



## Meeting Minutes

January 26, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Martin, Vice-chair Best, Commissioners Cutler, ChouChan, Best, Magid, Morant, Mearing, Rudd

**Absent:**

**Council Liaison:** Marikay Abuzuaiter,

**HRC Liaison:** Commissionner Kollar, Polinsky

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Visitors:** Vedrene, Danielle, Dnixion, Manske, Christy Turnure, H'Thu Nie, D Walker

### I. **Call to Order**

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

### II. **Moment of Silent Meditation**

Chair Martin welcomed everyone and called for a moment of silence

### III. **Introduction of Visitors:**

**Guest Speaker: Dr. Iulia Vann, Guilford County Health Director**

Chair Martin introduced Dr. Van to members present

Dr. Van gave an update using a PowerPoint to explain Covid19 cases to include the increase in cases and exposure. There are 5,109 actives cases, 355 deaths since March 2020, however, there has not been any death in January 2021. Since Covid19 began there have been a total of 1,180 total hospitalizations but currently, 201 people are hospitalized. Dr. Van said to lead with equity, trust must be gained from the marginalized population. She says the vaccines are safe and effective. Many volunteers participated in the trials. Volunteers were recruited from marginalized populations to have a better distribution of the vaccine.

There are 2 doses of the Vaccine. The Pfizer and Moderna require 2 shots to build strong Immunity against Covid-19. The second dose will come 3 or 4 weeks after the first dose. Vaccines will be available free of charge even if you don't have health insurance. The vaccines will be administered in different phases. The first for health care workers and long-term care staff and residents next is older adults, then Frontline essential workers, later are adults at high risk for exposure and risk of severe illness, and finally everyone else. There is an online registration and phone registration.



Is there a preference of which vaccine you'd recommend? She responded by saying both vaccines are safe and effective, they all can cause mild side-effect, including local soreness in the location of the injection, a headache, and or fatigue.

Should pregnant women wait to get vaccinated? The vaccines have not been approved for children or pregnant women.

Will the vaccine work for the new variant of Covid-19? They are still gathering information about the variant.

Based on your information, has there been a break-down of the distribution process? NC receives 100,020 that is then distributed to other counties depending on the population the county has.

Kolar asked what is the process of deciding the age group? Pfizer is 16 and up and Moderna is 18 and up

Will the vaccine affect your medication? If you are on blood thinners then you need to check with your doctors. But if you are uncertain speak with your doctor before getting the vaccine.

Are all 3 of the vaccine clinics in Guilford County allowing waitlists? Are those on the waitlists the first in line for the following week's appointments? When you call you can leave a voice mail, when more appointments are opened those who left a voice mail will get a call back to schedule an appointment.

After we are vaccinated can we get together with friends who are vaccinated? or do we have to wait weeks--can we get Covid19 from people who haven't been vaccine yet? The vaccine is meant to enhance your immune system. It is not meant to create immune against the virus, you can be infectious to orders if they have not gotten their vaccines.

Have any vaccine doses been discarded because the usage date has passed? No vaccines have been discarded at this time. All the vaccines are being used.

## **Committee Reports**

### **Chair Report**

Chair Martin asked Commissioner Mearing to introduced herself to Commissioners

Commissioner Mearing introduces herself to include her background, family, education, and the reason she is interested in the Commissioner on Status of Women

Chair Martin reported that she worked with commissioners on planning their events

Hope to collaborate with 6 other Commission in NC

There will be a representative from Guilford County to discuss food distribution for students

The Next Executive board meeting will be held on February 9<sup>th</sup>

### **Domestic Violence**

Partnered in paint the city purple and donated 200 feminine products to women who have struggled with domestic violence and food for children. 4119 people have struggled in Greensboro alone.



### **Education and equality**

Commissioner ChouChan and Best are planning to host a virtual college invent week to allow students to ask questions about college or administration

### **Balance and health**

The committee has been thinking of different proposals that will be presented to the chair

### **Health and Wellness**

Commissioner Cutler spoke about the ABC and D Medicare program that took place during the CWS Meeting. She says because of Covid19 the Health Fair event is still in the planning phase.

### **Women Leading Though Service**

Commissioner Magid reported that the Women's Leadership Forum will take place on April 26<sup>th</sup> at 6:30. The three Speakers Dr Valerie Fields, Laura Tew and Judge Theresa Vincent have been confirmed. The Moderator is Ms. Kendrick was confirmed. This will now be part of our weekly zoom meeting.

### **New Business**

Chair Martin asked Commissioner Magid to speak about her Proposal "I will take the vaccine." This would be a joint statewide campaign to include the other six Commissions on the Status of Women. The campaign "I will take the vaccine" was explained. Two commissions have responded with interest to participate.

Commissioner Magid asked for feedback from the other Commissioner about the idea. Dr. Love suggested that the proposal should be shared with the Commissioner and they can advise input by email.

### **Staff Report**

Nothing to Report

### **Approval of Minutes**

#### **Motion to Approve November Minutes**

Motion 1<sup>st</sup> Rudd

Motion 2<sup>nd</sup> Morant

Unanimous approval

### **VIII. Announcements:**

Concerns regarding names not listed, and that names are not indicating the diversity in the Commission on the Status of Women. Why are members of the commission not presented before the committee? Love responded stating the page is following the communications department guidelines and limitations. Jones informed the commissioner she will get in contact the HRD communications representative to know how the website can be changed.



Commissioner Kollar said he agrees with Commissioner Culter.

Commissioner Mearing said the committees supported by the commission should be kept because it would great for the residents to know what the commission does.

Announcement:

Councilwoman Abuzuaiter thank the commissioner for the ideas presented. The public library family services of the piedmont and the police department are hosting a zoom event to discuss human trafficking email [Bethbowles@greensboro-nc.gov](mailto:Bethbowles@greensboro-nc.gov) to receive an invitation to join the meeting.

**IX. Absences:**

**X. Adjournment**

**Motion to Adjourn the Meeting**

Motion 1<sup>st</sup>: Commissioner Morant

Motion 2<sup>nd</sup>: Commissioner Magid

Unanimous approval

Chair Martin adjourned the meeting at 7:56 pm.

Approved: \_\_\_\_\_  
Chairperson  
COMMISSION ON THE STATUS OF WOMEN

\_\_\_\_\_  
Date



## Meeting Minutes

February 23, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Martin, Vice-chair Best, Commissioners Cutler, ChouChan, Magid, Morant, Mearing, Rudd

**Absent:**

**Council Liaison:** Marikay Abuzuaiter,

**HRC Liaison:** Commissioner Kollar, Polinsky, Kentia Smith

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Visitors:** Susan Schwartz, Sharon L. Contreras, Krishauna Hines-Gaither, Aileen Vazquez, Barbara Lawrence

### I. **Call to Order**

Chair Martin called the meeting to order at 6:03 pm.

### II. **Moment of Silent Meditation**

Chair Martin welcomed everyone and called for a moment of silence

### III. **Introduction of Visitors:**

**Guest Speaker:** Dr. Sharon Contreras, Superintendent Guilford County Schools

Chair Martin introduced Dr. Contreras to include her background and the work she has done in her community and the Guilford County School Systems.

Dr. Contreras thanked Chair Martin for the Introduction

She will discuss what it's like to lead as a woman during a pandemic in one of the largest school systems

Dr. Contreras presented a PowerPoint to include GCS response to the pandemic, School re-entry and vaccinations updates, Learning loss effect on children and young people, and what to do moving forward. Contreras informed members that multiple studies rate women as more effective leaders before and during a crisis.



The Pandemic Response and Planning Goal for Guilford County are to keep students and staff healthy and safe, keep the learning going and mitigate against learning loss for vulnerable students, make sure public health crisis don't become a child's hunger crisis, provide accurate science-based information and data, and apply the district equity frame when making all decisions.

An Equity framework was used to find the solutions to the problems facing communities. Equity consideration was used to make sure that Guilford County was serving a greater amount of students and staff and increase access to online teaching. She informed members that food insecurity as a result of COVID-19 has increased from 12.9% to 29% however schools have been working to assist with food distribution.

She mentioned that tracks with the highest level of poverty have the lowest level of broadband adoption, this is across the nation and not just Guilford County. Greensboro has 18.75% of households without broadband and ranked 118 in the nation.

Contreras provided the Guilford County Reopening Plan. This will provide parents with the option of virtual academies or in-person learning that requires masks with social distancing on the bus. Return PreK-5 and most vulnerable students to school first, phase middle school students next, and high school students last. GCS designed more than 50 protocols and resources to make sure schools are ready to reopen. The re-entry plan will take 5 weeks with different grade levels entering at their assigned times.

All exceptional children program staff, teachers, teacher assistants, and support staff including transportation, etc. will be vaccinated before working with students.

Dr. Contreras provided highlights of the Pandemic Millstones, in fighting child Hunger, proving access to technology, serving the most vulnerable, providing access to professional learning, and staff recruitment using the Cares Act funding. Even though there have been many efforts to reach students, there is still a learning loss. She provided a graph showing reading performance for kindergarten to second grade (Black 35%, White 63.2%, Hispanics 29.8%, Asians 53.8%, Other Race 46.2%) Students with special needs are at 28.2% and English language learners are at 22.3% in reading performance. She said the math performance by race is also devastating the high school students.

Where do we go from here? Contreras said we need to recognize we will be dealing with the pandemic next year as well and support GCS as we address facility issues and system inequalities. Create a new vision for what public schools and public administration can be, increase investments in accelerating learning and educational programming to address academic losses, increase teacher and principal compensation, and recognize that the impact of the pandemic on this generation of school-aged children. To help, support, and advocate for GCS



and public education, donate and volunteer with community partners, and help correct miss information.

Commissioner Best asked what the projection on time frame or timeline is when the learning loss is no longer a factor related to the pandemic. Contreras responded by saying the learning loss will last a long time because of how long they were not learning. Because of that, it will be difficult to mitigate the learning loss, the proper amount of support to the student who needs it most will be provided.

A question about broadband access was raised, she said broadband is being addressed on a federal level.

Magid asked if teachers are required to get vaccines, she responded saying they are encouraged but not required. Permanent employees will be vaccinated first, support staff comes second.

Students are entering schools on an AB and CD schedule.

A question was asked about the difference between the summer learning loss and the pandemic learning loss. She said the losses are compounded

Contreras provided her contact information to members present and asked them to call her with any further questions they may have.

### **Committee Reports**

#### **Chair Report**

The Chair reported that CSW held their executive board meeting to discuss upcoming programming. She attended the Understanding the Digital Divide programming event.

#### **Domestic Violence**

Commissioner Rudd reported that the committee is collecting gently used bras to provide to women in need. She is currently participating in trainings to define narcissistic behaviors and provide abuse support groups.

#### **Education and equality**

Commissioner ChouChan and Best are planning to host a virtual college invent week to allow students to ask questions about college or administration. She said they will meet with staff to further discuss programming.

#### **Balance and health**

Commissioner Morant reported that the 50 Plus Forum will be rescheduled because of the pandemic. The committee is brainstorming what they came to do at this time.



### **Women Leading Through Service**

Commissioner Magid reported that Commissioner Mearning is now a part of the Women Leading Through Services Committee. The meeting time was spent to better understand the history of the program and the effect of COVID on the Women in Leadership Event. The new title for the event will be created to include trailblazers and first-timers in leadership rather than color and age in leadership. The goal of the event is to appeal to all women and include young women and their concerns to better understand their struggles in leadership. The speakers have been decided for the event, which will take place in April. The committee is currently working on the questions to ask the speakers present.

### **Staff Report**

Nothing to Report

### **Approval of Minutes**

#### **Motion to Approve November Minutes**

Motion 1<sup>st</sup> Morant

Motion 2<sup>nd</sup> Magid

Unanimous approval

### **VII Other Business:**

Commissioner Magid informed members that she sent an email to all commissioners regarding the Joint Statewide Commission's "I Will Take the vaccine" she reported that during their executive meeting she received a response from 3 members and after sending an email only one commissioner responded. She said people are experiencing hesitancy and fear about taking the vaccine. She is still interested in a possible program that can take place in the health and wellness committee to respond to the fear and hesitancy.

Chair Martin thanked Commissioner Magid and said there needs to be more involvement and time to make this possible. The conversation on this event will be discussed at another time.

The Face Masks for Backpack Beginnings conversation will be discussed in the next meeting.

Commissioner Morant presented an opportunity for commissioners to go into the neighborhood to hang kits on doors with CSW information attached that will be distributed on Saturdays.

Bob Kollar asked if the packets would include COVID vaccine information. Morant responded saying the information can be added to the bag.





Magid asked if Jones can provide an overview of what the budget looks like. Jones responded saying \$1200 is available for CSW. Magid asked if she can have a breakdown of how much money is used for each event. Jones responded by saying it's about \$300 allocated to each program, however, if a program proposal exceeds \$300 the Human Rights Department takes money from programs that cost less than \$300 to add to those that cost more. If CSW is interested in having a program related to housing, then the Human Rights Department would use HUD Funding to assist with the cost. The Women's equality day funding does not include the \$1200.

The CSW door kits Conversation will continue in the next monthly meeting.

Mearing asked to include the intended outcome in the proposals that will be sent out.

**VIII Announcements:**

NC A&T Chancellor is hosting an event that will future discuss the vaccine on March 2<sup>nd</sup> a 6 pm. The link will be shared with commissioners

Commissioner Cutler stated she has submitted her letter of resignation because she was presented an opportunity to participate in another committee. Chair Martin Thank Commissioner Cutler for all the work that she has done with the commission. Commissioners thanks Cutler for her participation in CSW

**IX. Absences:**

**X. Adjournment**

**Motion to Adjourn the Meeting**

Motion 1<sup>st</sup>: Commissioner Cutler

Motion 2<sup>nd</sup>: Commissioner Morant

Unanimous approval

Chair Martin adjourned the meeting at 7:50 pm.

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

Chairperson

COMMISSION ON THE STATUS OF WOMEN

\_\_\_\_\_

Date



## Meeting Minutes

March 23, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Martin, Vice-chair Best, Commissioners Cutler, ChouChan, Magid, Morant, Mearing, Rudd

**Absent:**

**Council Liaison:** Marikay Abuzuaiter,

**HRC Liaison:** Commissioner Kollar, Kentia Smith

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Visitors:** Shanna Tillery, Nasha McCray, Siddiga Ahmed

### **I. Call to Order**

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

### **II. Moment of Silent Meditation**

Chair Martin welcomed everyone and called for a moment of silence

### **III. Introduction of Visitors:**

**Guest Speaker:** Shawna Tillery and Nasha McCray

Presented a PowerPoint title Ruth Wicker Tribute to Women (Overview and Selection Process)

She informed members that the Parks and Recreation phase 2 master plan was approved in 2003 to provide new buildings and a community resource center for women. In 2009 city council approved a resolution of \$900,000 to the Ruth Wicker Centre to honor women who have to contribute to Greensboro. Shermin Ata was commissioned by the city to provide professional design services for the project. In 2010, community meetings were held to provide an update to and receive input from residents on the design and proposed amenities. Project drawings were developed and the city adds \$2.2 million to expand the building to include new multipurpose space. Construction began in 2016. In 2017 Parks and Recs connected with the history museum, commission on the status of women, community leaders, and specific family connection in Greensboro to begin a conversation on the tribute to Women.



The project was structured with an emphasis on diversity, local partnership engagement, and the honoree review committee. Community engagement for the center included advisory committee workshops, community organization outreach, public forums, online surveys, and individual meetings.

During the planning and design, they made sure to include items that would inspire and influence individuals as they left the museum to pursue volunteer opportunities in the community. The trait categorization on the walls in the center are, She Imagines, Inspires, Creates, Leads, Preserves, Empowers, and Shares. The tribute wall was designed at the end of the process. The cultural and community outcomes of the center are to create a multi-functional Community pace, Provide an asset for East Greensboro, Foster continued community engagement, and promote the role of Parks and Rec in the community. The grand opening of the center was in January 2019, there 30 honorees, the 17 who were alive attended the event. The Ruth Wicker Exhibit and Barber Park Event Center as of now has received 12,273 visitors, 255 reservations for event space usage, and have made \$70,179 in rental charges.

#### Questions

Mearning asked if the center has been entered as a place to visit when people are touring the city. Tillery responded stating they have not gotten the opportunity to place it on brochures for people to visit because it had only been 1 year since the center opened and was shut down because of COVID.

Jones asked Chair martin to give highlights of the updated MOU with the Ruth Wicker Center. Chair Martin provided an overview of the updated MOU. Commissioner Magid provided more information on the reason for the MOU update.

Unanimous agreement from all form commissioners to support the revised MOU

The Formal Vote will take place after the City Attorney approved the MOU

Motion to Support the MOU

Motion 1<sup>st</sup> Magid

Motion 2<sup>nd</sup> Morant

Unanimous approval

#### **Committee Reports**

##### **Chair Report**

The Chair stated she wants to recognize and celebrate women because this is women's history month. She reported that the executive meeting took place on March 9<sup>th</sup> to discuss the education event, the MOU, and the LeadHerShip through service event. There was an update meeting with the HRD staff to include Katherine Faulkner some of the items discussed were a polite research program and the Fair housing event that will be further discussed in the staff report. She will



share information about a Habitat for Humanity event that will take place in the coming weeks. She informed members to begin thinking of speakers for the equality day breakfast.

### **Domestic Violence**

Commission Rudd reported she is in the process of meeting with city leaders and community members to discuss event ideas for the 50<sup>th</sup> Anniversary of the Domestic Violence event. She has also participated in training to better understand Domestic Violence, the trainings also assist women in defining narcissistic behaviors. The committee is collecting gently used bras to provide to women in need if anyone is interested in donating.

### **Education and equality**

Commissioner ChouChan reported that they met with staff and decided to create a series focused on acclimating students going back to school amid COVID. The first event will be virtually held in May. The program is still in the planning phase.

### **Balance and health**

Commissioner Morant reported that the committee is still in the process of deciding on the amount that will be spent on the care package. The 50 Plus Forum will be rescheduled because of the pandemic. The committee is brainstorming events to participate in at this time.

### **Women Leading Though Service**

Magid reported they need help from the Human Rights Department sending the flyers of the LeadHership event. The Group is interested in sending out the flyer with the questions for the panelist. She hopes to receive an update from Jodie soon.

Mearing reported that the Women in LeadHership Summit event have been finalized and is in the process of creating a zoom registration for interested participants. All the logistical items have been finalized.

### **Staff Report**

Jones reported the goal of the April Fair Housing Month event with volunteer bodies, which is to highlight discrimination across the 7 protected classes. The program is department generated because it is required for HUD. The protected classes for the event were distributed for all 5 bodied managed in the HRD. CSW will focus on Sex and Familial Status. A flyer will be distributed to each body.

Jones highlighted the Education Committee program series underway, informing members the department is looking forward to assisting the committee through the process. She encourages members present to share the event with the community.



2 Graduate students express interest in providing support to the commission by way of research. The goal is to have a research fellow in the Human Rights Department to research policies or other interests of commissioners. The Department will keep CSW updated on the process of the pilot process.

Magid reported she connect HRC Chair Bender with AAUW because of the STEM program they offer for youth. And asked if Jones was referring to the same thing. Jones says no, the vision for the research partnership and the pilot program is different from the STEM program.

### **Approval of Minutes**

#### **Motion to Approve February Minutes**

Motion 1<sup>st</sup> Mearning

Motion 2<sup>nd</sup> Magid

Unanimous approval

### **VII Other Business:**

#### **VIII Announcements:**

Chair Martin encourages members present to get their vaccines

Magid asks if staff could add commissioner Mearning's name to the webpage in order to have all members' names on the page. Magid thanked the staff for updating the web page regarding vaccines and food pantries. She asked if the link to the web page can be added to the CSW Facebook page to provide direct access to the web page.

Mearning asks if there have been any data collected focusing on the status of women in Greensboro. She said if they have not done so commissioners should look into doing that.

Jones informed Mearning staff can begin the conversation around data collection for the status of women in Greensboro.

#### **IX. Absences:**

#### **X. Adjournment**

#### **Motion to Adjourn the Meeting**

Motion 1<sup>st</sup>: Commissioner Mearning

Motion 2<sup>nd</sup>: Commissioner Morant



Unanimous approval

Chair Martin adjourned the meeting at 7:37 pm.

Approved: \_\_\_\_\_ Date  
Chairperson  
COMMISSION ON THE STATUS OF WOMEN



## Meeting Minutes

April 27, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Martin, Vice-chair Best, Commissioners ChouChan, Magid, Morant, Mearing, Rudd

**Absent:**

**Council Liaison:** Marikay Abuzuaiter,

**HRC Liaison:** Commissioner Kollar, Polinsky,

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Visitors:** Dr. Valerie J. Fields, Laura Tew, Judge Teresa H. Vincent, Mary Kendrick, Mia Ward, Carly Cooke, Judge Tonia Cutchin, Annie C, Apiril Herring, Satta, Gilda Friedman, Carolyn Bunker, Melanie Neal, Joyce Gorham-Worsley, Blanche King, Tiffany Jacobs, Robin Campbell, Leila Lewis, Cynthia Ricks, Portia McCracken, Sonya Ricks,

### **I. Call to Order**

Chair Martin called the meeting to order at 6:02 pm.

### **II. Introduction of Visitors:**

**Guest Speaker:** Commissioner Magid introduced the speakers and Commissioner Mearing introduced the moderator.

Dr. Valerie J. Fields, Medical Director of Cytopathology, Quest Diagnostics

Laura Tew, President, American Association of University Women (AAUW)

The Honorable Teresa H. Vincent, Guilford County Chief District Court Judge

Mary Kendrick, Founding Partner The Diversity Power - Moderator

Mary Kendrick Thanked everyone for being present she opens the panel by asking speakers about the challenges they face during employment, how they overcome them when they began working in their field.

Judge Vincent said when she began practicing law, it was a male-dominated area and because of that she faced sexism. She remembered when an intern who was a high school student at the time and a white man was approached by others who thought the student was the judge instead of her.



She said there was age discrimination. Because she was a young black female and the rest were older white men she faced multiple setbacks. Vincent uses those setbacks as a form of encouragement to continue working in her field, advocate for others and make fair decisions as a DA. She also strives to be involved in the community and have a work-life balance. During the pandemic, she understood the need for self-care and work-life balance, and believe she better incorporated work-life balance.

Mrs. Tew was an industrial chemist and was grateful to have had taken chemist classes from UNCG. She enjoys science and was enthused by positions available in the Science field. In the beginning, there were very few women but the laboratory was a familiar place for her. She was married but was able to work in different states. Although she traveled to different places for work Tew knew she wanted to retire in Greensboro.

Dr. Fields said her challenges are similar to other panelists. She informed others that she was young when she joined the medical field, although she wore a lab coat others asked if she worked in the cafeteria. Recently she had an experience where a person had a difficult time believing she was a doctor. These challenges feel like micro aggression. The challenges become less difficult over time. Dr. Fields does have children although they are now in their 20s and 30s, she relied on family assistance with the children. The jobs she had were accommodating to her and it did not affect her kids.

Kendrick asked speakers what were the most unexpected obstacles they had to face, what were the toughest obstacles, how did they handle them, and what were the outcome.

Mr. Tew said she is an internal optimist and does her best to have a positive outlook on life. She loves her work and Chemistry but was a workaholic. Tew said women are viewed differently, especially in the medical field. By the age of 57, she was having recurring cardiac issues and continued to fly and work. The corporate medical director was a female who was able to assist her. That was an obstacle that surprised her because she was healthy and active. After the examination, she received the aid needed. Tew says she had to go back to work sooner because of her corporate job. She said people cannot always plan for obstacles, however, taking care of themselves and your health is the best you can do.

Fr. Field says it's hard to narrow down however her obstacle however she was surprised at how people were suspicious of her credentials. People question the fact she took an exam. The challenge was not the fact she cheated but whether she qualified for her position. Fields responded to those obstacles by informing other her credentials were the same as theirs and she took the same exam as them. With health, Fields said she is a Breast Cancer Survivor. She strongly encourages people to make their health a priority. She faced challenges when asking for a pay increase, the company forgot she worked during her sick leave without pay because of breast cancer, however it worked out in her favor. Field said being female was the main reason she had some of the issues she faced.

Vincent said the most unexpected obstacle to her was COVID. She was not expecting to face a pandemic after becoming chief of the operation of the courts. The court was open but she had to





figure out how to modify things and continue to keep the courts open. They had to do virtual court. Because of COVID, she found efficient ways to operate the courts and not be in person. She said they are considered essential works, there is Wi-Fi in the building however she is not sure how far-reaching it is. Because of limitations, the courts are not able to distribute devices however, people were able to join using their own devices.

Kendrick asked panelists how they navigated power structures early in their career vs. later.

Fields said navigating the power structure, at the beginning, meant being anonymous while building a portfolio. She did not say no to work and volunteered when it was beneficial to her until she was able to build confidence and developed a reputation. Building a portfolio can take many years, however, you will know your worth when it is built.

Tew painted a picture of how she looked when she began working, a few years later she got a promotion because she was able to solve the problem. One of the issues she experienced when she began working at a different plant was the fact that the boss held meetings in all-male social clubs where meetings were held without her being present. Tew had to find out what information was shared the following day. When she met with the director for her evaluation she was ready with her 5-year plan. Many of her supervisors did not believe in her and the goals she set, however, she accomplished multiple things on her list.

Vincent knew that early on it was about establishing her reputation. She keeps in mind that she will never compromise her integrity or who and what she stands for. She conducted herself as someone who is a hard worker. Vincent gave an example about integrity using one of the many cases she worked on. She encouraged everyone to establish a network and relationship for the future because you might need the assistance of others.

Kendrick asked about intersectionality. She used herself as an example and how her identity intersects with other things. She asked panelists how they navigated intersectional bias in the workplace.

Tew said she entered the industrial chemical manufacturing field, and she realized how monolithic leadership is, they were all white males. Leadership assets everyone's potential to determine how well others lead. People who tested as leaders were white men, they were called drivers. One of her supervisors kept asking her what she did because he did not understand the work she does. Because she has a different management leadership style she was able to lead differently.

Fields said that practices available in her field were typically for older white males who are ready to retire. Being around someone people who are different from her, she decided to have conversations around topics they were interested in to include sports, Military experience, and masculine activities. She did not bring other topics because they would perceive it as "girl stuff." She said she had to make a connection with the co-workers so they would not other her.

Vincent said several issues come to mind, however, she experienced gender and race bias. Vincent is the second female and the first African American chief for the courts, there were



mainly male chiefs and others were accustomed to that. She had to address issues head-on because male chiefs' authority was not questioned. She mentioned biases in the police department and how people question her position as a black woman on the issue. Vincent informed members that District Attorneys attend conferences every year and there are sections on implicit biases that allow judges to be aware of their biases and make sure it does not affect their rulings.

Kendrick asked panelists to talk about lessons learned and how they built confidence and resilience during the cores of their careers.

Fields said Learning and understanding her organization, what is expected of her, the work that needs to be done, understanding the career path she wanted to take helped built her confidence. However, it takes years to build confidence. She learned that as you move up to management positions you should not be best friends with your employees. There is a difference between being friendly and being best friends. Developing resiliency is believing in yourself because people will develop ideas about you, however; being confident in yourself will change that.

Vincent said for every challenge you have you need to be patient with yourself. The more you master what you are trying to learn the better you became at it. She tries not to get stuck in the moment because she is certain it gets better. She tries to stay at peace and have faith in her abilities because being confident and resilient as a woman of color is important.

Tew said to know your values because it gives you strength.

Kendrick asked how has leadership with their jobs changed because of the pandemic and what advice would they give women who lost their jobs and became stay at home moms because of the pandemic

Vincent said not to be afraid to reassess your skillset and re-event yourself to choose a different career.

Field said because she is in the medical field she never stopped working. The lab continued to stay open. As for developing a plan she encouraged women to develop a network to address some of the challenges they faced because of the pandemic.

Tew said she is currently retired however, being a part of AAUW, she works to assist in providing resources to women and kids in the STEM field. They network, partner, and collaborate with others to make this happen.

Kendrick asked if there is a motto or phrase panelist would like to leave with the audience before they conclude the panel.

Fields said her current motto is, it's easier to ask for forgiveness than permission. You're not always going to get permission to follow your dreams.

Tew said her motto has always been Leadership is an art. The leader is servant to follower because obstacles prevent followers from doing their jobs.



Vincent said her current quote is, it's possible to hear what is being said but not listen, to watch but not see, be present yet absent, in such a condition we may miss important messages that are being directed to us. As a judge, it is important that she pays attention and not make a decision that will negatively affect others.

Mary Kendrick thanked the panelist for the work they do and the conversation that took place

Commissioner Mearning thank everyone for their contribution and encourage attendees to participate in other CSW meetings and visit the Facebook page when they have time.

**III Announcements:**

**IV. Absences:**

**V. Adjournment**

**Motion to Adjourn the Meeting**

Motion 1<sup>st</sup>: Commissioner Mearing

Motion 2<sup>nd</sup>: Commissioner Morant

Unanimous approval

Chair Martin adjourned the meeting at 7:30 pm.

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

Chairperson

COMMISSION ON THE STATUS OF WOMEN

\_\_\_\_\_ Date



## Meeting Minutes

May 27, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Martin, Vice-chair Best, Commissioner ChouChan, Magid, Morant, Mearing, Rudd, Woodard,

**Absent:**

**Council Liaison:** Marikay Abuzuaiter,

**HRC Liaison:** Commissioner Polinsky,

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Visitors:** Fatima Diop, Kentia Smith, Satta, Renee ward,

### **I. Call to Order**

Chair Martin called the meeting to order at 6:02 pm.

### **II. Moment of Silent Meditation**

Chair Martin welcomed everyone and called for a moment of silence

### **III. Introduction of Visitors:**

**Guest Speaker:**

#### **Chair Report**

Chair Martin reported that she attended multiple events in the community. Members of the commission are preparing for the equality day breakfast and gathering names for speakers. Martin informed members that a meeting was held with the HRD staff to discuss updates as it relates to the Commission on the Status of Women. Martin informed members present that the commission retreat will be discussed by staff and a vote on the MOU will take place.

#### **Committee reports**

##### **Education and equality**

Commissioner ChouChan reported that the Education committee will conduct a 4 part series about education and the impact of COVID. Members are still in the discussion phases but



meetings have taken place with the HRD staff. She asked members to let the committee know if any speakers are interested in participating.

### **Balance and Health Commissioner**

Commissioner Morant said there was a change in plan regarding the package distribution for Greensboro residents. Morant says the commission should buy gift packages to the Out of the Garden Project with CSW information include.

Members suggested that Shirts for members of CSW can be purchased and the amount left can be used to buy gift packages for the Out of the Garden Project.

### **Motion to purchase the T-shirts and with the current fund and use the rest of the money to purchase gift packages for Out of the Garden**

Motion 1<sup>st</sup> Magid

Motion 2<sup>nd</sup> Rudd

Unanimous agreement

### **Leadership through Service**

Martin Commissioner Mearing spoke about the LeaHerShip event that took place on April 27<sup>th</sup> and the work that was done to coordinate time and speakers. Mearing thanked all Commissioner for their contribution.

### **Staff report**

Jones allowed commissioners to begin thinking about a work plan for the coming fiscal year. All commissioners will participate in the work. Jones provided a presentation discussing the reason Goals and Measures are needed to be identified by commissioners for Fiscal years 21-22. Jones informed members that a retreat will take place on July 14<sup>th</sup> and 15<sup>th</sup> from 6 – 7:30. Members can choose which day they want to attend the retreat. Commission chairs will report out the Goals and Measures for the Commission during the retreat. A discussion was held regarding the virtual meetings currently in place. Jones states that as the number of Covid cases decreases Commissioner can continue to meeting virtually and meet face to face every quarter.

### **VIII Announcements:**

Commissioner Mearing nominated Commissioner Magid as the community representative.

Commissioner Magid announced that she is leaving the Commission on the Status of Women to Join the Zoning Commission. Magid is still interested in continuing work with CSW by way of working as one of the community representatives.

Martin informed members to submit their names if they are interested in serving on some of the role outlined in the MOU



Commissioners discussed the MOU and called for a motion to accept the MOU

Commissioner Woodard introduced herself to include her involvement on campus and organizations she is a part of. Woodard is looking forward to working with the members of CSW

**Motion to accept the final version of the MOU approved by the Legal Department**

Motions 1<sup>st</sup>, Magid

Motion 2<sup>nd</sup> Morant

UnanimQaadirah Seabronus approval

**Absences:**

**Meeting Minutes**

**Motion to Accept March and April Meeting minutes**

Motions 1<sup>st</sup>, Magid

Motion 2<sup>nd</sup> Morant

Accept the meeting minutes

**Motion to Adjourn the Meeting**

Motion 1<sup>st</sup>: Commissioner Morant

Motion 2<sup>nd</sup>: Commissioner Mearing

Unanimous approval

Chair Martin adjourned the meeting at 7:47 pm.

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

Chairperson

COMMISSION ON THE STATUS OF WOMEN

Date



## Meeting Minutes

June 22, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Martin, Commissioners ChouChan, Mearing, Rudd, Woodard, Colonna (pre-orientation)

**Absent:** Commissioners Magid, Morant, Best

**Council Liaison:** Marikay Abuzuaiter, Sharon Hightower

**HRC Liaison:** Commissioners Polinsky and Kollar

**Human Relations Department Staff:** Love Jones, Zaynah Afada

**Visitors:** Fatima Diop, Kentia Smith, Satta Sedi, Renee Ward, Franca Jalloh, Liana Adrong

### I. **Call to Order**

Chair Martin called the meeting to order at 6:02 pm.

### II. **Moment of Silent Meditation**

Chair Martin welcomed everyone and called for a moment of silence.

### III. **Introduction of Visitors:**

**Guest Speaker:**

#### **Chair Report**

Chair Martin reported that on June 12, Guilford County and the City of Greensboro honored the Health Center working on mental health. Met with the leadership team. Spoke with Audrey Moth to discuss hosting a combined CSW organization for the Piedmont Triad to advocate women issues, Chair Martin relayed that information to Jodie Stanley and is waiting for a response. Before moving forward.

Martin informed members that the budget sheet was shared with members of the CSW and asked them to review the information.

Commissioner Mearing will be the Chair for the nominations committee, Martin informed members to reach to Mearing with any questions they might have.

#### **Committee reports**



### **Education and equality**

Commissioner ChouChan reported that the Education Committee had their group meeting on June 9, with Human Rights Staff. The first session of the series will focus on learning loss recovery. The committee wants to include highlights from the results of last year's assessment. The committee is still looking for speakers and if members know any speaker who would an asset to the event should reach out to the education committee.

### **Balance and Health Commissioner**

Chair Martin reported one thousand masks were donated to the Out of the Garden Project, operation backpack. The staff is working on getting the masks delivered.

### **Leadership through Service**

Nothing to report

### **Women in Violence**

Commissioner Rudd Reported on creating employment for young women. She informed members that Porsha Shipmen is retiring and ask if the Commission would like to provide her with a certificate to celebrate her retirement t and acknowledge the service she has provided over the years. Rudd informed members there should be a celebration of the 50th anniversary for the purple Tree lighting to honor women.

Chair Martin asked Jones about providing a certificate to Ms. Shipmen. Jones informed members a motion can be made to preset a certificate.

### **Motioned to present a certificate to Porsha Shipmen regarding the services she provided during the year.**

Motion 1<sup>st</sup> Rudd

Motion 2<sup>nd</sup> Woodard

Unanimous approval

### **Staff report**

Jones informed members of CSW that the goals and measures(Annual Work Plan) are due to Human rights Department staff on June 25<sup>th</sup>. After submitting the work plan staff will continue to work with each body to develop programs that align with the goals and measures.

A reminder was shared about the Human Rights Celebration that will take place on June 30<sup>th</sup> at 6 pm at Barber Park Event Center. The event is to thank all volunteer bodies for their services and contributions, and scholarship awards will be presented to 5 students who graduated from Dudley.

### **VIII Announcements:**





Chair Martin asked all committee chairs to submit a report on the work they have done. The report will be shared with the council on August 1<sup>st</sup>.

Martin discussed the Equality Day Breakfast, an email will be forward to the commissioners for feedback. She listed the names, locations, and backgrounds of speakers that will be invited. The Them is the Futur of Equality is NOW. Chair martin informed members she is open to change.

**Motioned to accept Sheala Robenson as the speaker to the Women's Equality Day Breakfast**

Motion 1<sup>st</sup> Chair Martin

Motion 2<sup>nd</sup> Mearing

Unanimous approval

Chair asked members if they would like to pre-record the event or make it live. Members agree to have the pre-recorded. Martin asked for volunteers to help with logistics.

Jones would like to review the roster for sending certificates of completion with Chair Martin.

Council Woman Abuzuater informed members of Vision Zero to reduce the number of traffic fatalities both pedestrians and automobiles. She is participating in a leadership institute and encourages others to stop using dring accidents because the event could have been prevented by distracted drivers.

**Absences:**

**Meeting Minutes**

**Motion to Accept May Meeting minutes**

Motions 1<sup>st</sup> Mearing

Motion 2<sup>nd</sup> Rudd

Unanimous approval

**Motion to Adjourn the Meeting**

Motion 1<sup>st</sup> Mearing

Motion 2<sup>nd</sup> ChouChan

Unanimous approval



Chair Martin adjourned the meeting at 7:47 pm.

Approved: \_\_\_\_\_ Date  
Chairperson  
COMMISSION ON THE STATUS OF WOMEN



## Meeting Minutes

July 27, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Martin, Vice Chair Best-Brown, Commissioners ChouChan, Mearing, Rudd, Woodard, Colonna, Ruppel

**Absent:**

**Council Liaison:**

**HRC Liaison:**

**Human Relations Department Staff:** Love Jones, Jodie Stanley

**Visitors:** Benjamin Couch

### **I. Call to Order**

Chair Martin called the meeting to order at 6:01 pm.

### **II. Moment of Silent Meditation**

Chair Martin called for a moment of silence.

### **III. Introduction of Visitors:**

Chair Martin welcomed all guests and invited them to check out the commission's website and Facebook page.

### **Chair Report**

Chair Martin shared that she'd attended the inaugural Human Rights Celebration and Morningside Academic Award.

Martin met with Vice Chair Best-Brown and Virginia Summey, one of the community members who would be working with CSW on the Ruth Wicker partnership.

Martin also attended day one of the commission retreat and was excited about collaborating with other commissions on future work. She shared that they were finalizing plans for the Women's Equality Day event.



## **Committee reports**

### **Education and equality**

Commissioner ChouChan reported that the Education Committee had a planning meeting the next day from 2-3 pm, with the first event tentatively scheduled for August. They were still finalizing a list of speakers, but she shared that the focus was on raising awareness about learning loss. She added that it was one of a four-part series.

### **Balance and Health Commissioner**

Commissioner Mearing shared that they had a new team developed including herself and Commissioners Colonna and Woodard. They'd held some preliminary conversations and were excited about getting to work.

### **Women in Violence**

Commissioner Rudd shared that she didn't have anything to report at this time.

### **Leadership through Service**

Chair Martin shared that while the committee didn't have a report, she was excited because the commission overall had some exciting plans for programming and outreach for the coming year.

### **Staff report**

Dr. Jones invited Jodie Stanley to share an update on plans for the Women's Equality Day event. Stanley shared that they would be pre-recording the event on August 4 from 3-4 pm. It was important that all commissioners, or as many as possible, were present. They would first test the sound and make sure that technology was working properly, and then they would run through the entire program as if it was the event itself. The recording would be aired on August 21 at 9 am on Facebook and YouTube.

Jones wrapped up by sharing that it would be important for commissioners to develop a theme for their programming for the coming year. Martin shared that some ideas had been submitted and commissioners would hold additional discussion and come up with a final choice.

## **VIII Announcements:**

Chair Martin asked all committee chairs to submit a report on the work they have done. The report will be shared with the council on August 1<sup>st</sup>.

Martin discussed the Equality Day Breakfast, an email will be forward to the commissioners for feedback. She listed the names, locations, and backgrounds of speakers that will be invited. The Them is the Futur of Equality is NOW. Chair martin informed members she is open to change.



### **Motion to Accept June Meeting minutes**

Motions 1<sup>st</sup>: Mearing

Motion 2<sup>nd</sup>: Rudd

Unanimous approval

Martin invited Mearing to give an update on the nominations process. Mearing started by thanking Chair Martin and Vice Chair Best-Brown for their service and leadership. Mearing shared that Vice Chair Best-Brown had been nominated as chair, and Commissioner ChouChan had been nominated for vice chair. Both accepted the nominations.

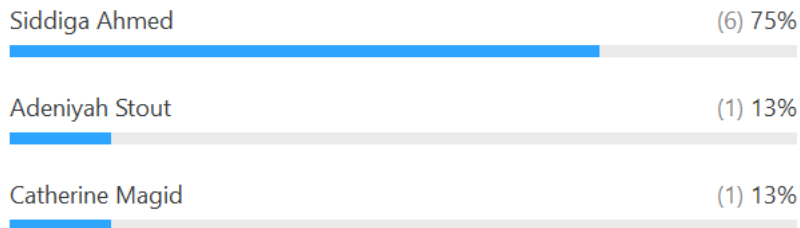
The commission unanimously voted for C'Mille Best-Brown to serve as the chair and for Roslynn ChouChan to serve as the vice chair for 2021-2022.

Chair Martin congratulated the newly elected leaders and offered her support as they took on this role.

Martin moved onto the next order of business, selecting the members who would serve on the Ruth Wicker committee, which would consist of 5 members and operate as a subcommittee of CSW. On May 25, 2021, CSW voted to collaborate with the City of Greensboro Parks and Recreation Department in the honoree selection process for the Ruth Wicker Tribute to Women located at the Barber Park Event Center. The committee would consist of two already determined CSW members, Katredia Martin and Roslyn ChouChan, two already determined original stakeholders, Virginia Summey and Carol Hart, and one community member, as yet undetermined.

Martin asked if there were any questions about the MOU and community member bio's she had circulated previously, or if there were any questions or comments from the group about this matter. No one commented.

Commissioners voted for one of three proposed community members to serve as the 5<sup>th</sup> member. The results of their electronic vote were as follows:



Chair Martin encouraged everyone to ask friends and family to join them on August 21 to watch the recording of the event in celebration of Women’s Equality Day. She invited commissioners to share announcements or final thoughts. Commissioner Mearing asked how many initiatives each subcommittee should plan for the year.

Dr. Jones shared that most subcommittees would do one large program and engage in other activities or outreach efforts. She added a reminder that there were five bodies and one calendar, and it was best to follow up with staff about calendar dates and format to ensure that there was capacity to support.

Mearing asked about funding available to the CSW as a whole and how it was divided up in the subcommittees. Jones shared that the allotment per commission was \$1500, but how they divided it was really up to the commission. Stanley added that use of funds was limited to City policy, and she encouraged commissioners to always talk to staff before they spent any funds, as they couldn’t be compensated for items purchased. Dr. Jones encouraged the commission to identify how they wanted to spend the funds throughout the year.

Chair Martin inquired about the 50+ Forum, whether it was a staple event and how much it cost. Jones shared that the event was held for free in a City venue and most of the event was covered with donations, but food was sometimes purchased. Jones noted that the event relied heavily on donations, and people may or may not feel willing to give as much in the wake of the pandemic. She noted that virtual programming was also a really cost effective way to run programming.

Mearing asked if they were required to host this program, or if the commission could decide to do something different. Stanley offered that while the commission would ultimately decide if they wanted to host a program, the 50+ event was often sought out by community members, many looked forward to it. Jones added that while annual events were important to the commission, it was important to also consider that events could be adapted to fit the needs and goals of the commission, and that subcommittees could host events in addition to the annual events.

Commissioner Rudd thanked Dr. Jones for the clarity, as she was under the impression that her subcommittee could only host the Purple Tree Lighting. Rudd also asked about the t-shirts they’d



ordered. Stanley confirmed that they had been ordered and paid for. She promised to check on the delivery and find out when they could be expected.

Martin shared that the commission was going to honor Porsha Shipman, a local domestic violence awareness advocate, with a certificate recognizing her retirement. She thanked Stanley for assistance in creating the certificate.

Martin recognized council liaison Marikay Abuzuaiter for always supporting their work, though she wasn't able to be present at this meeting.

Martin thanked the commissioners, former, current and newly onboarded, for allowing her to serve as chair. She was proud of the work they'd accomplished during her term as chair, noting outstanding presenters, programs and work they had done over the past year. Commissioners had shown their commitment to the commission through excellent attendance. She looked forward to continuing to work with the Commission and Human Rights staff to accomplish great things, and to continue to work to become what Council envisioned they should be.

Martin invited new Commissioner Colonna to introduce herself. Colonna shared that she'd lived in Greensboro her whole life, having achieved a degree in Nursing, a master's in Women's Studies, and a PhD at UNCG. Her dissertation work was done around teaching social justice. She was currently teaching at UNCG.

Martin invited new Commissioner Ruppel to introduce herself. Ruppel started at UNCG, went to New York, and returned to Greensboro. She currently supported the work of nonprofits, mentioning the Future Fund specifically. She expressed a desire to move back to Greensboro because it has so much potential. People get involved, they were welcoming, and she wanted to join this community and the commission.

Rudd thanked Martin for her leadership, passion, excellence, and communication.

Martin asked if anyone else had comments. Visitor Benjamin Couch shared admiration for Chair Martin's leadership, especially during a pandemic. He noted that he was new to Greensboro and hoped to attend future meetings and support the work of the commission.

ChouChan thanked commissioners for voting her in to the position of Vice Chair, and encouraged everyone to look for more information about the education outreach series.



**Motion to Adjourn**

Motion 1<sup>st</sup> Mearing

Motion 2<sup>nd</sup> Rudd

Unanimous approval

Chair Martin adjourned the meeting at 7:09 pm.

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

Chairperson

COMMISSION ON THE STATUS OF WOMEN

\_\_\_\_\_

Date





## Meeting Minutes

August 24, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Best-Brown, Vice Chair ChouChan, Commissioners Mearing, Rudd, Ruppel, Martin

**Absent:** Colonna, Woodard

**Council Liaison:** Marikay Abuzuaiter

**HRC Liaison:**

**Human Relations Department Staff:** Jodie Stanley

**Visitors:**

### **I. Call to Order**

Chair Best-Brown called the meeting to order at 6:02 pm.

### **II. Moment of Silent Meditation**

Chair Best-Brown called for a moment of silence.

### **III. Introduction of Visitors:**

Chair Best-Brown noted that there weren't any visitors in attendance.

### **Chair Report**

Chair Best-Brown shared that she'd participated in the Women's Equality Day Event and the education planning processes. She invited Commissioner ChouChan to update the group on their planning meeting.

### **Committee reports**

#### **Education and equality**

Commissioner ChouChan shared that the first of their series was entitled Learning Loss and Recovery. They had 5 panelists that would be sharing, they were still awaiting confirmation from some of the panelists. She shared that the committee agreed that it would be impactful to host the first session at the next CSW meeting on September 28. Chair Best-Brown shared that she didn't



have any objections, and no one else shared objections. ChouChan thanked the group, invited them to join the session and share the event with others.

### **Balance and Health Committee**

Commissioner Mearing echoed that it was an incredibly equality day event, she'd been very moved by the stats provided and thanked everyone for their participation. She asked ChouChan if there was a Facebook event that she could share for the upcoming education event. Stanley shared that the date needed to be confirmed, and as it was now confirmed, marketing materials would be developed.

Mearing shared that the Balance and Health Committee was committed to first gathering information about what women really cared about, policies that should be reviewed, and what their experience was like living in Greensboro. Their hope was that this would be a launching point for future efforts. She noted that the committee didn't have a strong idea about funds needed, but they would potentially need some to really be effective in their information gathering process. Their goal was to gather information and develop a report that was useful for many areas, including Balance and Health. They were also committed to supporting other efforts.

Chair Best-Brown asked if survey results would result in an outreach program this year, or the year following. Mearing replied that the survey results would really determine next steps, that it would serve as a light, a starting point to give them guidance about how to make changes, likely in the following year.

### **Women in Violence**

Commissioner Rudd agreed that the Women's Equality Day event was amazing, noting the calls to action, and the concept that male allies were needed.

She was working on the Purple Tree Lighting for October 4. She shared that she wanted to recognize Porsha Shipman with an award at some point during the program. She wanted to have the call to action from Stephanie Mardis, a Captain with the Greensboro Police Department, and joint messages from Council Members Goldie Wells and Marikay Abuzuaiter. She also wanted Porsha Shipman to speak during the event.

She was working with the Women's Resource Center and invited commissioners to visit them and check out their array of services.

Chair Best-Brown asked about the Delta variant and whether plans to attend in person might change. Rudd shared that yes, they were waiting from leadership to hear if they could host the event in person. They could set chairs 6 feet apart and take the same safety measures they took last year. Stanley added that she had set up the same limited registration process they'd used the previous year, sharing that it may change as leadership provided guidance. Stanley asked about the timing, whether it was 6 or 6:30. Rudd confirmed that the time was 6:30 pm, adding that all speakers were confirmed.

### **Leadership through Service**



Commissioner Martin shared her thoughts that the Women's Equality Day event was very successful, she thanked all that participated and staff for supporting. She shared her hopes that Leadership Through Service was looking at some different ideas and she expected to have more to share at the

### **Staff report**

Jodie Stanley offered reminders about the Delta variant, noting that masks were required in City buildings, and that they were now required across Guilford County. She also asked commissioners to please set up meetings with staff if they planned to conduct outreach in the near future. She thanked commissioners for being proactive,

### **VIII Announcements:**

#### **Motion to Accept July Meeting minutes**

Motions 1<sup>st</sup>: Mearing

Motion 2<sup>nd</sup>: Rudd

Unanimous approval

Best-Brown shared that the upcoming education program on September 28 was the only program she knew of that was upcoming. She asked if anyone else had any announcements or upcoming events to share.

Absences: Colonna and Woodard

Council Member Marikay Abuzuaiter shared that as of the previous Sunday evening, most of the Covid patients in the hospital were unvaccinated. Of the 20 vented patients, 19 were unvaccinated. People were still saying they didn't really need to get the vaccine, but the stats showed the value of getting the vaccine. She encouraged commissioners to really try to convince people to get vaccinated.

She also shared that on September 10-12 the NC Folk Festival was taking place downtown, including a stair climb by firefighters

She also shared that the Women's Equality Day event was incredible, she really enjoyed watching it the second time around. She thanked staff and all participants for their hard work on the project.

Rudd asked for an update on the polos they'd ordered, and also requested CSW cards that they could use to hand out. Stanley shared that the polos had finally arrived and were in the office,



unfortunately they could not be mailed. She noted that Mondays were the best day to come in the office to pick them up. She shared that CSW had business cards and they were a great tool for commissioners to raise awareness about the work of the commission. Martin stated that she'd received a stack during orientation, while others shared they had not received any in their more recent orientations. Best-Brown asked if a QR code could be added to the business cards. Stanley shared that she would ask about cards as well as a QR code.

**Motion to Adjourn**

Motion 1<sup>st</sup> Rudd

Motion 2<sup>nd</sup> Martin

Unanimous approval

Chair Brown adjourned the meeting at 6:39 pm.

Approved: \_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Date

COMMISSION ON THE STATUS OF WOMEN



Meeting Minutes  
September 28, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Chair Best-Brown, Vice Chair ChouChan, Commissioners Mearing, Rudd, Ruppel, Martin, Colonna

**Absent:** Commissioner Woodard

**Council Liaison:** Marikay Abuzuaiter

**HRC Liaison:**

**Human Relations Department Staff:** Jodie Stanley

**Visitors:**

**I. Call to Order**

Chair Best-Brown called the meeting to order at 6:01 pm.

**II. Moment of Silent Meditation**

Chair Best-Brown called for a moment of silence.

**III. Introduction of Visitors:**

Chair Best-Brown welcomed all visitors in attendance for the September 28 program.

**Chair Report**

Chair Best-Brown shared that the domestic violence event was coming up in October and invited all to participate. She asked if commissioners and committee chairs had anything urgent to share regarding their committee work. No one shared so she handed the program over to Commissioner ChouChan, who announced that Jodie Stanley would be moderating the Learning Loss program.

Stanley introduced Chief Academic Officer Whitney Oakley with Guilford County Schools. Oakley shared a presentation containing a great deal of information regarding schooling during the pandemic in Guilford County, offering specifics about how particular populations were impacted. Several asked questions after the presentation, including how teachers were impacted and supported, summer programming, and partnership with UNCG and High Point University to providing tutoring for students. Dr. Love Jones asked for clarity about how they were supporting



graduating high school students with writing skills. Oakley shared that writing labs were being developed to address that very need outside of regular school hours. Oakley went on to share a number of programs GCS

Stanley introduced next speakers Marcos Machado, a parent who worked from home and supported his young children with online schooling throughout the pandemic, Jimena Ortiz was the chair of the Greensboro Youth Council and a GCS high school student, Tammy White, 2019 Guilford County School Teacher of the Year, and Dr. Kimberly Steinke, Guilford County Schools Assistant Superintendent of Exceptional Children. Machado reported a very positive experience, noting the extra effort he had to put in to support his children. Ortiz shared that her experience was mixed – difficult in some ways, and positive in others. Her friendships were impacted and online schooling certainly had its challenges. White shared several positive moments that she celebrated, also noting that she and many of her colleagues and students were exhausted. Teachers and students needed emotional support. Dr. Steinke was proud of her team’s work in supporting parents throughout the pandemic.

Several attendees reflected gratitude for the speakers who shared. Stanley closed out the program by thanking the speakers for sharing their stories, and to the audience for coming to the program to listen and contribute.

Stanley handed the program back to the Commissioners to conclude with their items of business.

Chair Best Brown shared her gratitude again for the many dedicated staff and teachers who were working tirelessly to support children in learning through the pandemic.

### **Motion to Accept August Meeting minutes**

Motions 1<sup>st</sup>, Rudd

Motion 2<sup>nd</sup> Mearing

Unanimous approval

Chair Best-Brown shared that the Purple Tree Lighting was coming up in a few days and asked if Commissioner Tifanie Rudd had anything else to share. Rudd noted that she hadn’t been able to reach her keynote speaker Porsha Shipman, that she had a back up speaker. Stanley shared that she had sent out the flyer twice, the press release had gone out, and about 30 people had registered for the event. Stanley also shared that replacement bulbs were installed and functioning now.

Rudd also shared that she planned to partner with the Women’s Resource Center to develop a focus group that was tasked with gathering teens and women to address domestic violence awareness.



Commissioner Sarah Colonna shared that she had been working closely with Commissioner Skylar Mearing to develop a survey to assess the experiences of women in Greensboro. They planned to present to all of the different Human Rights commissions to seek out their help and guidance.

**Motion to Adjourn**

Motion 1<sup>st</sup> Colonna

Motion 2<sup>nd</sup> Mearing

Unanimous approval

Chair Brown adjourned the meeting at 7:41 pm.

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

Chairperson

COMMISSION ON THE STATUS OF WOMEN

\_\_\_\_\_

Date



## Meeting Minutes

October 26, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair Katredia Martin presiding.

**Present:** Vice Chair ChouChan, Commissioners Mearing, Rudd, Ruppel, Martin, Colonna, Woodard

**Absent:** Chair Best-Brown

**Council Liaison:** Marikay Abuzuaiter (not in attendance)

**HRC Liaison:**

**Human Relations Department Staff:** Jodie Stanley

**Visitors:**

### **I. Call to Order**

Vice Chair ChouChan called the meeting to order at 6:10 pm.

### **II. Moment of Silent Meditation**

Vice Chair ChouChan called for a moment of silence.

### **III. Introduction of Visitors:**

Vice Chair ChouChan welcomed all, noting that there were no visitors.

### **Chair Report**

Vice Chair ChouChan invited all interested in supporting the second session of the education series to let her know, planning would begin soon.

### **Education Committee Report**

Commissioner Tifanie Rudd thanked all for their support with the Purple Tree Lighting. She also noted that she was working with the Women's Resource Center on a team project to develop outreach methods to raise awareness about domestic violence.





### **Balance and Health**

Commissioner Skylar Mearing shared that she heard from a woman named Ms. Redfern, an aerobics instructor, and she was interested in offering free classes for seniors at her facility. If anyone was interested in following up on that opportunity, she invited them to reach out to her so that she could connect them to Ms. Redfern.

Mearing championed her Balance and Health team members Sarah Colonna and Morgan Woodard, noting that Roslyn ChouChan had also offered her services to assist. She thanked them all for their hard work on the survey project, noting a number of community partnerships that were excited to support, such as Partners Ending Homeless, Reading Connections, and Guilford Green.

Mearing invited Colonna to share more information about their survey development. Colonna shared that essentially the survey was designed to gather information about the experiences of women in Greensboro and hopefully use the data to identify needs that still need to be met. They hoped to reach across age and race, immigration status and more to ensure that the feedback was an accurate reflection of all women in Greensboro. They would focus on categories like health, safety, access, career, security, and more.

They shared that their timeline goal was to have a draft by December, adding that once the draft was completed, they would be inviting feedback from commissioners regarding blind spots and gaps. They hoped to distribute the survey January through February of 2022, and to conduct analysis of the data by June of 2022.

Mearing thanked all for their support and contributions. She thanked Jodie Stanley for support with laying the groundwork and marketing.

### **Leadership Through Service**

Commissioner Martin shared that she had not yet started making firm plans yet. She had considered hosting another leadership forum like the one the previous year. She asked Stanley to set up a meeting with Dr. Jones to further discuss the Ruth Wicker committee work.

### **Staff Report**

Stanley shared that they were in the last stages of hiring a commission administrator who be offering support to all commissions, likely in the coming month.

Correction to meeting minutes: Jodee Ruppel noted that she was not in attendance at the September meeting.

### **Motion to Accept September Meeting Minutes as Amended**

Motions 1 Mearing

Motion 2 Colonna

Unanimous approval



Vice Chair ChouChan asked if anyone had any additional announcements to share with the group.

**Motion to Adjourn**

Motion 1 Colonna

Motion 2 Rudd

Unanimous approval

Vice Chair ChouChan adjourned the meeting at 6:49 pm.

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

Chairperson

COMMISSION ON THE STATUS OF WOMEN

\_\_\_\_\_ Date



## Meeting Minutes

November 23, 2021

The Commission on the Status of Women (CSW) convened for its regular monthly meeting at 6:00 pm on the above date on a Zoom Conference call with Chair C'Mille Best Brown presiding.

**Present:** Chair Best-Brown, Vice Chair ChouChan, Commissioners Mearing, Martin, Colonna, Woodard

**Absent:** Commissioners Rudd and Ruppel

**Council Liaison:** Marikay Abuzuaiter

**HRC Liaison:**

**Human Relations Department Staff:** Jodie Stanley

**Visitors:** Councilmember Sharon Hightower, Assistant City Manager Kim Sowell

### **I. Call to Order**

Chair Best-Brown called the meeting to order at 6:01 pm.

### **II. Moment of Silent Meditation**

Chair Best-Brown called for a moment of silence.

### **III. Introduction of Visitors:**

Chair Best-Brown welcomed all, noting that there were no visitors.

### **Chair Report**

Chair Best-Brown thanked all for their hard work this past year, especially those who initiated programming or assisted with programming. She noted that there was interest from a community member about someone who was interested in joining the commission, so they may see a new member soon.

### **Education Committee Report**

Commissioner ChouChan noted that the committee did not have any additional programming left for this year, but planned to move forward with the series in 2022.



### **Balance and Health**

Commissioner Skylar Mearing offered an update on the survey development process. They had interviewed for interns who would assist with the rollout in the Spring. Commissioner Sarah Colonna shared that one was an undergrad and one was a graduate student and she would be supervising them through her position at UNCG. Mearing shared that the survey would be open from February through March of 2022. It would be translated into Spanish, French and Arabic, and would be online and in print. Mearing shared their list of partners including all Human Rights commissions, Senior Resources of Guilford, Women's Resource Center, Reading Connections, noting that she planned to reach out to NCCJ and other partners in the coming weeks. Many partners had expressed excitement about partnering and looked forward to seeing the results of the survey. Mearing shared the flyer design and marketing strategies, including email distribution lists, social media, newsletter, downtown digital displays and more.

Sue Polinsky asked how they put the survey questions together. Colonna shared that she had a background in qualitative research and had worked with others on campus at UNCG to develop the questions. Polinsky asked how long it would take to take the survey, and Mearing responded that it should take about 10 minutes. Polinsky noted that Arabic was read right to left and Mearing responded that she had looked into adapting SurveyMonkey. Polinsky noted that the City IT Department had assisted with tablets if they could find an event to take the tablets to for voting purposes.

Mearing added that once the data was gathered, they would spend several months analyzing the data and developing a comprehensive report based on the information. It would likely be August before the full report was presented.

Best-Brown asked if the printed copies would be mailed out. Mearing responded that certain partners were requesting printed copies for their individual purposes. Colonna noted that the big push would be digital, but it was important for some individuals to have access to a paper copy.

### **Women and Violence**

Commissioner Tifanie Rudd was not in attendance.

### **Leadership Through Service**

Commissioner Martin shared that she did not have anything to report.

### **Staff Report**

Dr. Love Jones shared that she was delighted to hear about all of the incredible work commissioners were doing from programmatic efforts to the development of the survey and thanked staff for supporting efforts. Dr. Jones highlighted the incredible way the commissioners engaged so many bodies, sharing their contagious excitement about this project.



Dr. Jones noted that they were at the conclusion of the first half of the fiscal year. There would be a report provided to Council on the activity of commissions, and a draft would be sent to commissioners first for review and approval.

Dr. Jones encouraged all to touch base with staff if they had plans to develop programming the coming year.

Dr. Jones welcomed Assistant City Manager Kim Sowell to the meeting. Sowell shared that she was simply in attendance to say thank you and to show her support for the work of the commission.

Dr. Jones shared that the department had a longstanding relationship with Josephus Thompson, a well-known spoken word poet in Greensboro. They were partnering on a human rights and civic engagement project where students would come into contact with commissioners and people doing civil rights work and develop and perform poetry based on what they learned. They had a special interest in the experiences of women in Greensboro so she encouraged CSW to stay tuned for more on this project.

Chair Best-Brown noted that the date needed to be corrected, it reflected the September date, not October. Commissioner Martin pointed out an error where it said “Chair Martin presiding.”

### **Motion to Accept October Meeting Minutes as Amended**

Motion 1 Martin

Motion 2 Colonna

Unanimous approval

Chair Best-Brown welcomed Council Member Sharon Hightower and asked if she wanted to share any words. Hightower shared that she was in attendance to support and thanked all for their hard work.

### **Motion to Cancel December Meeting**

Motion 1 Mearing

Motion 2 Martin

Unanimous approval



Polinsky shared that the Human Rights Commission was hosting a series entitled “Let’s Talk Law.” The first in the series was November 4 and was focused on expungements. The second

**Motion to Adjourn**

Motion 1 Mearing

Motion 2 Martin

Unanimous approval

Chair Best-Brown adjourned the meeting at 6:43 pm.

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

Chairperson

COMMISSION ON THE STATUS OF WOMEN

\_\_\_\_\_ Date