



Meeting Minutes

January 24, 2017

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, Henry, Jasper-Morant, Jimerson, Sevier, White

Absent: Foster

Human Relations Department Staff: Jodie Stanley

Visitors: Jane Terwilliger, Dory Siebert, Libby Haile, Pamela Turner, Eileen Martin, Allison Heisel, Karen Rhodes,

I. Call to Order

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

II. Moment of Silent Meditation

Chair Goddard called for a moment of silent meditation.

III. Introduction of Visitors and Speakers

Goddard welcomed visitors and asked them to share

Jane Terwilliger and Dory Siebert introduced themselves as representatives of AAUW office. Siebert explained that StartSmart was a program that was geared towards college age, while WorkSmart was designed to reach a working adult audience. Siebert continued by stating that the workshop would cover the gender wage gap, gaps based on race and ethnicity as well as long term impact. She went on to explain that they encouraged women to do their own research and develop negotiation skills. Terwilliger asked her to explain what was happening nationwide. Siebert explained that they were currently operating in, among other cities, DC, Long Beach, Boston, San Diego and now Greensboro. The long term goal, starting with this pilot program, was to develop a more comprehensive partnership and create a sustainable, long term program.

Terwilliger added that they were thankful that Wells Fargo was supporting the program with \$1000. Siebert continued by stating that the wage gap was about 20%, meaning that working women made only 80% of what working men made.

Another visitor asked if local information was available that showed the intersection between race and other categories, and the wage gap. Siebert added the information was available on the AAUW website.

Chair Goddard thanked all for the work they put into the program, adding that CSW had supported them in their work and helped secure a location for the program, but that the members of AAUW had handled the bulk of the work. Goddard added that this was a great opportunity for Greensboro to set the bar as far as inviting this program and making it city-wide.

Libby Haile added that volunteers would be needed for the event. Terwilliger mentioned that registration was available on Eventbrite. Goddard asked if there were any questions for the members of AAUW about the WorkSmart program. Terwilliger commented that it was eye opening to work with SmartStart at the college level and hear the surprise of the students when they learned that if they didn't proactively work to negotiate salary and do research, they would fall behind on compensation compared to men.

Goddard asked how long the AAUW had been working around wage equity. Members of AAUW shared that their organization was very concerned with research, implicit bias, equity for women, and ensuring equal treatment, and that they produced a report every year. Goddard thanked all for attending.

Goddard invited other guests to introduce themselves.

Allison Heisel with Americorps shared that she was interested in serving with the Equality Committee. Karen Rhodes shared that she was attending as a curious resident, interested in women's issues.

Pamela Turner and Eileen Martin were also present.

Goddard welcomed new Commissioner Catherine Sevier and asked her to share about herself. Sevier explained that she had been working up until recently, in Uganda, helping people address health concerns. Her background was as a nurse with a background in public health and sciences. Her concerns were twofold: how to help people when their life is changed drastically by an illness, and how to inform people about making better life choices to prevent illness. She finished by stating that she and her husband were committed to helping, and asked for everyone's help in making the right connections. As a newcomer she still had not met many people and asked that all keep her in the loop.

Goddard thanked her and welcomed her again.

IV. Committee Reports

Chair Report

Chair Goddard thanked all for coming back for another year. In November, they had talked about the programs they had done last year, seven in total, and that was accomplished without being fully staffed. She shared that there was heightened community interest in partnering with the CSW. She thanked Jodie Stanley for creating the form for the MLK Breakfast, as it generated a great deal of interest and curiosity, and she felt that it was a good resource.

Domestic Violence Committee

Commissioner White shared her upcoming program, to take place February 24, which would consist of monologues and testimonials to raise awareness about surviving domestic violence. She added that her goal was to have events throughout the year, not just in the month of October. She advised that all would be notified of the upcoming event.

Education Committee

Chair position was vacant.

Women and Equality Committee

Commissioner Jimerson shared that she would be meeting with Jodie Stanley on Thursday to discuss more about upcoming plans, but that she was committed to the topic of wage equity as well as planning the August 26 Women's Equality Day Breakfast.

Health Committee

Chair Goddard announced that Commissioner Sevier would chair the Health Committee. There was no report to be given as she was newly appointed.

Services to the Aging

Commissioner Jasper-Morant shared that she was working on a program for April 22 from 9-11:30 am that would focus on holistic or integrative medical solutions to common illnesses. The program flyer and brochure were still in draft form but were in progress, and they had identified several possible donors for healthy food and snack options for the program.

Leadership Through Service Committee

Chair Goddard announced that in addition to the upcoming program about wage equity, she was working with HRC Commissioner Lindsay Burkart for a program focused on re-entry efforts possibly scheduled for April 29 or May 20. There was also the possibility of working with Gwen Carter with the City's M/WBE office to raise awareness about their services.

Goddard asked all to allow her to backtrack and invited returning guests to introduce themselves.

Pamela Turner introduced herself as a returning guest and founder of Matters of the Heart and Mind.

Eileen Martin shared that she was on the Domestic Violence Committee and worked as a child/family advocate through the Greensboro Police Department, and among other things, hoped to finish grad school and become a licensed clinician.

Chair Goddard advised that they would now conduct an election for the vice-chair position. She invited the nominated members listed on the ballot to introduce themselves and share a little about their vision.

Commissioner White shared that she was now retired after working at the City for 25 years, adding that she was a very committed advocate for domestic violence awareness, and that she wanted to see more being done around this issue.

Nancy Jimerson shared that she was also a retired City employee after 32 years of employment, finishing up her tenure with the City as the Director of Recycling Division, part of the Delta Thigma Seta sorority, and that this was her second year with the Commission. She shared her vision for the Commission, which included effective programming and improving lives of women in Greensboro.

Goddard thanked the nominees for sharing and asked commissioners to vote.

Ballots were filled out and passed back to Jodie Stanley. As she counted, Chair Goddard asked for the staff report, and for commissioners to review the minutes.

V. Staff Report

Jodie Stanley gave a brief update about three newly filled roster positions in the Human Relations Department, reminded commissioners to adhere to the programming protocol as outlined in the orientation packet, and announced the following upcoming programs:

- **Thrive GSO: Importance of Expungement to Housing Security** on March 2 at the Greensboro History Museum (130 Summit Ave) at 6pm
- PCRB Outreach series begins at 5:30 pm on March 8 with **What the Numbers Don't Say: How Environment Influences Crime**. Session will be held at the Simkins Sports Pavilion, 1500 Dans Rd.
- **Police & the International Community Panel Forum** will be held on Saturday, February 4 at the Islamic Center of Greensboro, 2023 Sixteenth St. from 3:30 – 5 pm.

VI. Approval of Minutes

Motion to approve the November Minutes

Motion 1st: Commissioner Jasper-Morant

Motion 2nd: Commissioner Jimerson

Unanimous approval

VII. Election Results

Jodie Stanley tallied the votes and announced that Commissioner Nancy Jimerson, by a vote of 4-2, was elected as the new Vice Chair of CSW.

Henry asked if visitors were interested in joining the commission, to explain how they would do so. Chair Goddard offered a thorough explanation of the process and how to apply for a board or commission, offering that serving through a committee was always an option as well.

VIII. Adjournment

Motion to Adjourn the Meeting

Motion 1st: Commissioner Jasper-Morant

Motion 2nd: Commissioner White

Unanimous approval

Chair Goddard adjourned the meeting at 6:50 pm.

Chairperson
COMMISSION ON THE STATUS OF WOMEN

Approved: _____
Date