



Meeting Minutes

August 28, 2018

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 Arts Center, with Chair Deborah Goddard presiding.

Present: Commissioners Goddard, Jasper-Morant, Sevier, Dorley, Bullock, Cutler

Absent: Lucas-Patrick, Walston

Council Liaison: not present

HRC Liaison: n/a

Human Relations Department Staff: Love Crossling, Mica Bailey

Visitors: Tiffany Jacobs, Lena Chapman, Jason Caldwell, Eduardo Pinero, Xuem Siu, Triumph

I. Call to Order

Chair Goddard called the meeting to order at 6:00pm.

II. Moment of Silent Meditation

Chair Goddard called for a moment of silent meditation.

III. Introduction of Visitors and Speakers: see above

Chair Goddard thanks everyone for being present and states that there are some visitors present who had reached out several weeks ago to address the commission and wanted to present some items. Two namely are AAUW and Degrees Matter. It was communicated by Commissioner Lucas-Patrick that they were aiming to have a partnership on a few items being presented within the upcoming. First introduction was given by Lena Chapman as the current President of the AAUW. Lena gave a brief history of the chapter's vision in Greensboro to empower women and girls, through creating programs, partnering in programing or funding. Their mission this year is "Women on A Mission," where they are focused on "building bridges" and breaking barriers, pay equity, title 9, and a STEM program working with young children up through individuals in college. Lena introduces Jason Caldwell to the group as representing Degrees matter as a Segway into their organization as it is one they partner with. Jason gives a brief overview of

Degrees Matter and states that his partner Tiffany will be giving the latter half. Degrees Matter started in 2014 as cross-collaborative partnership between UNC-Greensboro and 6 other institutions of higher Education. Their goal was to increase degree attainment rate for adults across the county with census data suggesting 60,000 people had some college but no degree. Workforce trends showed forth that jobs within the next 5-10 years would require higher education degrees to attain employment and therefore stirred a mission around informing people about the importance of a post-secondary degree and also creating awareness and engagement. The goal currently is to create pipeline initiatives that specifically target certain populations in the community with current concentrated efforts on women who are underemployed and underrepresented. A pipeline program to come through one of the institutions came to fruition to target and pipeline the underemployed and underrepresented Women in the county called WINc (Women in Non-traditional Careers) that has been funded through the AAUW office. Tiffany is introduced to finish the conversation about the program. Tiffany, senior advisor for Degrees Matter discusses what she does and the goal of her job in 101 advising sessions and in moving them forward within the workforce development and more. Makes some key points as to what is defined as non-traditional careers and nationwide statistics. Discussing how some women had not or were not able to pursue careers in other areas as they did not know of it. They are looking to put women in nontraditional careers paths to earn livable wages. Tiffany discusses their “community action grant” they received from AAUW and a partnership made through “the forge” in efforts to bring forth a co-hort of women, six women at a time six times a year, for a boot camp style experience to see if welding is a possible career path for them. References a past event about women in STEM that had come and been featured in their programming. Tiffany would like to know if the CSW is interested in being a part of this effort to have a huge impact on women. Chair Goddard addresses Degrees Matter with a thank you and states that Commissioner Lucas Patrick, in her absence has been asked to keep the CSW up to date and to keep her posted on what they do in the future. A thank you for wanting to work with CSW is given by the Chair. Jason follows up by asking if the CSW could help recruit others that they may know via their own outreach efforts as they are looking to fill their co-horts for the next coming year with the hopes of getting some scholarships set up for those attending. Commissioner Sevier poses the question and comments saying often times many people are in debt by going back to school, and if Degrees Matter helps them find some funding that will sustain them while they are in school. Tiffany explains the WIOA (workforce innovations opportunity act) from NC Works that provides funding for anyone going into one of the fields that they offer classes for such as welding. Why classes were set up best to accommodate this concern as well. She also states they are working with GTCC and looking to work with any outlet to go over funding options. Commissioner Cutler states that Western Guilford High school may be a great opportunity to connect with those who are already learning in these fields/subjects being offered. Jason states information on new funds being given to Guilford County that may be available in the future for funding toward adults in post-secondary settings. Jason says they have a flyer that they can hand out. Chair Goddard states that they will be in touch via Commissioner Lucas-Patrick and that they are also more than welcome to stay for the rest of the meeting, but in all a thank you for joining them. Lena states the appreciation again and reminds them of the powerful STEM program and looks forward to working with them on the program. The two degrees matter and AAUW President exit the meeting.

Chair Goddard addresses the remaining visitors present who are students and allows them the floor for introduction. Students from UNCG named Triumph, Eduardo Pinero, and Xuem Siu stated their purpose for being present is to understand the mission of the CSW. They are representing the Peace and Conflict

studies department tonight as being Grad students in the program. Chair Goddard is hopeful they are able to get the perspective they are looking for at the present meeting.

V. **Staff Report**

IV. Committee Reports

Chair Report

Chair Goddard says that she has seen the survey posted online and just wants to say thank you and shares her thoughts on how successful the breakfast. Says they will move forward with assessing the survey so as to find a way to group the feedback. Says all committee chairs were made aware to have their calendars ready for the year with a deadline by 9/30, however it was asked for them to have it by the executive board meeting on 9/11. States that Dr. Fernandes did not request an honorarium, however Katherine gave her a basket and if they should contribute to her from what she gave that may be appreciated by Katherine. States that she would like to get a better understanding of funding and how to pull funding over the course of yearly programming, not just for the breakfast. Says they have to have a great deal of humility to ask people about funding but at some point that may not last. Closes off addressing the breakfast as it the biggest part of the year. Commissioner Cutler follows up to Chair Goddard and says she would like to have more information on how to obtain funding and references Jodie as stating that funds can only come through the office in a certain way, which could tie funds up in a certain way. Crossling discusses that the procurement process in the city is strict and is about a 3 day in advance process depending on what is being purchased with the Procurement officer as having to hear from Marion and then Jodie to submit information that is being asked to purchase that then determines if the card is opened. States that upon a meeting with the budget and procurement person reimbursement should be done as little as possible because the department cannot cut checks to reimburse. Dr. Crossling references a presentation given two weeks prior by the procurement officer where it will become more complicated concerning things with P-card authority. She references the programming budget for the department has sometimes been as minimal as \$5,000 for all programs that they do. Chair Goddard asks if that includes MLK or are they a part of the budget. Crossling goes on to explain how the MLK breakfast is a part of the budget and explains exactly how funds for MLK work as technically a loan and not money deposited into the department's budget for their discretion. Crossling says a budget enhancement was requested for funding a time ago and explains that you have to hit a certain tier in the request in order for it to be screened and passed on to budget by which Human Relations is only 7% of a greater total budget. Says they have a new budget analyst assigned and hopes that it will push their endeavors along.

Crossling refers back to the programming deadline by which a program is based on a "first come first serve" basis. She references a past program and how funds have been administered based on that system. States they would have to be aware of what programs are to be so that they can expand in program budget. Chair Sevier suggest that they raise money for the breakfast and asks if they can do that in order for funds to be raised for W.E.D. breakfast or funds to be reserved for future programming. Crossling answers that the overflow of the money can be used. Commissioner Sevier asks can it roll from one budget year to the next. Crossling answers in saying to her knowledge she does not think they have ever absorbed the money they have spent in previous years. Commissioner Sevier asks what is being referred to and Crossling clarifies that she is referring to the Purple Tree lighting saying she does not believe they have absorbed that money back into the budget, unlike MLK that gets absorbed back into the budget.

Commissioner Dorley asks if they are allowed to do sponsorships and if they are allowed to do fundraising. Crossling states yes to the sponsorship, but explains that they are trying to get an understanding of what can be considered for fundraising based on some policies in place for line items.

Crossling further clarifies the process of how money is spent and where funds go based on a question asked about if funds accrued in the past were allotted toward other events or programs within the department, by which the answer was funds accrued for CSW do not go toward other departmental activities. Conversation persists back and forth concerning the assessment of funding and the number of people that showed up to the breakfast in past years in comparison to the current year that have influenced the budget for W.E.D over time.

Chair Goddard moves into chair reports.

Domestic Violence Committee:

Commissioner Bullock states the purple tree lighting as being next on the committee's agenda. Says she has a few tentative speakers as it is still in the planning stage. Says the date will be October 1st. Chair Goddard says they typically do the evening concerning time. Crossling confirms that the evening is considered for time and lighting. Chair Goddard asks if Bullock had saw an email beforehand concerning a UNCG program for a "healthy relationships initiative." Chair Goddard states that she did respond to the email and informed them that they are interested and thus she will keep Commissioner Bullock informed as it will be held on October 18th.

Education and Equality Committee:

Chair Goddard states Commissioner Lucas-Patrick as absent and references that her main objective will be to keep everyone informed on the program with Degrees Matter concerning what was presented at the beginning of the meeting. Chair Goddard gives remarks concerning future programming.

Health and Wellness Committee:

Commissioner Jasper-Morant says they are moving along with a program on Alzheimer's, dementia, and memory with Dr. Karen Pollard and Karen Owen speaking along with music for relaxation. The program is scheduled September 27th and they will be sending a draft for a flyer to Jodie so it can be presented at the September 6th meeting. Says they are working on a date for next year planning.

Women Leading through Service Committee:

Chair Goddard says she was contacted by the NC Women's Council with them reaching out to know if they could partner with CSW this year. More will be determined after a meeting with Bernetta. She states that there will possibly be two more events to come forth, but more details will be shared once things are clarified.

Chair Goddard moves forward with staff report.

Staff Report:

Crossling states staff report as some reminders for programming deadlines to be aware of to meet the September 30th deadline. Framework that was discussed with Goddard should be taken into consideration and to think about policies on equity and barriers and maybe where lobbying is present and to explore cross generational topics at every age level to make “rights” issue relevant throughout programs. Reminder about the Annual Report that CSW has done an outstanding job even with the reduction of size. Addresses them as having numbers that increased or refrained and therefore the department is thankful. Says annual report data this year will be mentioned at the retreat. Chair Goddard asks about when the retreat will come to fruition. Crossling answers by explaining that there have been some changes in policy concerning questions about if one person can serve in two positions for the City. Once things are determined the retreat will occur so as to include those necessary. It was clarified that the decision is solely about those who have council appointed seats on more than one commission. It was asked if Chair Goddard could be included to represent and keep them informed. Crossling clarified that the decision is more so amongst council and a timeline is not known as to when a decision will be made.

Chair Goddard moves on to review and approve meeting minutes. Commissioner Sevier notes that meeting minutes have chair in place of commissioner for some parts. Minute meetings for the previous meeting of June are approved with amendments to be made.

VI. Approval of Minutes

Motion to Approve the June Minutes

Motion 1st: Commissioner Sevier

Motion 2nd: Commissioner Jasper-Morant

Unanimous approval

VII. Announcements

Chari Goddard states they will be discussing the election at the next fourth Tuesday meeting where voting takes place and is decided. Asks if anyone has any comments. Commissioner Sevier says she was the nominated committee chair last year and is willing to volunteer to help with elections again. Commissioner Dorley says she does not mind volunteering. Chair Goddard states that they are typically sent in and that they should be sending in their nominations to Commissioner Dorley and HRD Staff Jodie. Chair Goddard confirms that they should be submitted no later than September 18th and at the meeting on September 25th they will have ballots and an election at that time. Chair Goddard asks if there are any announcements or topics not covered.

Commissioner Dorley announces a few High Point related events one concerning an event for herself a 5K. Dorley asks if there are guidelines for CSW to be a fundraiser. Crossling states that individual members have the ability to participate but as a collective they cannot donate on behalf of CSW. Commissioner Dorley clarifies her remarks and asks if there could be a donation to the W.E.D. Crossling answers saying yes, a donation or sponsorship can happen. Dorley asks if anyone wants to walk or raise funds. Chair Goddard asks if they have permission to participate in events on behalf of representing CSW. Crossling states a follow-up with Jodie to occur to answer the question.

Chair Goddard notates absences for Commissioner Walston and Commissioner Lucas-Patrick.

VIII. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Jasper-Morant

Motion 2nd: Commissioner Dorley

Unanimous approval

Chair Goddard adjourned the meeting at 7:00pm.

Chairperson
COMMISSION ON THE STATUS OF WOMEN

Approved: _____
Date