



Commission on the Status of Women

CSW NEWSLETTER

November 14, 2003



A Word from the Chair

Chair: Zelda B. Harris

The Commission on the Status of Women (CSW) began the 2003-2004 year with an enthusiastic turn out of new and returning commissioners at the orientation meeting on September 12th held at the Student Union. The theme for the CSW's work this year is "*The Community Working as Collective Toward Shared Goals.*" To that end, the CSW workgroups: Childcare, Outreach, Special Events, Hate Crimes/Incidents, and Professional Development have set agendas that seek to build collaborations with other U of A entities that share similar goals and missions. In particular, CSW will work with other campus groups to seek implementation of the recommendations made in the Childcare White Paper and the Hate Crimes White Paper. The White Papers are the product of the hard work and efforts of CSW members under the leadership of past Chair, Diane Perreira. Past Chair Perreira set the stage for CSW implementation efforts this year by presenting the findings and conclusions from the White Papers to the President's Council at the end of the Spring 2003 semester.

In furtherance of the community theme, CSW is pleased to announce the resumption of campus wide Daughter's On Campus Day activities for Spring 2004 and the Co-sponsorship grant program to assist campus groups with conferences and seminars that fit within CSW's mission.

The incredible membership of CSW must be recognized and praised for its diligence, creativity and dedication to improving the quality of work life at the U of A. The membership roll boasts some 35 commissioners that are from a wide cross section of the U of A community, including students, faculty, a dean, senior level administrators, staff and appointed personnel.

Finally, I'd like to give special recognition and thanks to the Diversity Resource Office under the leadership of Edith Auslander, Vice President and Senior Associate to the President, Sofia Ramos, Associate to the Vice President, Carolyn Maddy-Bernstein, Associate to the Vice President and Abby Aguilar, Administrative Assistant. The support and guidance from Edith, Sofia and Abby have secured the future of CSW during challenging financial times. I would also like to thank Patti Ota, Vice President, Enrollment Management and former Vice President for Executive Affairs and University Initiatives who greatly assisted me in assuming my position as Chair of CSW.

Please read the reports from the Chairs of the CSW Workgroups to learn of the many exciting activities that CSW will be engaged in this year!

WORK GROUPS

Childcare

Chair: Michelle Bolduc

Members: Joannah L. Hinz, Jill Bechtold, Tom Rhodes, Zelda Harris

The childcare workgroup has had several meetings, and has begun advocating for the implementation of the recommendations made in the CSW White Paper on Childcare. Although we recently learned that space in the Student Union might have been already leased, we are still seeking (now even more creative) ways to provide childcare on campus through a private vendor. We are identifying and meeting with key, supportive administrators about funding and alternate sites. Dr. Saunie Taylor, in particular, has repeated her strong support for our endeavors. We're also doing some research on students, especially graduate students and non-traditional students, in terms of their needs, as well as potential sources of funding. We are also working in connection with Work/Life Connections on an alternative program, which would create an in-home emergency childcare service in the same fashion as the Sick child Program. Darci Thompson, director of Work/Life Connections, will attend our December meeting. In terms of the

changing tables in restrooms, we are in the process of identifying buildings in which we would like to see changing tables installed, and intend to seek support from key figures in facility management as well as the administration. We are also happy to report that the Office of Commuter Student Affairs has begun the process to make their lounge in the Student Union a family-friendly space. Many thanks to Heather Shea Gasser, Director of Commuter Student Affairs!

Outreach

Chair: Sue Kroeger,

Members: Angie Toledo, Chuck Tatum, Shelley McGrath, Juanita F. Francis, Toni Griego-Jones, Verlaine Walker

The Outreach Workgroup will assume primarily responsibility for organizing the CSW general membership meetings. The meetings will center on presentations by CSW liaison groups on campus and other invited guests that share some of the goals and missions of CSW. The November 14th meeting will include presentations by Julie Castro representing PHAZE, Toni Griego-Jones representing AWF, Steve Harvath representing Appointed Personnel, Pat Hnilo representing WISE and BETA, and Karen Stanley representing SAC. The general membership meetings will become the central place for networking, information sharing and collaboration between CSW and other campus organizations. Additionally, the workgroup is responsible for administering the CSW Co-sponsorship mini-grant program. The workgroup will develop an application process and publicize the Co-sponsorships in the near future.

Special Events

Chair: Patricia Fontes

Members: Patricia Klein, Suzanne Yurasko, Tera L. Monroe, Farzin Karim, Rachel Wellhausen, Cecilia Munoz-Escobedo

Daughter's On Campus Day 2004: "Sharing Our Community" is set for April 22, 2004. At this year's event Community Partners (identified agencies that work with underserved communities) will be invited to share in the experience at the U of A and participate in a resource fair. The Special Events Workgroup is working with many volunteers across campus to insure the successful return of campus wide activities for 2004. Additionally, the workgroup is seeking the official endorsement of the Diversity Resource Office and the Office of the President to assist in publicizing the event and encouraging participation by all colleges and departments. The Special Events workgroup is also responsible for organizing the 2004 Vision Awards in recognition of outstanding administrators on campus. Nominations for the Vision Awards will be distributed in November 2003.

Hate Crimes/Incidents

Chair: Joan Curry

Members: Eileen Luna-Firebaugh, Laura Todd Johnson, Marc Kolb, Roxanne Mountford

The workgroup discussed goals for the year in three major areas, training, outreach and University policy. We would like to raise campus awareness about hate-related incidents and

the University's position with regard to this issue. Currently there is no official University policy on hate-related incidents and this subject is not included in current orientation training for students or employees. Brian Shimamoto, the Program Coordinator for Multicultural Education and Advocacy in Residence Life currently runs the most visible program to educate students concerning hate-related incidents. In terms of training, the workgroup will investigate the possibility of incorporating this topic in orientation night group discussions and having students sign pledge cards that are already available through the Residence Life program. Additionally, the workgroup will investigate the possibility of incorporating this training in new employee training run by Human Resources. It was agreed that a general campaign should be launched to increase awareness of the effect of hate-related incidents on campus and the University's policy on this subject. It was proposed that the campaign be launched to coincide with the beginning of the Fall semester 2004. The campaign could include posters and in-class discussions/presentations. Students and employees come to the University of Arizona from a wide variety of backgrounds and cultures where hate-related behavior is subtly or openly tolerated to varying degrees. A university policy is necessary to ensure a common understanding among all students and employees concerning the University's position on hate-related behavior. The Workgroup's goal is to draft this policy as a group.



Professional Development

Co-Chairs: Heather Shea Gasser, Stephanie Hazel

Members: Kathi Hart, Rebecca Vassallo, Charita Johnson, Cathy Nicolson, Mary Beth Tucker, Jennifer Lawrence

The Professional Development Workgroup has begun the semester with some exciting plans for promoting the professional development of commissioners as well as women faculty staff and students at the University of Arizona.

First, the Workgroup has begun the process of planning a large conference/seminar for Fall 2004. This one-day event will focus on various topics pertinent to women on this campus including

mentoring, career advancement, and professional/personal development. We feel that in partnering with several other organizations on campus, CSW can provide an engaging and educational opportunity for women to share ideas, network, and develop professionally. Stay tuned for more information to come on this exciting event!

Second, the Workgroup is interested in assessing the needs of women who are or who aspire to be mentors to other women. A web survey is being developed to determine what direction CSW should take in facilitating mentoring relationships on campus. The workgroup is investigating the needs around the process of obtaining and working with a mentor as well as training women to serve in this role.

The workgroup is discussing the development of a professional development funding process for commissioners (similar to last year's program). The Professional Development Workgroup may be taking this program in a different direction – more info to come.



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