

Committee on the Concerns of Women
Meeting Minutes
11/22/2021, 12:15 pm – 1:30 pm via Teams

Present: Toyin Ayeni, Jacqueline Cobbina-Boivin, Kristin D'Amato, Myrna Garcia-Bowen, Kristine Larsen, Sandra Matthews, Stacey Miller, Gladys Moreno-Fuentes, Eva Vrdoljak, D'Lon Wilcox

Absent/ Excused: Silvia Corbera Lopez, Susan Gilmore, Heidi Huguley, Elena Koulidobrova, Charisse Levchak, Meg Levvis, Heather Prescott, Karen Ritzenhoff, Susan Slaga-Metivier, Leanne Zalewski

1. Review of 10/25/2021 meeting minutes.

Discussion: add Sandra Matthews to Absent/ Excused list of minutes.

Motion to accept made by Myrna Garcia-Bowen and seconded by Kristine Larsen

Vote made to approve minutes with addition listed above.

2. Treasurer's Report

OE is \$8231 after Women's Center received \$1,000 for WomanFest

DPS is \$3589

CUWFA membership fee was paid in 5/2021. Half is paid by HR and half by CCW. Our portion was \$312.50

There will be upcoming sponsorship needs for the Women's Center, including ElectHer event, Women's History Month, Take Back the Night March

3. Discussion with Dr. Stacey Miller

Dr. Miller is invited to today's meeting. She was announced and decided to listen to meeting and contribute as needed.

5. Nominations for CCW:

Professor Juan Coronado (History Department)

Lisa Baxter-Rincon (School of Business)

Request made for discussion of nominees and their attendance at CCW meetings was tabled to move on to Membership Nomination discussion.

We are allowed 30 members to include Faculty, Staff and Students from all areas of the university.

CCW Co-Chairs met with Dr. Toro last week. Dr. Toro as President would choose who she wants on CCW going forward. We continue as is now and new nominees go to Dr. Toro. Any updates or changes are her privilege.

Past few years appointment letters have not been sent. It was contributed that Faculty members use the letter for Promotion and Tenure consideration and SUOAF members add to their file.

Karen Ritzenhoff nominated Professor Coronado. Lisa Baxter-Rincon nomination has been given to Dr. Toro.

On what grounds can Dr. Toro say yes or no?

This is a Presidential Advisory Committee. Dr. Toro has our bylaws. She has all the names. There are less than 30 members. She could add more. None of us can speak to what criteria Dr. Toro would use to appoint members.

We would give feedback to Dr. Toro and give feedback once appointments are made.

Request made for December 1st as academic year's deadline for nominations.

Response was CCW uses rolling nominations. At this point we will continue with what we have been doing.

An inquiry was put in about appointment letters with staff in Dr. Toro's office. They reported it is on a list of things to do. Letters will be sent out, just not yet.

Recommendation made to invite female CCSU Police Officer to CCW. We need women from all areas of the university. Custodians are usually forgotten, cafeteria workers.

Agreement we need members from all areas of the university

4. Subcommittees Discussion, Reports

Work Life Balance Subcommittee report is added as addendum.

President's Equity & Diversity Task Force Subcommittee

Need more members.

D'Lon Wilcox newly added member.

We met this week, defined role of membership and plans moving forward.

Campus Safety Subcommittee

This subcommittee was rolled into the President's Equity & Diversity Task Force Subcommittee and will continue as part of the function of that subcommittee. All of us should be on that task force.

Recommendation to ask Dr. Miller about the status of the President's Diversity Committee, is it active?

Dr. Miller: No updates, not sure it has met this year. Christine Robinson and William Mann chaired it in the past.

Waiting on direction the Committee is charged with. Dr. Miller is ex officio member and actively helps coordinate/ facilitate the committee.

Active Subcommittees are now

1. President's Equity & Diversity Task Force
2. Ruth Boyea Scholarship
3. Work Life Balance
4. Tenure and Union Rights

WGSS is handling Women's History Month.

In the past had luncheons and CCW contributed to speakers' fee. COVID phased out the luncheon. WGSS is likely going to ask for funding.

The members of our Women's History Month Subcommittee have been Jacqueline Cobbina-Boivin, Susan Slaga-Metivier and Karen Ritzenhoff.

How about Women of Color Subcommittee?

Once the membership list is completed from Dr. Toro, we can look at this. For now we only have four active subcommittees.

5. New Business

Questions about the content of the meeting with Dr. Toro.
This was a fact-finding meeting about CCW and our initiatives.

We were reminded of CCW having an advisory role and not an investigatory role.
We were asked what we are working on.

Dr. Toro said she was aware of programming with Continuing Education. She wants to get the information to CCW.

Dr. Toro is aware we are not implementing programs, a sense of boundaries exists. We discussed CCW collaborations in the past. She had these topics: membership diversity, collaboration, and self-care. Bullying was on the table as well

Does Dr. Toro want to infuse some of our recommendations to the Circle of Care on campus? They have a lot of initiatives for student services. A lot of their ideas and collaborations could lend to things we could advise on. I don't know who leads it. Lisa is on it.

CCW can have discussion to see if in future create another subcommittee on self-care. We all have to agree.

Concern raised that there were three female CCSU PD members and now there is only one.

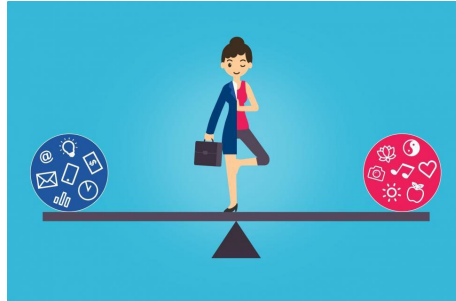
Floor opened to further comments. No other topic or discussion at this point in time.

6. Adjournment

Eva Vrdoljak requested motion to adjourn. Motion initiated by Kristine Larsen and seconded by Sandra Matthews.

Meeting adjourned at 1:35 pm

Work Life Balance Subcommittee



Notes for CCW - November 22, 2021

Phase 1 - Lactation Rooms Follow-up with Dr. Stacey Miller on 11/4/2021

- **Breastfeeding in the workplace.** Sec. 31-40w, effective as of October 1, 2021, *It must include or be situated near a refrigerator or employee-provided portable cold storage device in which the employee can store breast milk;*
- **Changing tables in the men's bathroom**

Action: Research how lactation spaces at other universities are being reserved/secured?

Phase 2 – Lactation Room Discussions

- Secure Room
- Scheduling Usage