

Women's Rights and Concern Committee Meeting Minutes

Spring Delegates Assembly

April 4, 2025

Crowne Plaza – Albany, NY

8:45 – 10:15 am

Present: Alfarano, Babic, Finkelstein, Goldman, Goodman, Gulde, Hernandez, Hope, Lafond, Mefferd Kelty, Petkovsek, Stewart-White

Absent: Abramovsky, Austin, Baker, Battaglia, Crombie-Borgos, Debase, Dipasquale, Gropper, Huettemann, Janik, Johnson, Karl, Landy, Lawhorne, Manning, Meyerowitz, Moslehi, Nevone-Deblanco, Pawagi, Quirke, Rombo, Rourke, Schaffer, Wambui, Wolfskill, Yates

Also Present: Lembo, Dushko, Miller

Call to Order 8:45 am

- I. Updates from Chair/Co-Chair Meeting
 - a. All board members currently serving on the WRCC will need to send an email to Fred Kowal (fkowal@uupmail.org) and cc Annessa Babic (ababic@uupmail.org) by Mid-May to confirm if they would like to continue to serve on the board in the next term, 2025-2027.
- II. Women's Committees Continual Mission and Purpose
 - a. Community Agreement
 - i. How we conduct ourselves as a community in a working environment. Need to further investigate goals and a purpose to strive for engagement.
 - ii. Visibility is vital to the mission. As a result, attempting to create and display posters and utilizing a button maker. We will need to continue to think about how to further engage with a wider audience and attract the next generation.
 - iii. Action: Send a copy of the recent digital poster made to the listserv.
- III. Plans for action (re)building from within
 - a. Website Content

- i. The committee has an opportunity to showcase the group's mission and purpose through the UUP website. The committee would be responsible for maintaining and creating content for this purpose.
 - ii. Finkelstein expressed interest in managing website content
 - iii. Possible topics for website content, include:
 - iv. Educate ERA and what it is
 - v. State Constitution Policies
 - vi. Reproductive Rights
 - vii. Fairness in Pay
 - viii. Workplace Harassment/Conditions
 - ix. Workplace Culture
 - x. Workplace Environment
 - xi. Contracts
 - xii. Workplace Relationships (i.e. Manager v. Worker)
 - xiii. Communicating Among Peers
 - xiv. Procreating Change
 - xv. Pictures of Engagement/Skits
- b. ERA and other causes

IV. Imagery and Naming

- a. Discussed the benefits and concerns of a name change to encourage visibility to gain more members.
- b. Stephanie Petkovsek **MOTIONED** to change the committee's name from "Women's Rights and Concerns Committee" to the new name, "UUP Women's Action Committee".
- c. Stacey Finkelstein **SECONDED** this motion.
- d. **VOTED:** 8 Yes, 2 No.
- e. **ADOPTED.**

V. Continuing with Committee

- a. Looking to have a couple meetings over Zoom each semester, and once in the summer.
- b. Chapter Women's Committees
 - i. Looking to hear from other Chapters regarding their Women's Committees status and struggles they are currently experiencing.
 - ii. This can be brought to future meetings and/or the listserv

VI. Retreats

- a. We did have a retreat last spring.

- b. Looking into the possibility of another in-person retreat this year. This is dependent on board members committing to the retreat.
- c. It would be beneficial to host a Workshop/Roundtable discussion re. gender studies/DEI

Petkovsek MOTIONED to adjourn the meeting, Hope SECONDED to adjourn.

Meeting adjourned at 10:15 am.

Respectfully submitted,



Nicole Alfarano

Co-Chair, Women's Rights and Concerns Committee