



Monthly Women's Commission Meeting

March 9, 2022

Minutes

Attendees: Sandy, Barbara, , Rhonda

Staff: Kimberly, Emily

Programing Updates

- March daily Facebook posts on Cambridge women's history are going well and there has been a 400% increase in page engagement with the daily postings.
- Kimberly attended Lori Landers' weekly Cambridge zoom call – this weeks was a focus on women's organizations for women. The presenters:
Cassandra Ling, Interim Executive Director, [YWCA Cambridge](#)
Meredith Curren, Co-Founder, [Troublemakers](#)
Mary Ciampa, Founder of [WomenX](#)
Tiffany Bullock, Pathways Fellowship Director, [WomenX](#)
Tiffany Wong, Member of [WomenX](#) and Creator of a [daily doodle of women creating change](#)
Maria Jobin Leeds, Founder, [Maria's List](#) (she will also talk about [Women's Pipeline for Change](#))
Diana Hwang, Founder/Executive Director, [Asian American Women's Political Initiative](#)
- Greater Boston International Women's Day Committee presented **Unpacking the Shecession: Reimagining a new workforce for a new world**, on March 8th, 2022. There were over 150 participants on the Zoom call. Panelists included Karen Holmes Ward in conversation with Natalicia Tracy, Diana Namumbejja Abwoye, Jade Rodrigues, and Monique Tu Nguyen.
- The Women's Commission is in the early stages of planning a community event with the Longy School of Music. Two graduate students reached out to Emily to begin planning a spring event.

Sandy suggested that it would be a meaningful opportunity to bring her CLC students to a concert and said that she could coordinate for other teachers to bring their classes for the same evening as well. We could also coordinate with the Cambridge Senior Center and the Cambridge Community Art Center, which would also connect with the Black and brown communities of Cambridge, particularly women.

All agreed that a significant lecture recital would include pieces by "BIPOC and immigrant composers" and hopefully some performers, with a focus on women.

Update on Hybrid Work Policy

Kimberly is working with the city to plan a "brown bag" lunchtime zoom on women's experience working during the pandemic. Also, what we may have learned about what enhances the well-being of women in the workplace.

Currently, the city is still working on a new policy that includes hybrid work options. To recruit and retain quality employees, the city needs to have a policy in place.

Working Agreements

The Commission agreed that the Working Agreements need to be edited by commissioners on their own time and that group editing is not preferred at this time. Edits to the following DRAFT working agreements will be due April 11, 2022.

- 1.) Be Aware of Privilege and Power. Be aware of how you use your privilege and how it influences your truths in the world.
- 2.) Be Open to Learning and Growing. Show what you're learning, not what you already know.
- 3.) Be Direct. Keep relationships open and honest. Share your thoughts or opinions during meetings rather than before or after.
- 4.) Be Reliable. Do what you say you'll do. Stay aware of your competencies and limitations so you don't over promise and can deliver on commitments you make.
- 5.) Be Accountable. Own your mistakes, apologize, make amends, and grow.

<https://docs.google.com/document/d/1qlcrPlkF1werkjOcpizcZubW6S4THWVTj17qxzqnhJs/edit>