

**CITY OF NORWALK  
COMMISSION ON THE STATUS OF WOMEN  
REGULAR MEETING  
VIA TELECONFERENCE  
MARCH 21, 2022**

**ATTENDANCE:** Anna Keegan, Chair; Sharon Beanante, Chantal Coffy;  
Claudia Wermer Conner, Sarah Rendon Garcia,  
Shannon O’Toole Giandurco; Jasmine Prezzie; Kristina Testa-Buzzee;  
Ivonne Zucco; Iliana Zuniga

**CALL TO ORDER**

Ms. Keegan called the meeting to order at 7:20 p.m., acknowledged the above members in attendance, (as appeared on the Zoom meeting screen), and stated that a quorum was present.

**PUBLIC PARTICIPATION**

Ms. Keegan thanked I.T. for tech assistance with the zoom meeting, and apologized for the delay with the start of the meeting.

There was no one in attendance to comment, and no emails were received for Public Comments.

**ACCEPTANCE OF MINUTES**

February 16, 2022 – Regular Meeting

Ms. Wermer Connor asked that the spelling of her last name be corrected under Attendance and throughout the minutes from Conner to Connor.

- \*\* **MS. BEANANTE MOVED TO ACCEPT THE MINUTES OF MEETING OF NOVEMBER 15, 2021 AS AMENDED WITH CORRECTIONS AS NOTED.**
- \*\* **MS. ZUNIGA SECONDED THE MOTION.**
- \*\* **THE MOTION PASSED UNANIMOUSLY.**

## **Old Business**

### Report of Bylaws Committee

Ms. Connor presented the draft of Bylaws as included in the agenda packet. She noted the highlighted areas includes wording that the committee is suggesting to include ‘girls and other marginalized genders’. There was discussion on the wording and members each contributed their suggestions as noted below.

### Discussion and Motions on Bylaws

Ms. Zuniga suggested that the wording be such that includes Nonbinary or nonconforming gender diverse, as this falls under the transgender umbrella, and she noted may thus fall under a marginalized group as well.

Ms. Testa-Buzzee suggested using the term Intersectionality and noted that his term refers to the overlap of social categorizations or identities, which exist in an individual or group of people that can contribute to discrimination or disadvantage.

Ms. Coffy commented on her discomfort with the use of terms that are somewhat rough and the usage is awkward to interpret. She explained that language is imperfect, so it’s important to trust and respect the words that all people use to describe marginalized groups so as not to offend a particular group.

Ms. Keegan noted that there are acceptable terms that can be used in regards to gender for non-conforming groups included the marginalized definition that can have a significant impact and the vocabulary continues to evolve, and there is not universal agreement about the definitions of many terms such as intersection or overlap.

Ms. Beanante suggested that the wording be such that includes intersectionality and explained that nonbinary may be used interchangeably with terms like gender nonconforming gender diverse, falling under the intersection umbrella, and may thus fall under marginalized groups as well.

The discussion continued on each section of the draft bylaws including purpose, membership, structure, responsibilities, nominating procedure, rules of procedure, agenda setting.

Ms. O’Toole Giandurco spoke about the process of agenda items and her experience serving on other Commissions. Ms. Keegan replied that we needed to follow FOI rules and regulations with posted agendas and meetings that are always covered with minutes.

There was recommended wording posted on the shared screen and further discussion ensued on the wording of each section of the proposed bylaws. It was agreed that the By-Laws Committee would update the wording and re-submit the bylaws for distribution and the record at the next meeting.

- \*\* MS. BEANANTE MOVED TO ADOPT THE BYLAWS AS AMENDED WITH ADDITIONS AND CORRECTIONS AS NOTED.**
- \*\* MS. ZUNIGA SECONDED THE MOTION.**
- \*\* THE MOTION PASSED UNANIMOUSLY.**

## New Business

### Discussion and Motions on Commission Priorities

Ms. Keegan noted that this item was covered mostly with the items reviewed in the Bylaws. She asked for further input on the priorities, and it was suggested that this be discussed further in depth at the next meeting following the committee reports.

Ms. Beanante offered the following list of priorities and noted that she had been working on this as a key starting initiative:

1. Develop a survey to solicit input from organization and community feedback, somewhat of a need assessment.
2. Diversification of City Boards and Commissions. It was noted that there is data available on how to do this.
3. Explore funding opportunities, seek local and site grants, get a line on the City budget and staff resources for support.

There was discussion on adding areas of workforce assessment on FMLA and parenting incentives, childcare support, and accessing gender demographic information in the community and area workforce.

Ms. Keegan suggested that rather than voting on the establishment of these priorities, to first create sub-committees with the charge to address these areas. She added that this would be discussed further in depth by the committees that are formed, and reports would be provided with specific recommendations or initiatives.

### Discussion and Motions on Commission Committees

Ms. O'Toole Giandurco spoke about the process of compliance with City Ordinances relative to this Commission. She noted that the sub-committee will review the current ordinance and bring recommended changes to the next meeting agenda

Ms. Keegan suggested members show hands to express an interest in serving on a committee.

After discussion of the committees, Ms. Keegan asked for motions to create the following committees: Survey (changed to Research); Equity (change to Diversification) Nominating; Gender Review.

- \*\* MS. RENDON GARCIA MOVED TO ESTABLISH A RESEARCH COMMITTEE AND TO CALL FOR INTERESTED MEMBERS TO JOIN BY SHOW OF HANDS.**
- \*\* MS. ZUNIGA SECONDED THE MOTION.**
- \*\* THE MOTION PASSED UNANIMOUSLY.**

The following members volunteered to serve on the Research Committee:  
Chantal Coffy, Claudia Wermer Conner, Sarah Rendon Garcia, Iliana Zuniga

Ms. Keegan called for an approval vote for the above members to serve on the Research Committee

- \*\* THE VOTE WAS UNANIMOUS.**

- \*\* MS. RENDON GARCIA MOVED TO ESTABLISH AN EQUITY DIVERSIFICATION COMMITTEE AND TO CALL FOR INTERESTED MEMBERS TO JOIN BY SHOW OF HANDS.**
- \*\* MS. ZUNIGA SECONDED THE MOTION.**
- \*\* THE MOTION PASSED UNANIMOUSLY.**

The following members volunteered to serve on the Diversification Committee:  
Anna Keegan, Sharon Beanante, Jasmine Prezzie; Kristina Testa-Buzzee;

Ms. Keegan called for an approval vote for the above members to serve on the Equity Diversification Committee:

- \*\* THE VOTE WAS UNANIMOUS.**

- \*\* MS. RENDON GARCIA MOVED TO ESTABLISH A NOMINATING COMMITTEE AND TO CALL FOR INTERESTED MEMBERS TO JOIN BY RAISE OF HANDS.**
- \*\* MS. PREZZIE SECONDED THE MOTION.**
- \*\* THE MOTION PASSED UNANIMOUSLY.**

The following members volunteered to serve on the Nominating Committee:  
Sharon Beanante, Claudia Wermer Conner, Jasmine Prezzie; Kristina Testa-Buzzee

Ms. Keegan called for an approval vote for the above members to serve on the Nominating Committee:

- \*\* THE VOTE WAS UNANIMOUS.**

- \*\* MS. RENDON GARCIA MOVED TO ESTABLISH AN AGENDA REVIEW COMMITTEE AND TO CALL FOR INTERESTED MEMBERS TO JOIN BY RAISE OF HANDS.**
- \*\* MS. PREZZIE SECONDED THE MOTION.**
- \*\* THE MOTION PASSED UNANIMOUSLY.**

Ms. Keegan called for an approval vote for the following members to serve on the Agenda Review Committee:

Anna Keegan, Sharon Beanante, Jasmine Prezzie;

**\*\* THE VOTE WAS UNANIMOUS.**

#### Discussion and Motions on April Meeting

There was discussion on how to set the agenda with input from the Members, and there was a suggestion to have a phone conference call. Ms. Keegan explained this would not follow FOI guidelines and any meeting requires an advance posting, the minute services, etc.

Ms. Beanante shared the practice of the Library Board that always has an item on the agenda, "Additions to the Agenda" (Requires 2/3's majority vote). She further explained that this allows the flexibility to add time-sensitive items of importance, or urgency to be voted upon that is acceptable under meeting rules and FOI guidelines.

There was further discussion on the next steps of the Committees. Ms. Keegan explained that the sub-committees would meet at their schedule and provide a report to the next Committee meeting to provide updates. She further explained there is not the same FOI requirements with minutes. Ms. Keegan reported she would prefer to have staff to assist with all of the meeting coordination and set up that is required.

There was discussion on the timing of the next meeting and Ms. Keegan noted that it would depend on the availability of a Zoom conference. It was noted that April 18 falls on the Spring Break week for Norwalk Public Schools. Ms. Keegan will contact everyone during that week to confirm the likelihood of a quorum for the next week.

It was agreed that the next regular meeting would be scheduled for Monday, April 25, 2022.

#### **ADJOURNMENT**

**\*\* MS. O'TOOLE GIANDURCO MOVED TO ADJOURN.**

**\*\* MS. PREZZIE SECONDED THE MOTION.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

The meeting was adjourned at 9:22 p.m.

Respectfully Submitted,

M. Knox

Telesco Secretarial Services

City Of Norwalk  
Commission on Status of Women  
March 21, 2022