

## Agenda

### Committee on the Concerns of Women

Monday, September 17, 2012, 12:15, in the 1849 Room of the Student Center

1. Attendance and Welcome: We have some new members that I would like to acknowledge: Kristin Pitt (Library); Jackie Hennessey (Student); Kimberly Szews (Graduate Assistant/Secretary)
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 (Kathy Poirier; **Need Treasurer**)  
Please make your requests for funding by October 1<sup>st</sup> for the fall semester and February 1<sup>st</sup> for the spring semester.
  - 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)
  - e. Work Life Family Balance (Fiona Pearson & Leah Glaser)
  - f. Scholarship (Emily Chasse)
  - g. Sexual Assault Protocol (Joanne DiPlacido)
  - h. Sexual Minorities (Ellen Retelle)
  - i. Mentoring (Carolyn Fallahi)
  - j. Men's Initiative and Support of Women (Jason Sikorski): Brief presentation on the latest results from this research project.
  - k. Health Education for Women (**Need Chair**)
  - l. Women's Center Report (Jacqueline Cobbina-Boivin)
  - 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:

Presentation by Meggin Lee on a women's self-defense program.

6. Announcements:

a. Schedule of meetings for the year:

Monday, October 15, 2012  
 Monday, November 12, 2012  
 Monday, December 3, 2012  
 Monday, January 28, 2013  
 Monday, February 25, 2013  
 Monday, March 18, 2013  
 Monday, April 15, 2013  
 Monday, May 6, 2013

b. Request for funds by Rosa Rodriguez: Dr. Barceló for a Women of Color and Friends/Allies luncheon. Lessons from Dr. Rusty Barceló, President, Northern New Mexico College.

WOCAP conference: nationally recognized leader for equity in higher education addresses attendees.

On March 18, the Women of Color in the Academy Project hosted Advancing Together: State of Women of Color Faculty at the University of Michigan. With the goal of "promoting an equitable, diverse campus environment," this one-day conference offered a public forum for faculty and administrators to share their experiences, hear advice about achieving career success, and connect with colleagues from different departments and campuses.

All six panel sessions, designed by and primarily for women of color faculty, covered career advice valuable to all U-M faculty and graduate students: Mentoring for Junior Faculty, Promotion from Associate to Full Professor, Considering Leadership Positions, Balancing Work and Personal Life, Engaging with your Community, and Promising Practices for a Diverse Campus.

Conference attendees came from across the U-M campus, from area universities, and as far away as Chicago. A highlight of their day was the lunchtime keynote address by Dr. Nancy "Rusty" Barceló, President of Northern New Mexico College and nationally recognized leader for equity and diversity in higher education.

We share with you here some key points of Dr. Barcelo's message: Women and people of color have historically stood on the outside and on the margins of academia. They took their stances at the river's edge, shouting over the waters at higher education institutions on the opposite bank, demanding entry and loudly voicing their issues and concerns. Now more minority faculty and—to a much lesser extent—minority administrators have bridged the waters and claimed their places in university classrooms and administrative offices.

The dilemma these professionals face, however, is how to straddle the river: Maintaining

their voices of dissent in the face of ongoing discrimination and injustice and, at the same time, working within the ivied walls for the best interests of everyone they serve. Barceló used her own experiences to illustrate the complexity of this dilemma. Throughout her long career as a student, faculty member and administrator, Barceló has been an outspoken critic of the lack of diversity in higher education. Now as the new President of Northern New Mexico College, Barceló knows that, while continuing to press for transformational change around issues of equity and diversity, she must also represent and address the needs of everyone on her campus.

Barceló directly challenged the leaders of colleges and universities to take advantage of the experience and wisdom minority faculty can provide for problems facing higher education. “If you want to know how to run a program on a shoestring budget, just ask us.” “If you want to manage interdisciplinary studies, just ask us.” “If you want to incorporate diverse points of view, just ask us.” Barceló noted that too often “diversity” and “excellence” are posited as opposites, when in fact they are intertwined. She repeatedly challenged this opposition, whether found in recruiting practices, graduate education, or tenure decisions.

One of Barceló's concerns (echoed at the afternoon panel Considering Leadership Positions) was the need for succession planning. She indicated that, in her experience, without people of color, women, or LGBT folks in positions of leadership their concerns have a greater tendency to fade away. In the forty years since the Civil Rights Movement, leaders have emerged, but at this point many of those people are close to retirement.

Challenging women of color faculty in the audience, Barceló pointed out that it's time for some of them to step forward and decide to become those new leaders. She charged them to ask “What am I going to do?” Although she acknowledged that the move from faculty to administration is difficult in some ways, and that the role of diversity champion can feel lonely, Barceló pointed to the fact that, unless these roles are filled, colleges and universities soon won't have the women of color graduate students to be hired into the faculty ranks, nor the faculty available to move into administration. Despite the fact that the role Rusty Barceló has played as an administrator focused on building diversity in academia has been difficult and lonely at times, it is clear from her spirit and enthusiasm that it has also been immensely satisfying.

The Women of Color in the Academy Project (WOCAP) was founded by a group of female faculty of color at the University in 1994 to highlight the contributions women of color make to the university community and to society at large; build a campus-wide network of women of color faculty; advocate on behalf of women of color faculty and graduate students; and serve as a model for future recruitment and retention programs for women of color faculty at the national and international level.

c. Ilyasah Shabazz, of *Growing up X*. Book description from Amazon.com: February 21, 1965: Malcolm X is assassinated in Harlem's Audubon Ballroom. June 23, 1997: After surviving for a remarkable twenty-two days, his widow, Betty Shabazz, dies of burns suffered in a fire. In the years between, their six daughters reach adulthood, forged by the memory of their parents' love, the meaning of their cause, and the power of their faith. Now, at long last, one of them has recorded that tumultuous journey in an

unforgettable memoir: *Growing Up X*.

Born in 1962, Ilyasah was the middle child, a rambunctious livewire who fought for—and won—attention in an all-female household. She carried on the legacy of a renowned father and indomitable mother while navigating childhood and, along the way, learning to do the hustle. She was a different color from other kids at camp and yet, years later as a young woman, was not radical enough for her college classmates. Her story is, above all else, a tribute to a mother of almost unimaginable forbearance, a woman who, “from that day at the Audubon when she heard the shots and threw her body on [ours, never] stopped shielding her children.”

d. Request for \$500.00 for *Out and Proud at CCSU* event.

e. New England Conference on Multicultural Education: October 18<sup>th</sup>, 8:30-4:00, register at: [www.necme.org](http://www.necme.org)

d. Mindful Education: Building Inner Resilience: October 19<sup>th</sup>, 8:30-4:00, requires registration.

"Only Iyasha Shabazz could have told this story. . . . I congratulate her on the courage to remember the courage to ask, and the courage to say what she saw." —MUNA AWADULLAH



