

Committee on the Concerns of Women  
Minutes

12/7/2020, 12:15 pm, Teams Meeting

Present:

Jacqueline Cobbina-Boivin, Kristin D'Amato, Myrna Garcia-Bowen, Susan Gilmore, Leah Glaser, Jessica Greenebaum, Gladys Moreno-Fuentes, Audrey Riggins, Susan Slaga-Metivier, Eva Vrdoljak, D'Lon Wilcox, Leanne Zalewski

Absent/ Excused:

Toyin Ayeni, Silvia Corbera Lopez, Heidi Huguley, Elena Koulidobrova, Kristine Larsen, Charisse Levchak, Sandra Matthews, Heather Prescott, Claudia Richards-Meade, Karen Ritzenhoff, Tiffany Samuels, Leah Skinner

1. Review 10/26/2020 Minutes

Members were given the opportunity to review minutes.

Myrna Garcia-Bowen motioned to approve minutes. Susan Slaga-Metivier seconded. Vote was to approve minutes.

2. Treasurer's Report

Budget numbers: Personnel \$3,589.00 and Operating Expenses: \$9,043.50.

Encouragement to put in programming requests. Request by email, and vote on programming budget request can be by email if needed as Winter break is coming.

Members contributed; it is believed Graduate Assistant positions have been eliminated. Board of Regents' hiring freeze is still in effect for student workers and likely Graduate Assistants. Work Study hires are still a possibility.

4. Webex Open Forums: Vice President for Office of Equity & Inclusion

Discussion followed about need to give feedback as a Committee.

Questions – Talking Points for VP Office of Equity & Inclusion Search:

What have the candidates done?

What can they do?

Questions regarding Campus Climate surveys:

Have they done Campus Climate surveys?

Experience assessing and developing Campus Climate surveys?

Describe effective Campus Climate survey tool.

What were Campus Climate Survey questions, results, and what was done with the results?

Experience and understanding of Gaslighting, Mobbing, Microaggression, Unconscious Biases.

What were they doing on campus to address those issues? (Gaslighting, Mobbing, Microaggression, Unconscious Biases)

Do they have understanding of Diversity of Women's Leadership styles.

What does Women's Leadership look like on their campus?

Is there a Committee such as CCW on their campus?

If there is an organization similar to CCW, do they work closely with that organization?

Need feedback by Friday at 1:30 pm. A schedule of CCW members planning to meet with each candidate is initiated. Leah Glaser will assist Eva Vrdoljak in compiling feedback to send to search committee before Monday.

It was reinforced that it is imperative we do the individual survey emailed out at the end of each candidate's interviews.

### 3. Subcommittee Reports

a. Ruthe Boyea Scholarship Subcommittee: Students are applying for scholarships through December 15. We will be reviewing applications after that.

a. Women's History Month Subcommittee:

Jessica Greenebaum presented and gave a call for ideas.

WGSS Meeting upcoming - Discussing Women's History Month on 12/17/2020 at 2:30, a Thursday. Email Jessica Greenebaum if interested in attending, she will send an invite.

No luncheon this year with current COVID restrictions.

Programming funding request for Women's History Month will be made.

b. Work Life Balance Subcommittee:

WLB Sub-Comm has submitted a request to Pres. Toro to approve the Breastfeeding Friendly Campus designation. The Unions are re-negotiating contracts and it is unclear what kind of COVID accommodations are happening-- but the unions seem aware. Does the CCW at large have suggestions of what our role might be outside of the Union?

Contributed: There are concerns about the BOR contract proposals for AAUP members and how these can impact women on campus and hope as a committee we can weigh in.

Women's Center Report:

**Programming Report:**

Title: *Dr. Angel Jones: The Psychological Consequences of Racial Battle Fatigue and Gendered-Racism*

Date: Tuesday, October 27, 2020

Time: 12:15pm

Attendance: Virtual 85

Description:

Dr. Jones' lecture will center the voices and experiences of people of color in predominantly White spaces. Having obtained her PhD in Education from George Washington University she will specifically focus on the psychological and physiological consequences that people of color experience as a result of microaggressions and gendered-racism, also known as Racial Battle Fatigue. Among these consequences are lowered self-esteem, depression, suicidal thoughts, high blood pressure, and ulcers. She will also share how people of color respond to their experiences, as well as the factors that influence their responses. Additionally, she will provide recommendations and best practices for addressing racially hostile environments and supporting people of color.

Bio: Dr. Angel Jones who received her Ph.D. in Education from George Washington University with a focus on inequality in Higher Education. She earned her M.Ed. and Ed.D. in School Counseling from Georgia State University and holds a B.A. in Political Science from Syracuse University.

2. Title: *Are Women Equal Under the Laws of the United States? A Call to Action w/ Film Director, Ms. Kamala Lopez*

Lecture Date: Monday, November 2, 2020

Lecture Time: 1:40pm EST

Attendance: Virtual 69

Lecture Description: EQUAL MEANS EQUAL film director, Ms. Kamala Lopez will offer an unflinching look at how women are treated in the United States today. She examines both real-life stories and precedent-setting legal cases that are outdated and how discriminatory attitudes inform and influence seemingly disparate issues; from workplace harassment to domestic violence, rape, and sexual assault, to the foster care system, the healthcare conglomerate, and to the judicial system. She reveals the inadequacy of present laws that claim to protect women, presenting a compelling and persuasive argument for the urgency of ratifying the Equal Rights Amendment.

Kamala Lopez Bio:

Kamala Lopez is an actress, filmmaker, activist, and President of Heroica Films. Kamala Lopez has launched the movement and film Equal Means Equal, to educate Americans about the importance of equal rights under federal law for women. Lopez, a Yale University graduate in Philosophy and Theatre Studies, formed production company Heroica Films in 1995 with the mission to write, direct, and produce media for women, about women and utilizing women both in front and behind the camera.

In 2009, Lopez began the ERA Education Project creating multi-media PSA's, video FAQ's, social media campaigns, educational videos & sites, curriculum and travelling around the country

speaking to groups as well as students in colleges and high schools. She has been the Keynote or Featured Speaker in venues as disparate as the Smithsonian Institution's National Portrait Gallery, the United Nations, The National Arts Club, at the Yale Women Global Conference as well as to "at-risk" girls and other children in former L.A. Mayor Villaraigosa's Partnership for Los Angeles schools. She currently serves as the Executive Director Equal Means Equal.

3. Title: *Dr. Elizabeth Gillespie McRae- RACIAL SEGREGATION: WHITE WOMEN AND THE POLITICS OF WHITE SUPREMACY*

Date: WEDNESDAY, NOVEMBER 11TH, 2020

Time: 1:40PM EST

Attendance: Virtual 55

Description: Dr. Elizabeth Gillespie McRae's talk will center on the mundane efforts of white women in the 1920s to 1970s that developed white supremacist politics and created a strong underlay to our policies, educational systems, social welfare systems, and more. With a focus on schooling, Dr. McRae will discuss how white women edited textbooks, protested school integration, protested busing, facilitated essay contests to justify a separated state, reported children being of mixed race, and took part in other efforts to keep a segregated state, therefore furthering white supremacist politics. As the civil rights movement and the black freedom struggle registered some victories, these same women retooled their political rhetoric, shifting their explicitly race-based discourse to a more "color-blind" one and continued to build white supremacy into the nation's public institutions.

Speaker: Dr. Elizabeth Gillespie McRae, Author / Associate Professor of History and the Director of Graduate Social Science Education Programs at Western Carolina University.

**Women's Center Website:**

Jacqueline Cobbina-Boivin and The Women's Center Staff is working with Marketing & Communications to update the Women's Center website.

**Vice President of Equity and Inclusion Search:**

Jacqueline Cobbina-Boivin is on the selection search for this hire. At this meeting, an email was sent to the campus community from CCSU President Dr. Zulma Toro and Ms. Sue Collins from Institutional Advancement updating the campus on the status of the report.

**Advocacy and Collaboration with CCSU Cultural Centers:**

Jacqueline Cobbina-Boivin and Tiffany Trowbridge-Bernard attended an emergency meeting to discuss the possibility of budget cuts that would impact University Assistants and Adjunct Faculty. The Women's Center provided a statement along with the various Cultural Centers, Africana Studies, AAUP & Women, Gender and Sexuality Studies on the impact this would have on our Centers function, recruitment, retention and graduate rate of our students. The statement was provided to AAUP President, Louise Williams to read at their recent speak out. At this meeting, we have been informed, The Women's Center and the LGBTQ University Assistants positions are safe from these cuts.

**Social Media Engagement:**

The Women's Center continues to utilize its social media accounts to engage and provide support to the CCSU Community.

In just the last week our posts have reached 609 people which is up 7.7%. 157 content interactions which is up 29.7 % and currently we have 1,197 followers.

**Request from Speaker Filmmaker and Actress Kamala Lopez:**

A request has been made for the Women's Center staff to participate in video advocating for the passing of the ERA. At this time, we are waiting to for our approval to participate. The video will be sent in January to President-Elect Biden and Vice President Elect Harris to move forward to pass ERA.

6. Adjournment

Meeting Adjourned at 1:40 pm.