**Committee on the Concerns of Women**

**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

1. Budget Committee (Ellen Retelle & Kathy Poirier)

* Please make you requests for funding by February 1st for the spring semester

1. Old Business

* Approved funds for Malcolm X’s daughter

1. Events at CCSU

* Marilyn Nelson poet, doing a ready 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

1. AAUW (Laura Tordenti)

* No report

1. Sub-Committee Reports
2. 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

1. 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 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 state 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 nee 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.

1. Women of Color Support and Concerns: (Rosa Rodriquez)

* 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

1. 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

1. 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 confortable 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

1. 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

1. Sexual and Relationship Violence Prevention (Joanne DiPlacido)

* Committee is meeting this week

1. Sexual Minorities (Ellen Retelle)

* Committee has not met yet
* LGBT advisory committee- becoming more of an advocate for faculty

1. 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.

1. Men’s Initiative and Support of Women (Jason Sikorski)

* Work is going well.

1. Health Education for Women (**Need Chair**)

* Haven’t met yet.

1. 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

1. 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!
2. New Business

* Request: $200 for
* Motion to accepting program
* Committee approves limit to $200

6**.**     Announcements:

1. Schedule of meetings for the year:

Monday, December 3, 2012

Monday, January 28, 2013

Monday, February 25, 2013

Monday, March 18, 2013

Monday, April 15, 2013

Monday, May 6, 2013