

Alexandria Commission for Women
Annual Retreat Notes
August 6, 2016

Commission for Women Members:

<u>E</u> Holly Beville	<u>E</u> Tarina Keene
<u>P</u> Alicia Daly	<u>E</u> Camille Leverett
<u>P</u> Teisha Garrett	<u>P</u> Anuja Miner
<u>E</u> Jacinta Greene	<u>P</u> Brian Morreale
<u>P</u> Amy Jackson	<u>P</u> PJ Palmer Johnson
<u>P</u> Elizabeth “Liz” Johnson	<u>E</u> Maribel Ramos
<u>P</u> Monika Jones	<u>E</u> William (Bill) Smith
<u>P</u> Thao Nguyen	

Friends of the Commission for Women:

<u>P</u> Diane Crawford Batt	<u>P</u> Susan Kellom
<u>P</u> Charniele Herring	<u>P</u> Pat Miller

Guests:

<u>P</u> Shashuana Littlejohn (Facilitator)	<u>P</u> Bernie Caton, Legislative Director
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Staff:

<u>P</u> Kate Garvey	<u>P</u> Deborah Warren
<u>P</u> Debbie Evans	<u>P</u> Ellen Lamm

Coat of Arms – Icebreaker Exercise

- The facilitator led the group through the Coat of Arms Exercise which encouraged everyone to draw the below:
 - A time when performing at peak performance
 - Something no one knows about you
 - What you like to do in your spare time
 - What are you really good at?
 - Something that epitomizes your personal motto

History and Timeline

- Monika discussed history of CFW
 - 1970s: Ad Hoc Committee on the Status of Women formed
 - 1980s: Battered Women’s Shelter opens, first Woman to Woman Awards, and Office of Women formed
 - 1990s: Office on Women placed in the Department of Human Relations, Take Our Daughters and Sons to Work Day established, Breast Cancer Walk also established
 - 2000s: Office on Women became its own Department, Friends of CFW established
 - 2010s: Department of Community and Human Services established
 - *Refer to the Commission for Women History Timeline for more details*

CFW Overview:

- Commissioners serve for 3 years or less if fulfilling an expiring term
- Some commissioners serve as liaisons to other commissions
 - Human Rights Commission
 - Commission on Aging
 - Commission on HIV/AIDS
- Three members from Commission also sit on the Friends of the Commission board
- Commissioners discussed FOIA and electronic communication between commissioners
- Monika informed the group that CFW meeting minutes and agendas are available online

2016-2017 Goals

- Monika reviewed her goals for the 2016-2017 Commission year and asked Commissioners and Friends to think of 1-2 goals they have for the year, to be discussed at the September Commission meeting:
 - Develop a path to make a measurable impact on women and girls in Alexandria
 - Ensure robust planning and implementation of Commission events
 - Limit major event programming hosted by the Commission to the below and re-evaluate programming following the findings of the Status of Women and Girls data analysis and report
 - Salute to Women Awards Program
 - Take Our Daughters and Sons to Work Day
 - Women's History Tour
 - Improve Commission morale
 - Increase collaboration with community stakeholders and establish partnerships
- Monika also requested that each commissioner serve on at least one CFW committee

Status of Women and Girls Report

- Miranda Branch is leading the data collection, analysis and drafting of the report
- The report focuses on five indicators: health and well-being, safety, opportunity, leadership, and stability
- Common trends have been identified through research, data collection and interviews, those include:
 - Access to Affordable Housing
 - Access to language services
 - Employment and skills training (how to interact in a work environment)
 - Knowledge of available services
- *Refer to the Retreat PowerPoint presentation for more details*

Salute to Women Taskforce Update

- Alicia provided an update on the joint taskforce between Commissioners and Friends to review and discuss the purpose and intent of the Annual Salute to Women Award Program and determine if it will be a fundraiser. The taskforce is planning its next meeting in August and is requesting additional volunteers

Legislative Proposals

- Mr. Bernie Caton provided an overview of the City’s legislative process and answered questions for attendees regarding the upcoming General Assembly session.

Team Building Activity

<p>Rules of Engagement for team activities:</p> <ul style="list-style-type: none">• Have Fun• Not everyone will play the role of leader and that’s OK• Equality, Fraternity, and Acceptance• Everyone has the right to contribute<ul style="list-style-type: none">▪ All ideas are beneficial▪ Everyone has a voice <p>Respectful Communicators:</p> <ul style="list-style-type: none">▪ Listening and Speaking <p>Bring your best work ethic</p>	<p>Best Practices/ Norms:</p> <ul style="list-style-type: none">• Honest dialogue• Constructive focus• Ask for help• Demonstrate respect• Everyone has a role• Regular meetings or Periodic updates• Space for all ideas to be heard• Give everyone a chance to speak or not speak• Be caring of one another
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<p>Concerns:</p> <ul style="list-style-type: none">• Having clear understanding of goals• Agreement/ Consensus• Concern of offending others• Trust• Not being heard• Not being open to different ideas<ul style="list-style-type: none">○ (Mind already made up)• Being authentic• Realistic Expectations• Ideas that do not align with mission/ vision• Unequal Commitment and Reward	<p>Expectations</p> <ul style="list-style-type: none">• Everyone contributes• Shared goals and responsibilities• Celebrate successes• Respect for one another• Mutual Support
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