takes place on or near CCSU premises or property; occurs at or in connection with a CCSU-related event; or occurs off-campus but may represent a threat to the safety of the CCSU community or its members, the pursuit of its objectives, and/or the educational environment of others, may be subject to CCSU's disciplinary process.

Definition of Stalking

Stalking is defined as repeatedly contacting another person when:

- a. The contacting person knows or should know that the contact is unwanted by the other person; and
- b. The contact causes the other person reasonable apprehension of imminent physical harm or the contacting person knows or should know that the contact causes substantial impairment of the other person's ability to perform the activities of daily life.

As used in this definition, the term "contacting" includes, but is not limited to, communicating with (including internet communication via email, instant message, online communication or any other internet communication) or remaining in the physical presence of the other person.

Stalking Behaviors

Stalking includes any behaviors or activities occurring on more than one occasion that collectively instill fear in a victim, and/or threaten her or his safety, mental health, or physical health. Such behaviors and activities may include, but are not limited to, the following:

- Non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, written letters, gifts, or any other communications that are undesired and place another person in fear.
- Use of online, electronic, or digital technologies, including:
 - Posting of pictures or information in chat rooms or on Web sites
 - Sending unwanted/unsolicited email or talk requests
 - Posting private or public messages on Internet sites, social networking sites, and/or school bulletin boards
 - Installing spyware on a victim's computer
 - Using Global Positioning Systems (GPS) to monitor a victim

- Pursuing, lurking, following, waiting, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the victim
- Threatening or obscene gestures
- Surveillance or other types of observation, including staring or “peeping” or voyeurism
- Trespassing
- Vandalism
- Non-consensual touching
- Direct verbal or physical threats
- Gathering information about an individual from friends, family, and/or co-workers
- Threats to harm self or others
- Defamation – lying to others about the victim
- Using a third party or parties to accomplish any of the above

Reporting Stalking

Central Connecticut State University encourages reporting of all incidents of stalking to law enforcement authorities, and respects that whether or not to report to the police is a decision that the victim needs to make. It is important to document and/or log all incidents of stalking that occur even if you are not sure what you will do with the information. Be sure to write down each time the stalker contacts you. The log should include the time, date, location and the words and actions of the stalker. Be sure to save any and all texts, emails, unwanted gifts and other attempted contacts that the stalker makes.

Advocates (see list below) are available to inform victims of the reporting procedures and offer appropriate referrals. Victims of stalking choosing to pursue the reporting process have the right to assistance or consultation of an advocate .

Central Connecticut State University offers services to victims even if they choose not to report the incidents. The Office of Equity and Diversity, The Counseling and Wellness Center, and the Ruthe Boyea Women’s Center provides services, advocates, and information for victims in a safe, supportive, and confidential setting. In some circumstances, a victim may wish to seek an order of protection from a court of appropriate jurisdiction against the alleged perpetrator. Victims may also seek restriction of access to Central Connecticut State University by non-students or non-employees in certain circumstances.

Penalties and/or Sanctions

The university will not tolerate stalking behavior. The penalty for students, faculty, staff, or visitors found guilty of a stalking offense under this policy may range from disciplinary probation to dismissal from the university and termination, as well as other sanctions deemed appropriate by the Judicial Officer, the University Discipline Committee, Human Resources, and the Office of Diversity and Equity.

If you are engaged in stalking behavior, it is important to get help quickly. Stalking is a serious violation of the university policy and a criminal offense. In cases where a student, faculty, staff member, or visitor is found responsible for a policy violation while

participating in any CCSU program or employment with the university, the finding of responsibility may also be referred to the appropriate authority.

Responsibilities

CCSU Police have a responsibility to uphold and enforce the law even if the victim does not want to make a complaint and/or participate in the process. As a result, once a report is made to the police, they have a duty to investigate the matter to the extent possible. This does not mean that a victim will be forced to participate in either a police investigation or a criminal prosecution. In addition, the CCSU Police will notify appropriate campus officials such as Student Affairs, the Human Resources Department and the Office of Diversity and Equity. The victim is encouraged to let the CCSU police know of any and all restraining or protective orders taken out in different towns or cities. **Human Resources Department** is responsible for carrying out investigations regarding allegations of employee misconduct that violate University and/or State policy and make recommendations for appropriate administrative action. If required, the accuser and the accused will be afforded due process rights.

Office of Diversity and Equity investigates complaints of discrimination and sexual misconduct when these complaints are brought to the attention of University officials. The Chief Diversity Officer serves as the Title IX coordinator. If the person accused is a student, the incident will be reported to the Office of Student Conduct that has the responsibility for administering the Student Code of Conduct.

The Counseling and Wellness Center supports the victim and facilitates referrals to appropriate agencies and/or offices on campus.

The Ruthe Boyea Women's Center advocates for victims, supports personal development and facilitates referrals to appropriate agencies on and off campus.

Residence Life assists students with room accommodations.

Student Affairs is responsible for the administration of the non-academic misconduct portion of the Student Code of Conduct as detailed in the Student Handbook. This responsibility includes the investigation of allegations of student misconduct that violates University policy, and taking appropriate administrative action. If required, the accuser and the accused will be afforded due process rights.

In certain instances, Central Connecticut State University may need to report an incident to law enforcement authorities. Such circumstances include any incidents that warrant the undertaking of additional safety and security measures for the protection of the victim and the campus community or other situations in which there is clear and imminent danger, and when a weapon may be involved. However, it is crucial in these circumstances to consult with supervisory staff and/or the Office of Equity and Diversity, since reporting may compromise the safety of the victim.

Portions of this policy were based on the following resources: The Stalking Resource Center, a program of the National Center for Victims of Crime, established in 2000, with support from the Office on Violence Against Women at the United State Department of Justice; Middlebury College, Salisbury College, and Nicholls State University.

f. Mentoring (Carolyn Fallahi)

Mentoring Sub-Committee Meeting

March 13, 2013

Present: Carolyn Fallahi, Sandra Matthews, Ellen Retelle

Absent/Excused: Roberta Koplowitz, Rebecca Pickering, Karen Ritzenhoff, Jacqueline Cobbina-Boiven, Kathy Poirier, Myrna Garcia-Bowen

Discussed final plans for the website:

Carolyn: Explanation of the DEC, committees available on campus, insurance, long-term planning, HR, who to go to when you have a complaint

Ellen: Best practices of mentoring

Bobbie: Athletics and Recreation

Kathy: Sodexo

Rebecca: tuition reimbursement

Myrna: Explanation of the SUOAF P&T

We talked about a lack of mentoring for employees of color and women. In April, we will be discussing priorities for CCW in the next academic year and we will ask the committee if this is something they want to work on as one of the priorities.

g. Men's Initiative and Support of Women (Jason Sikorski)

h. Jobplace Bullying and Harassment (Kathy Hermes):

On the agenda is the following Bullying proposal that we hope to have a vote on Monday. The sub-committee met today and wanted to keep with the recommendations for a short policy that covered people who were not covered by other policies (e.g., protected class). The reporting form was cut drastically to keep it short, but we can always work to get that in at a later time.

Proposed Policy Regarding Abusive Conduct in the Workplace Central Connecticut State University is committed to having a positive working environment for its faculty, administrators and staff. All individuals have the right to enjoy an environment free

from forms of conduct that can be considered abusive. In addition, academic freedom can exist only when every person is free to pursue ideas in a non-threatening atmosphere of mutual respect. CCSU is committed to protecting the academic freedom and freedom of expression of all members of the school community and this policy against abusive conduct will be applied in a manner that protects those freedoms. Abusive conduct is intentional conduct by a state employee in the workplace that is unrelated to the state's legitimate interest and that a reasonable person would find hostile or offensive considering the severity, nature and frequency of the conduct. Abusive conduct includes, but is not limited to, (A) repeated infliction of verbal abuse such as the use of derogatory remarks, insult and epithets; (B) verbal or physical conduct that is threatening, intimidating or humiliating; or (C) the sabotaging or undermining of a person's work performance; (D) behavior that exploits an employee's known psychological or physical vulnerability. For purposes of this policy, "state employee" means all state agency personnel, but does not include contractors, subcontractors, vendors of the state, or food service employees. Abusive conduct in the workplace is distinct from harassment or discrimination based on protected classes as defined by the Connecticut Human Rights and Opportunities Commission. If an employee comes forward with a complaint, retaliatory actions against the employee are prohibited.

Proposed reporting language

If you think you have been the target of abusive conduct you may report it to Human Resources, the Office of Diversity, or the Ombudsperson, as well as to your union.

i. Women's Center Report (Jacqueline Cobbina-Boivin)

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!

7. Announcements:

a. Schedule of meetings for the rest of the year:
Monday, May 6, 2013

b. Special Screening of Wonder Women! The Untold Story of American Superheroines
The movie lasts about 65 minutes followed by a trained facilitator to help with a discussion!



Wonder Women! The Untold Story of American Superheroines is an independent documentary film that looks at female superheroes and icons of women's empowerment in pop culture. The film goes behind the scenes with Lynda Carter, Lindsay Wagner, and real life superheroines such as Gloria Steinem, to offer an enlightening and entertaining counterbalance to the male dominated superhero genre. From the birth of the comic book superheroine in the 1940s to the blockbusters of today, *Wonder Women* looks at how popular representations of powerful women often reflect society's anxieties about women's liberation.

**APRIL 17, 2013, 12:00PM- 2:00PM
TORP THEATER, DAVIDSON HALL**

c. Dear Colleagues,

I would highly recommend Dr. Rothblatt's book, *Apartheid of Sex* for all your students to read. It is an incredible book. She will discuss her life as well as the information contained in the *Apartheid of Sex*. Hope you can join us with your class.

CCSU NEWS RELEASE

Martine Rothblatt to Speak at CCSU:
Inspiring Innovation through Imagination
Wednesday, April 17 – 10:50 a.m.

Media contact:

Janice Palmer, CCSU Media Relations

(O) 860.832.1791 (C) 860.538.2649 palmerj@ccsu.edu April 13, 2013

NEW BRITAIN, CT – An amazing scientist, lawyer and entrepreneur responsible for inventing Sirius Satellite Radio and Geostar, the first nationwide vehicle location system, will speak at Central Connecticut State University on Wednesday, April 17. Dr. Martine Rothblatt, founder, chairman, and CEO of United Therapeutics Corporation, will talk about “Inspiring Innovation Through Imagination.” Her presentation, free and open to the public, begins at 10:50 a.m. in the Student Center’s Alumni Hall.

For her presentation, Dr. Rothblatt has much in her life to draw upon. In addition to serving as chairman and CEO of Sirius Satellite Radio, Dr. Rothblatt was responsible for launching several satellite communications systems, including PanAmSat, the first private international spacecom project and WorldSpace. In her work as an attorney, she led efforts to obtain international treaties that allow satellite orbit/spectrum allocations for space-based navigation services and for direct-to-person satellite radio transmissions. She also led the International Bar Association’s project to develop a draft Human Genome Treaty for the United Nations.

Dr. Rothblatt, who underwent gender reassignment surgery in 1994, set aside her successful career in satellite technology to found a drug research company. United Therapeutics develops orphan drugs / pharmaceuticals that treat rare diseases often shelved by pharmaceutical companies because they weren’t expected to make a large profit. Dr. Rothblatt was inspired to enter the field after her daughter was diagnosed with a rare disease, pulmonary arterial hypertension for which finding drug therapies and doctors were extremely challenging.

With an MBA and JD to her credit, Dr. Rothblatt pursued and earned a PhD in bioethics in 2001. She has authored books on satellite communications technology, gender freedom, genomics, and xenotransplantation. Additionally, Dr. Rothblatt cyberscripted and produced one of the first cybermusems, the World Against Racism Museum.

The event is sponsored by the Ruthe Boyea Women's Center, the LGBT Center, School of Engineering and Technology, CCSU School of Business, CCSU Sociology Department and the Center for Social Policy and Research. For more information about this event please contact Jacqueline Cobbina-Boivin at 860-832-1655 or Cobbina-Boivin@ccsu.edu.

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Books:

Apartheid of Sex:

In the *Apartheid of Sex*, Rothblatt makes a case for the adoption of a new sexual model that accommodates every possible shade of gender identity. It reveals that traditional male and female roles are dictated neither by genetics, genitals, nor reproductive biology, but rather by social attitudes that originated in early patriarchal cultures and that have been institutionalized in modern law. In the name of the countless people of unique gender who continue to suffer on the procrustean bed of sexual duality, Rothblatt calls for a new acceptance of human sexuality in all its prismatic variety. Academic opinion and research to argue that the answer is yes - and that the time is right for a new sexual revolution.

Unzipped Genes:

How will we handle baby-making and pregnancy in the next 5, 25, and 75 years? New reproductive technology, genetic screening, and DNA-mapping have changed the 20th-century rules. In this revolutionary manifesto, Martine Rothblatt proposes a code of ethics to guide childbirth decisions in the brave new world of biotechnology. The trigger for *Unzipped Genes* is the Human Genome Project, a multibillion dollar effort to unlock the secrets of the human genetic code. This new "genomic" knowledge can be used for tremendous good, such as curing disease, or unprecedented harm, such as the kinds of master race eugenics already visible in Asia, where social pressures force families to choose to abort female fetuses. Without a bioethics of birth, we risk creating a new kind of racism, which Rothblatt calls "genism," based on officially sanctioned genetic characteristics. Unregulated genetic decision-making can open the door to invasion of privacy, efforts to eliminate certain kinds of people from the gene pool, or government or corporate efforts to gain control of the human genome. Rothblatt bases her bioethics of birth on four principles designed to empower the beneficial potential of genomics without unleashing genism. First, we must agree that the human genome belongs indivisibly to us all. Second, we must allow each person an unfettered right to intentionally create in his or her children new versions of the genome without limitations on its genetic characteristics. Third, we must insist that society has a right to help prevent unwanted pregnancies. And finally, we must ensure that genetically influenced characteristics - from skin tone to predispositions to disease, from sexual orientation to various mental inclinations - will not be the basis of discrimination of any kind. Writing concretely and persuasively, Rothblatt explains the biotechnology of the Human Genome Project in terms we all can understand. Not limiting her bioethics to the realm of abstraction, she maintains that her new bioethics of birth will lead to the end of abortion and unwanted pregnancy and the creation of a world in which people can achieve a greater solidarity with one another.

Two Stars for Peace:

In *Two Stars for Peace*, author Martine Rothblatt makes a compelling argument for merging Israel and Palestine into the United States. This bold new strategy is also shown to be essential to removing the kindling wood of terrorism from Middle East politics.

Your Life or Mine: How Geoethics Can Resolve the Conflict Between Public and Private Interests in Xenotransplantation-

The issue of xenotransplantation is the subject of this monograph. The author demonstrates that problems regarding the introduction of zoonoses into the human gene

pool can be overcome. The book also considers costs, and the perception by some that using animals to keep dying humans alive is inherently cruel.

Inside the Minds: The Pharmaceutical Industry: Leading CEOs on Drug Development, Product Differentiation and the Future of Specialty Pharma-

Inside the Minds: The Pharmaceutical Industry is an authoritative, insider's perspective on the ins and outs of this business and the future of pharmaceuticals, on a global scale. Featuring Chairmen, Presidents and CEOs representing some of the nation's leading drug development and specialty pharma companies this book provides a broad, yet comprehensive overview of the current shape and future state of the industry. Beginning with dispelling misconceptions about the industry as a whole, pulling readers through the exhaustive processes of research and development, discussing how to carve a niche in specialty pharma and addressing the challenges involved in complying with governmental standards and regulative changes, authors raise critical points around the business and offer indispensable advice for success. From the characteristics of an effective product to the processes involved in securing patents and troubleshooting their inevitable expiration, the responsibilities of drug developers to health care and general wellness on a global scale, authors explore all facets of the business - beginning to end. The different niches represented and the breadth of perspectives presented enable readers to get inside some of the great minds of today as experts offer up their thoughts around an endlessly demanding and highly rewarding industry.

Featured in:

Radio War: <http://radiowars.com/transgender-woman-played-big-part-in-radio-history>

For nearly 100 years, America has had a love affair with radio. But, has there been an unseen war going on among its ranks since its inception? Who invented radio? Who controls its content? Therein lies the controversy that has raged in a dozen directions over the past century.

This daring film takes an unconventional look at the evolution of radio and the money and politics that have influenced broadcasting. RADIO WARS focuses on the controversial history of satellite radio as it exposes the secret story behind the power struggles for radio dominance. Sirius and XM Satellite Radio were engaged in a heated entanglement before they became one company, and their mutual fight for survival against traditional radio, The National Association of Broadcasters (NAB) and Wallstreet is one of radio's most epic battles. RADIO WARS delves deep into SiriusXM's conflict-ridden history, from its earliest days to its darkest hour, and questions the motives of those who seek to control radio's content in the future. Howard Stern, Mel Karmazin, Nikola Tesla, David Sarnoff, Martine Rothblatt, and many more radio geniuses are featured in the film. From controversy to corporate rebirth, RADIO WARS tells a moving and inspiring story about a medium most of us take for granted.

Mindware, Mindfiles, Mindclones: <http://www.youtube.com/watch?v=pld2BzG-w9U>
<http://www.youtube.com/watch?v=pld2BzG-w9U>

Bina48: <http://www.youtube.com/watch?v=XaDB4HmV8yk>

Bina48 is one of the worlds most advanced social robots based on a composite of

information from several people including, Bina Aspen, co-founder of the Terasem Movement. She was created using video interview transcripts, laser scanning life mask technology, face recognition, artificial intelligence and voice recognition technologies. As an “ambassador” for the LifeNaut project, Bina48 is designed to be a social robot that can interact based on information, memories, values, and beliefs collected about an actual person.

c. Central Connecticut State University Gala honors women who have significantly contributed to women's issues and raises money for scholarships at CCSU. The next gala is scheduled for Saturday, February 22, 2014. Please mark your calendar!

The upcoming June Baker Higgins Conference is scheduled for Thursday, February 20, 2014, through Friday, February 21, 2014. Our keynote speaker will be Faith Middleton. For a biography on Ms. Middleton, please see: <http://www.allamericanspeakers.com/speakers/Faith-Middleton/6050>

For additional information on either the gala for the June Baker Higgins Conference, please contact Dr. Carolyn Fallahi at fallahic@ccsu.edu.

d. Award for the Most Influential Women at CCSU and In Connecticut

Next Award..... February 2014

Central Connecticut State University is seeking nominations for the most influential women at CCSU and in the Connecticut community to honor them at our Gala celebration on February 22, 2014. The purpose of the Gala is to raise money for scholarships at Central Connecticut State University.

Do you know of a woman who has significantly impacted her community? Who has made a significant contribution in the lives of women? Who has tirelessly fought for women's rights? Who has tirelessly educated women? These are the women that we want to feature at our Gala celebration.

If you know an influential woman that deserves recognition, please send us your nomination with a short paragraph describing her efforts. All nominations should be forwarded to Carolyn Fallahi at fallahic@ccsu.edu by November 1, 2013.

e. Enough: Race to End Violence

Date: Sunday - April 21, 2013

Time: 10:00 AM to 1:00 PM

Location: Central Connecticut State University

5K race begins at 10:00am

registration time is at 9:00am

Sunday, APRIL 21, 2013

at CENTRAL CONNECTICUT STATE UNIVERSITY

A program of the YWCA, New Britain
Race followed by an awards ceremony
and Speaker Beth Holloway at 11:30am
Some of our sponsors include:

Sexual Assault Crisis Services of the YWCA New Britain, the Hartford Marathon Foundation, and Central Connecticut State University.

Registration begins on January 31, 2013 Please visit www.hartfordmarathon.com, click on ENOUGH! under the events tab to register or contact Krystal Rich at krich@ywcanewbritain.org

About Speaker: Beth Holloway. You will be uplifted by the remarkable story of Beth Holloway. By her own account, Beth lived a quiet, somewhat uneventful life as a speech pathologist for children with special needs for 24 years. Her life changed quite dramatically in the summer of 2005 when her daughter natalee disappeared on the last night of her senior high school graduation trip to Aruba. Come hear her story. Sunday, April 21, 11:30 a.m., at CCSU, Student Center Circle, back of the building. Rain location: Semesters inside the Student Center.

Committee on the Concerns of Women
March 18, 2013
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, Jaclyn Hennessey, Kathy Hermes, Bobbie Koplowitz, Kristine Larsen, Sandra Matthews, Kate McGrath, Eva Vrdoljak, Kim Szews
Absent/Excused: Marisol Aponte, Candace Barrington, Kim DeMichele, Susan Gilmore, Leah Glaser, Heidi Huguley, Meg Levvis, Fiona Pearson, Rebecca Pickering, Kristin Pitt, Kathy Poirier, Carol Morano, Sam Ozzone, Heather Prescott, Karen Ritzenhoff, Rosa Rodriguez, Susan Slaga, Jason Sikorski, Laura Tordenti

1. Review of the minutes
 - Move Women's Center announcements to Women's Center Report section
 - No changes, Approved
2. Budget: \$200 added for Yvonne Keilhorn
3. Discussion of the Women's History Month Luncheon
 - Could the luncheon be later in the day for more students and people to attend
 - Buy tickets for some staff
 - Take out of CCW budget
 - Take money out of budget of discipline

- Consider changing order of meal and talk
4. Dr. Kielhorn: reimburse Science kits, \$250 from CCW and \$250 from WGSS
 - Women's Center will contribute \$50 for kit
 - Get kits to Education
 - Get a kit to the Library for the circulation lab
 - Keep kits to distribute as needed
 5. Dr. Hermes: bullying policy
 - Working on the policy
 - Shorter and straight forward policy
 - Suggestions contact Kathy or Carolyn
 - Final draft will be sent to the Committee
 - Share with Cultural Center. Need a Cultural perspective
 - Sexual Harassment Awareness training last few weeks. Definitions somewhere/website. Need a list. Women of color
 6. Continued discussion of CCW's Mission, goals, and bylaws
 - Committee should meet again
 - Ellen will send a notice to the subcommittee

7. Committee Reports

Mentoring Committee

- Updating report
- Updating the FAQ section on the website

Scholarship

- Will look at the applicants this week

Stalking Policy

- Will add recommendations to the today's meeting minutes
- Policy was initially part of the Sexual Misconduct protocol, removed because of a state law. Wanted to keep sexual misconduct a separate policy
- Updated domestic violence law which expanded the stalking law
- Are we going to update the protocol? Committee should think about it
- Need for a definition on what to do for students
- Institution needs to look at stalking and properly define it for the campus environment
- Additional feedback to Joanne

Women's Center

- Finalizing Take Back the Night, April 14
- Martin will be on campus April 17
- Planning Take Your sons and daughters to work day. Ask CCW for

funding to cover cost of food for children

- Girls and STEM on April 12. Getting workshops to get girls interested in Science

8. Announcements

- Carolyn is stepping down as co-chair. Nominations are need
- April 15, 2013 Next Meeting
- Diversity Training for next year, 600 people trained in sexual harassment awareness training, about 300 more people. Goal of one or two sessions per month of about 30 people. Will have a better general idea in the next 6 weeks. Open to diversity trainers suggestions. 3 hour sessions

Think about 3 or 4 goals to focus on next year!! Will be discussed at next meeting!