



Meeting Notes  
October 25, 2016

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 p.m. on the above date in Room 203 at the Greensboro Cultural Center, with Chair Deborah Goddard presiding.

Present: Commissioners Goddard, Foster, Jasper-Morant, Jimerson

Council Liaison: Marikay Abuzuaiter

HRC Liaison: Samuel Hawkins

Human Relations Department Staff: Jodie Stanley, Love Crossling

Visitors: Sade Nicholson, Tiara Carpenter, Libby Haile, Ashley Jackson, Christine Comber, Allison Stahlberg

Absent: Commissioners Hughes, White

I. Call to Order

Chair Goddard called the meeting to order at 5:58 pm.

II. Moment of Silent Meditation

Chair Goddard called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

Chair Goddard invited visitors to introduce themselves.

Libby Haile introduced herself as the chair of the AAUW, and Ashley Jackson and Christine Comber explained that they were students at UNCG and fulfilling a requirement for a communications course.

IV. Committee Reports

Chair Report

Chair Goddard announced that she was continuously at work in the community, targeting certain groups, recruiting specifically and trying to work more closely with other women's groups. She added that when

she attended community events, as she had the night before, she intentionally sat with people she didn't know in an effort to meet new people and strengthen community connections. She encouraged others to do the same.

For the sake of visitors, Goddard explained the process of giving committee reports.

#### Domestic Violence Committee

Commissioner Foster shared that the Purple Tree Lighting was a success and thanked Council Member Marikay Abuzuaiter for her support and for speaking. Foster added that the committee was looking ahead to 2017 and referred to her printed chair report for the details.

Goddard added that she had spoken with Chair Foster earlier in the week, that she was interested in meeting with all committee chairs, and how they discussed that the need for domestic violence programming was something that needed to happen all year around.

#### Education Committee

Chair position was vacant.

#### Women and Equality Committee

Commissioner Jimerson shared that her committee was already looking ahead to August and the Women's Equality Day Breakfast and would be meeting with staff member Jodie Stanley to plan. She added that she also met with two GTCC students who were interested in raising awareness about wage equity and interested in working on a project for school. The goal with the proposed program was to raise awareness, inform and to potentially impact legislature around the issue of wage equity.

#### Health Committee

Chair position was vacant.

#### Services to the Aging

Commissioner Jasper-Morant shared that she had been working towards a medical talk show, had spoken with several doctors who had holistic practices who were interested in partnering with her on this project. She had a meeting planned November 9 with a community member who had already been planning something very similar. Jasper-Morant also made a connection with a young nutritionist named Rae Ann who did boot camps and was willing to share menus and information about dieting with women. She finished by stating that Commissioner Hughes' 50+ event was an important annual event to sustain, and that she was committed to doing so in partnership with Hughes.

#### Leadership Through Service Committee

Chair Goddard shared that a few weeks prior, Laura Tew with AAUW reached out to Chair Goddard about a program they were planning. About 40 women could benefit from the program, which would focus on employment readiness for women in terms of teaching skills in negotiating salary. Goddard shared her vision of empowering women through helping them to find the best job for them, as finances were so often linked to success in so many areas of life. Goddard added that she also wanted to inspire

young women by giving them time to connect with talented, successful professional women, citing an article that she had recently read about the difficulties women had in obtaining government contracts, which inspired her to reach out to the City's M/WBE office again to discuss a potential partnership. She thanked Stanley for compiling work plans and creating a schedule of programming for 2017.

#### V. Staff Report

Love Crossling encouraged Commissioners to think transparently and sincerely about filling the vice chair role, pointing out and expressing gratitude for Commissioner Goddard's commitment and availability. Crossling encouraged commissioners to think about serving only if they had the time, commitment and availability.

Crossling continued with information about the equity growth profile and the Equity Summit Conference held in California. About a year ago, a report was published specific to Greensboro, and Crossling shared that Human Relations intern, Tanisha Richards, was working on a study of the profile and would present her findings to the Commissions at the next meeting. The hope was to provide additional data to support programming, or to compare the data to existing objectives.

Crossling encouraged commissioners to consider creating programming that would thrive beyond their terms of service and to think about leaving a legacy, advising that staff would be glad to help carry on programming that they felt was important. She added that successful recurring events were a great way to brand the commission.

Crossling continued by affirming that certainly their charge, as Chair Goddard indicated, was to make connections in the community, but it was also to hear the concerns of Council and to carry out initiatives that Council members did not have time to carry out. When approached by community members to pass along a concern to council, Crossling encouraged commissioners to take time to think about process and protocol in how best to deliver the message to council, with the goal to effectively deliver an accurate, informed recommendation with realistic action steps. If the issue was time sensitive, arrangements could be made for additional decision making meetings if necessary.

Crossling invited Council Member Abuzuaiter to add any thoughts. Abuzuaiter affirmed that Crossling had stated it well, but reminded commissioners that even when a community member came with a passionate argument, Council Members were sometimes limited to change a decision or fix something. She added that it was best for commissioners to discuss a decision with Council first before making a statement, because there was often more information and facts to be considered.

Crossling affirmed that commissioners served to be the voice of the community but if the message was not fully processed, with all available information, the 'ask' may not be as effective or the recommendation as fully informed if the commission didn't take time to fully investigate the concern. Crossling finished by stating that it was her goal and desire to see commissioners develop strong and healthy relationship with Council Members, and a good enough rapport that Council Members knew to seek them out when concerns were presented by the community and vice versa. She added that the November 9 Commission/Council luncheon would be a great start to developing a stronger relationship.

Commissioner Foster asked if Council Members ever had ideas that they wanted commissioners to carry out. Crossling advised that yes, she frequently scheduled one on one meetings with council members that

revealed some of their interests and gave the example of Council Member Fox being interested in re-entry efforts. Many times Council Members expressed an interest in a field, but not necessarily a specific program.

Foster shared the reason she asked was that she had heard Fox was interested in re-entry, and the State was putting resources behind re-entry efforts as well. Crossling added that it was important to follow up with and have periodic conversations with Council Members to gain understanding about their vision and build rapport. She advised again that staff was available to help in any way possible.

#### VI. Approval of Minutes

Goddard advised that there was no quorum, so approving meeting minutes would wait until November.

#### VII. Announcements

Love Crossling announced the TED-Women event scheduled for October 27, the November 9 luncheon with Council, and the next half day retreat on March 22, which was designed to review the year before and look ahead to the next year. Crossling encouraged commissioners to clear their calendars as much as possible.

Crossling continued with an announcement about the Thrive GSO event coming up on November 16, a partnership between several community agencies around expunction. Jodie Stanley added an announcement about the mental health event coming up on November 17. Crossling encouraged commissioners to think about lending their voice to any of the programming that came out of the department.

Samuel Hawkins, chair of the HRC's new Committee for Social Equity, shared his vision for the committee and his commitment to equity, including issues for women.

Goddard shared that three Commissioners were scheduled to go to the TED-Women event. Hawkins and Jimerson also expressed interest in attending. Goddard added that she was thankful to have been included in this initiative.

Libby Haile announced the AAUW's Winter Fashion Show December 3 to be held at the Greensboro Historical Museum. The GSO AAUW just received 501-c3 status, and tickets would be \$50.

#### VII. Recognition of Visitors and Presentations

Chair Goddard invited newly arrived visitors to introduce themselves. Allison Stahlberg with Yes Weekly introduced herself, as did Tiara Carpenter, invited by former commissioner Sade (Nicholson) Edwards. Carpenter explained that she worked as a Human Resources Manager and conducted programs for girls. Sade Edwards shared that she was a former commissioner and was glad to be back.

Goddard closed the meeting with a story where she was recently approached by a community member who thought she was paid staff because she was doing so much work. Goddard pointed out that many commissioners were doing the work of full time staff and that she was proud of the amount of work the commission was doing, and the quality of the work.

VIII. Adjournment

Chair Goddard adjourned the meeting at 6:53 pm.

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Chairperson  
COMMISSION ON THE STATUS OF WOMEN

Approved: \_\_\_\_\_  
Date