

March 2008



Commission News



Word from the Chair

by Mary Voyatzis, PhD

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Happy Spring! As you will see in this issue of our newsletter, our workgroups continue to be very active in accomplishing the goals of the Commission on the Status of Women. In the fall, it was our great pleasure to award Vision Awards to two visionary leaders on our campus: Beth Mitchneck, Associate Dean of Social and Behavioral Sciences and Nancy Daru Yaeli, Assistant Director, Vice President, UA Alumni Association. We have also recently awarded seven mini-grants to people across campus who have outstanding projects that promote the aims of CSW. I continue to be overwhelmed by the positive,

upbeat, and impressive achievements of CSW, and am especially moved by the hard work and dedication of our commissioners. At this time I wish to offer my sincere thanks to all the commissioners, liaisons and ex-officio members for your remarkable contributions to CSW and our university. Without you, none of this would be possible! It is truly an honor for me to work with you on this commission.



Happy Spring!

CSW co-sponsored events:

- 3/27: Real Women Runway: Come As You Are @ The Cellar, 7pm (Sponsored by UA Women's Resource Center)
- 4/15: Take Back the Night @ UA Mall, 7pm (Sponsored by UA Women's Resource Center)
- 4/17: No! Confronting Sexual Assault @ SBS conference Room (Sponsored by UA Women's Resource Center)

Family Care Workgroup

by Amanda Brobbel

The Family Care Workgroup's efforts are currently being directed at assisting with putting together a Complex Request for Proposals for on-campus childcare.

The workgroup chair is working closely with Melissa Vito, Caryn Jung, and Catherine Neish to keep the process moving forward.

The workgroup has the funding necessary to move forward on creating a Request for Proposals for an outdoor play area.

Finally, the Child Friendly Resources Website is being populated with the information collected by the workgroup last summer and is nearly ready to go live.

Equity Workgroup

by Susan Richards, PhD

The Equity Workgroup is in a unique position to focus on issues affecting students, faculty, academic professionals, and classified staff. Since equity is a complex issue and has a different meaning to different individuals, this workgroup has identified three areas to focus on this year:

Accessibility of salary information and guidelines to assess equity

Networking with other groups on campus to work on common causes

Graduate students – a core group not studied in detail

Since we believe that education is a critical step in mitigating equity issues we have compiled guidelines to assess equity pay. The information will be uploaded to our webpage for easy access this spring.

The equity team has identified a need at the UA for a parental accommodation program. We are currently working with the Graduate College and the Graduate and Professional Student Counsel on drafting such

a document that will enhance the family friendliness of our campus.

The team is also seeking to understand the question of gender biases experienced by graduate students. Together with a small ADVANCE mini-grant a survey has been compiled to assess the climate among graduate students. The survey will be first rolled out in the Chemistry Department which has the largest PhD program on campus and evaluated for its effectiveness before broadening the survey to a large population.

Professional Development Workgroup

By Cynthia Malbrough

**Young Women's
Empowerment Academy**

**Date: Saturday, April
19, 2008**

Time 8:15–2:15 pm

**Location: Student
Union—Catalina and
Tucson Rooms**

The Professional Development workgroup is beginning to plan for Intersections 2008.

Intersections is CSW's professional development conference which aims to provide attendees with skills for advancement at

the workplace. The workgroup is also continuing to make progress on a webpage dedicated to professional development opportunities within the UA community as well as to help identify where funding

assistance can be obtained. This workgroup has several members whose 3-year terms are coming to a close and we are eagerly looking for new recruits to become part of our workgroup.

Special Events Workgroup

by Alison Greene

The Special Events Committee is proud to sponsor the second annual Young Women's Empowerment Academy (YWEA) on Saturday, April 19, 2008. Last year's First Annual YWEA was a great success and we are looking to improve on that success this year! Girls and workshop leaders will get to know each other during three morning workshops: West African Drumming, Healthy

Body Image and Self Esteem and Physics Fun.

After a complimentary lunch, the afternoon is sure to be filled with fun as participants learn about the UA campus searching for clues and answers in a treasure adventure about famous women!

This year we have added a parent/caregiver component where they are invited to

participate in a 1-hour program specifically geared towards supporting families in raising strong women. Participants will receive a resource guide and engraved silver-star keychain. If you would like to volunteer for this event, please contact Alison Green, green@email.arizona.edu or Gretchen Gibbs, ggibbs@u.arizona.edu.



Outreach and Education Workgroup

by Linda Breci, PhD

The Outreach and Education workgroup serves as the communications and support workgroup for the larger Commission. We have a lot of news to announce since our October '07 newsletter. Outreach and education helped to organize the Vision Awards, an event held in conjunction with the Intersections Conference on November 15th 2007. CSW took the opportunity during this luncheon to honor University of Arizona leaders for contributions made to the CSW/campus diversity goals. The University community was encouraged to provide nominations for this award.

The 2007 Vision Awards were presented to:

Beth Mitchneck, Associate Dean of Social and Behavioral Sciences, who was recognized for the critical role she played in obtaining and implementing the \$3.3 million NSF Advance grant, which will have a lasting impact on equity issues at the UA, and for using what she knows to advocate for policy changes, as well as to authoritatively challenge misperceptions about the causes and consequences of

gender inequity.

Nancy Daru Yaeli, Assistant Director, Vice President, Constituent Relations, Alumni Association, who was acknowledged as someone who creates, values and promotes a diverse, nurturing and inclusive environment for her staff, and as a true leader and mentor, who lives a life of kindness and thoughtfulness, causing those around her to strive to be better people because of the association.

In March, the Outreach and Education workgroup awarded the 2008 CSW Mini Grants for projects which will promote the goals of the CSW at the University of Arizona. Seven projects were awarded funds to help carry their projects forward.

Female Leadership in Science and Business: Dialogues for Success, Alaina Levine, College of Science

UA Campus Take Back the Night, Briana Dorrenbacher and Carly Thomsen, Women's Resource Center

BabyCats Parent Education Lecture Series, Christine Duddleston, Baby Cats

Women's Plaza of Honor, Elizabeth Kennedy, Women's Studies

SEE Diversity Banquet: Science and Engineering Excellence, Kathy Powell, Women in Science and Engineering

Social Justice in Health: From Global to Local & Reversing the Trend: Resilience in the Face of Historical Trauma, Cecilia Rosales, Project EXPORT Fellows of the Center for Health Equality

EmpowHER Workshop, Rowena Campbell, Sisters of Unity

In addition, the Outreach and Education workgroup continued to support the basic workings of the commission, by organizing the Fall and Spring meetings, preparing this Spring newsletter, and maintaining the CSW Website. Our next project will be to organize and plan the 2008 Recruiting event in April – we'll keep you posted!

HCBMI Workgroup

by Ingrid Novodvorsky, PhD

Website under construction—look for more updates later!

