



Commission on the Status of Women

## CSW NEWSLETTER

November 18, 2004

### A Word from the Chair

Chair: Zelda B. Harris

#### *Appointments:*

New commissioners were welcomed to the Commission on the Status of Women at the orientation luncheon held on August 27, 2004. Please join me in recognizing the 2004-2007 term appointments of Bonnie Arriaga, Kim Avery, Lynda Bergsma, Ray Gasser, Deborah Goalby, Iman Hakim, Sheri Hill, Joanne Kennedy, Kyla Macario-Berry, Ana Muniz, Bridget Murphy, Sofia Ramos, Christine Salvesen and Chad Sniffen. I would also like to extend a welcome to our new CSW liaisons Linda Brei (APOC), Caryn Jung (UA Life & Work Connections), and Jan Lo Vecchio (BPW).

#### *Conference:*

CSW held its first annual professional development conference on September 23, 2004. The conference entitled, "Intersections: Living, Learning, & Working" was a half-day event held at the Student Union. The focus of the conference was to provide University women employed in non-faculty entry-level positions with tools and resources that they could use to improve performance in their current positions and as they seek career advancement. The conference was an unqualified success. More details about the conference are included in the workgroup updates below. Special recognition must be given to the conference co-chairs Heather Gasser and Stephanie Hazel and the Professional Development Workgroup members. Thank you.

#### *Our Mission:*

The Commission on the Status of Women strengthens the University of Arizona by advocating an inclusive and just campus community. We do so by working to overcome impediments to the full participation and achievement of women and other underrepresented groups. We develop and propose solutions to problems and promote the values of fairness and diversity, in the hope of achieving a just community that respects and supports the professional and personal aspirations of all of its members.

The mission of CSW is carried out by the commissioners in the five workgroups. Each commissioner and liaison is assigned to a workgroup. The workgroups meet on a monthly basis. The chair person(s) of the workgroups meet with the CSW executive committee once per month to report on workgroup activities and seek guidance from the committee. The CSW general membership meetings provide an opportunity for the whole group to be updated on CSW activities, reconnect with commissioners and receive education through the informative presentations made by guests invited to the general meetings.

#### *Workgroup Updates*

##### □ Childcare

The next time you visit campus with your infant or toddler in tow, you don't have to worry about looking frantically for a place to change your child's diaper. Thanks to the diligent efforts of the Childcare Workgroup in collaboration with Joel D. Valdez, Senior Vice President for Business Affairs, new changing tables have been installed in the first floor men's and women's restrooms in several buildings across campus. You can find changing tables in the Harvill Building, the Main Library, the Science Library, the McKale Center, the new Campus Health Center, the Integrated Learning Center, the Architecture and Drama buildings and the Nugent Building.

The workgroup is currently focusing its efforts toward the opening of a Child Safe Playroom on the fourth floor of the Student Union in the Commuter Student Affairs reception area. The purpose of the room is to provide U of A faculty, staff and students a safe place to rest, play or even study with their children. The area will be outfitted with age appropriate toys, furniture and videos. Parents are responsible for supervising their children in the room. It is anticipated that the playroom will be open for families during finals week. The reality of this project would not be possible without the generous support and collaboration from Daniel Adams, Director of the Arizona Student Union, Dr. Saundra Taylor, Senior Vice President for Campus Life and Melissa Vito, Associate Vice President for Campus Life and Dean of Students.

##### □ Hate Crimes and Bias Motivated Incidents

President Peter Likins issued a statement to the U of A community on May 18, 2004 clearly articulating the university's

commitment to review and improve its efforts to combat hate crimes and bias motivated incidents on our campus and in our neighborhood. The President's statement included the philosophy statement created by the Hate Crimes and Bias Motivated Incidents Workgroup. Specifically, our philosophy statement reads as follows:

The University of Arizona is a diverse community that is committed to the creation and maintenance of an atmosphere in which students, faculty, staff, and administrators can work together free of harassment, exploitation and intimidation. As members of the University community, we are committed to learning from each other in an atmosphere of positive engagement and mutual respect. Our educational activities and everyday interactions are enriched by this acceptance of one another. Every member of the University community should be aware that the University is strongly opposed to destructive behavior motivated by hate or bias. Incidents such as unwelcome actions that serve to intimidate another member of the University community based upon race, color, religion, gender, national origin, age, disability, veteran status, or sexual orientation have no place at the University of Arizona. All who live, work, study, and teach at the university of Arizona should be committed to creating a campus community free of hate and bias.

The workgroup is now working in collaboration with the Diversity Resource Office to develop a policy and procedure for the reporting of hate crimes and bias motivated incidents on the U of A campus.

## □ Outreach and Education

The Outreach & Education Workgroup is responsible for developing and organizing the CSW general membership meetings. The general membership meetings are held twice per year, usually in November and March. In addition, the workgroup assists in planning the orientation meeting usually held in August and the new member recruitment gathering held in May.

The Outreach and Education workgroup is the central point where groups with missions and goals similar to CSW collaborate. The CSW mini-grant program is managed by the Outreach and Education workgroup. The program provides limited funding to U of A groups seeking to produce campus-wide events that fit within the mission of CSW. Last year, the workgroup approved applications for assistance from seven different entities, providing close to \$4000 in funds. The grant recipients are invited to the CSW general membership meetings

to educate the commissioners on the projects the funds were used to support.

## □ Professional Development

In December 2003 the Professional Development workgroup began with a concept and a plan to design a conference. The conference was developed in response to the 2002 Millennium II Report that cited a shortage of professional development opportunities for classified staff as a major concern. The workgroup sought to put together a program that introduced attendees to new ideas, refreshed skills and opened doors to new opportunities. Approximately 174 participants attended the half-day conference. The program included six separate workshops, lunch and a keynote speaker, Allison Vaillancourt.



The feedback from the conference participants is in and the conference goals were met with tremendous success. A few of the responses to the conference evaluation form are shared below.

### **What was the most helpful part of the workshop?**

*"Excellent organization to help me focus on my career needs."*

*"Excellent speakers addressing actual development issues that exist here at UA and not elsewhere. Info is pertinent."*

*"Vaillancourt's speech was most inspiring."*

*"Powerful speakers. Great information. Speakers were informative and fun."*

*"Great inspiration."*

*"The knowledge that I can pursue my dreams and goals and that I am more than I think I am."*

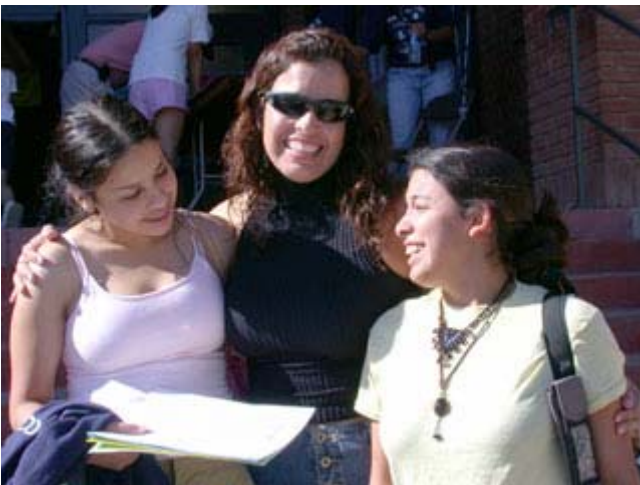
*"Being encouraged, learned more out there, made contact."*

*"Meeting employees from other departments. Learning information from them on topics covered."*

## □ Special Events

The signature campus wide event sponsored by CSW is Daughters on Campus Day. Please save the date of Friday, April 29, 2005 for the next Daughters on Campus Day. The Special Events workgroup is tasked with convening the Daughters on Campus Day planning committee. The planning committee organizes the hundreds of volunteers, programs sponsors, children, U of A faculty, students and staff needed to make the event a success. In 2004 the workgroup organized over 100 events and workshops campus wide and registered over 300 child participants. The planning committee plans to meet or exceed the number of children served by this extremely educational venture.

The Daughters on Campus Day Planning Committee needs volunteers to help with the following activities: sponsorship, recruitment, outreach, workshops, registration, noontime programming, and logistics. Please contact CSW Commissioners Suzanne Yurasko, 621-7883 or Sofia Ramos, 626-8080 for additional information.



Cynthia Luna-Dulgov, a public health major, gives a tour of campus to sisters Ciara, 16, and Jhanelle Ybarra, 18, on Daughters Day 2004 at the UA. Janis Leibold photo.

### Childcare Workgroup

Dates: Thursday, December 2, 2004

Time: 10:00 a.m.

Location: Center for Student Involvement and Leadership, 4<sup>th</sup> Floor, Student Union

Chair (Fall 04): Joanna Hinz, [jhinz@as.arizona.edu](mailto:jhinz@as.arizona.edu)

### Hate Crimes and Bias Motivated Incidents Workgroup

Dates: Friday, January 7, 2005

Time: 9:30 a.m. ~11:00 a.m.

Location: Modern Languages, Room 451

Chair: Roxanne Mountford, [Roxanne@u.arizona.edu](mailto:Roxanne@u.arizona.edu)

### Outreach and Education Workgroup

Dates: Tuesday, December 14, 2004

Time: 8:30 a.m. ~ 10:00 a.m.

Location: Disability Resource Center conference room inside of Highland Commons building

Chair: Shelley McGrath, [smcgrath@email.arizona.edu](mailto:smcgrath@email.arizona.edu)

### Professional Development Workgroup

Dates: Monday, December 6, 2004

Time: 10:00 a.m.

Location: Center for Student Involvement and Leadership Conference Room, 4<sup>th</sup> Floor

Co-Chair: Heather Gasser, [gasser@email.arizona.edu](mailto:gasser@email.arizona.edu)

Co-Chair: Stephanie Hazel, [hazels@email.arizona.edu](mailto:hazels@email.arizona.edu)

## MEETING DATES & Times

### Executive Committee

Dates: Wednesday, December 8, 2004

Time: 9:00 a.m. ~11:00 a.m.

Location: MLK Center, DRO conference room

Chair: Zelda B. Harris, [harris@law.arizona.edu](mailto:harris@law.arizona.edu)

### Daughters on Campus Day Planning Committee

Dates: Friday, December 17, 2004

Time: 12:30 p.m. ~1:30 p.m.

Location: MLK Center, DRO conference room

Co-Chair: Sofia Ramos, [sramos@u.arizona.edu](mailto:sramos@u.arizona.edu)

Co-Chair: Suzanne Yurasko, [syurasko@u.arizona.edu](mailto:syurasko@u.arizona.edu)

The Commission on the Status of Women  
The University of Arizona  
Martin Luther King Jr. Building, Room 304  
PO 210128  
Tucson, Arizona 85721-0128  
(520)621-8676  
FAX (520)626-3562  
<http://fp.arizona.edu/csw/index.htm>