



Commission on the Status of Women

CSW NEWSLETTER

February 10, 2004



A Word from the Chair

Chair: Zelda B. Harris

The first general meeting for CSW was held on November 14, 2003. In keeping with the CSW theme this year, *"The Community Working as Collective Toward Shared Goals,"* the Outreach Workgroup invited representatives from organizations on the U of A campus to share their program goals and missions with CSW. The meeting was informational and was an opportunity for tremendous networking and collaboration. A summary of the information provided by the guests is included in this edition of the Newsletter. The next CSW general meeting is scheduled for Wednesday, March 24, 2004 from 11:30 a.m. to 1:00 p.m. in the Swede Johnson Building.

The Sixth Annual Vision Awards luncheon is set for Thursday, February 26, 2004 from 11:30 a.m. to 1:00 p.m. in the Student Union Memorial, Santa Rita Room. Your formal invitations will be arriving shortly. CSW received very

enthusiastic nominations from across campus. The Special Events Workgroup had their work cut out for them in reviewing the nominations. CSW is pleased to present two Vision Awards this year to Caroline M. Garcia, Associate Director for Finance and Administration and G. Marie Swanson, Dean, Mel and Enid Zuckerman Arizona College of Public Health. The Vision Award provides recognition to outstanding leaders on our campus that exemplify the goals of CSW. Please make plans to attend the Awards luncheon, a CSW banner event.

The essential work of CSW occurs in the monthly Workgroup meetings. The five Workgroups: Childcare, Hate Crimes, Outreach, Special Events, and Professional Development have outlined their agendas for the year, submitted budgets to the Executive Committee, and met regularly. The *Childcare Workgroup* is moving forward on drafting a proposal to secure changing tables in designated buildings across campus. CSW Commissioner Heather Gasser was instrumental in working with the Childcare Workgroup to get changing tables installed in the Student Union male and female restroom facilities. Our *Hate Crimes Workgroup* continues to build collaborations with groups and administrators across campus to develop an anti-tolerance policy concerning bias motivated incidents. The *Special Events Workgroup* is working alongside the Diversity Resource Office to make the return of our university-wide *Daughters on Campus Day* event a success. The theme for 2004, "Sharing Our Community," seeks to embrace children from the U of A campus community and children from underserved and underrepresented communities in Tucson. Please plan to attend the festivities with your children on Friday, April 23, 2004. The Workgroup needs your department's help

and commitment to provide an activity on the event day. Please contact Kelina Lobo, Events and Research Assistant in the Diversity Resource Office at 621-8676 for more details.

Commissioners were sent announcements of career development programs regarding cultural competence training and leadership training from the *Professional Development Workgroup*. The Workgroup has funds available to support the attendance of Commissioners at identified seminars, workshops and conferences. Please contact one of the Co-chairs, Heather Shea Gasser or Stephanie Hazel for more information. Speaking of funding, the *Outreach Workgroup* will soon announce their request for proposals for the CSW mini-grants. The mini-grants are available to members of the U of A student, faculty and staff community for projects that promote the goals of CSW. The Outreach Workgroup is also responsible for coordinating the CSW general meetings. Finally, the *CSW Executive Committee* meets every second Wednesday of the month from 9:00 a.m. to 11:00 a.m. in the Diversity Resource Office conference room. Please contact the CSW Chair, Zelda B. Harris at harris@law.arizona.edu if you would like an item added to the Executive Committee agenda.

In Memoriam

JoAnn Troutman, CSW Commissioner from 2000-2003, passed away on December 8, 2003 after losing her battle with cancer. JoAnn worked as the Business Manager for Women's Studies and SIROW since 1984. JoAnn was instrumental in advancing the mission of CSW through her work coordinating and promoting Daughters on Campus Day. Her loss is deeply felt. CSW would like to honor JoAnn by making a gift in her name to the Women's Plaza of Honor being constructed on the University of Arizona campus. Commissioners will be asked to contribute to the gift fund at the next general meeting.

Reports from the First General Meeting

The following is a brief summary of information presented by guests in attendance at the CSW general meeting on Friday, November 14, 2003.

W.I.S.E.—Women in Science and Engineering

Presenter, Pat Hnilo

<http://info-center.ccit.arizona.edu/~ws/wise/>

e-mail: hnilo-mp@u.arizona.edu

- Organization needs mentors for women interested in the science and engineering professions.
- Professional development opportunities not being granted to some UA employees even though it's policy to allow professional development time off. Can CSW help investigate?

SAC – Staff Advisory Council

Presenter, Ann Lopez

<http://w3fp.arizona.edu/sac/>

Phone: (520) 621-9947

- Emily Krauss Staff Endowment Scholarship—for classified staff only—awards of \$300 - \$500.
- Increasing staff recognition, including immediate awards in recognition of a job well done.
- Proposing the appointment of a classified staff member to ABOR.

BPW—Business and Professional Women

Presenter, Angie Toledo

<http://www.bpwaz.org/>

1-877-JOIN-BPW (564-6279)

- Legislative changes BPW involved in:
 - Insurance and Retirement Equity—full insurance benefits for both male and female state employees.
 - Divorce Debt Settlement—mandatory notification of both parties, i.e., when one party files bankruptcy.
- Current BPW Initiative: Pay Equity Act

GPSC—Graduate and Professional Student Council

Presenter, Shannon Vaffis

<http://www.gpsc.arizona.edu/>

(520) 626-7526

- Helping international students with VISA and financial issues.
- Seeking governmental financial assistance for students.
- Addressing childcare issues (for undergrads too). Study to quantify need is underway.

P.H.A.S.E.—Project for Homemakers in Arizona Seeking Employment

Presenter, Julie Catro

<http://ag.arizona.edu/fcs/phase/index.htm>

(520) 621-3902

- Helps displaced women enter or re-enter workforce (also helps displaced male and female non-violent offenders).
- Completely runs on soft money (primarily grants).
- “Adopt-A-Family” program sponsored through PHASE.
- Organization holds “affordable” fund raisers and raffles to raise money for scholarships.
- U of A departments should consider hiring PHASE clients for entry-level positions.

AWF -Association for Women Faculty

Presenter, Toni Griego-Jones

<http://w3.arizona.edu/~awf>

- Addressing issues with childcare. Will coordinate with CSW.
- AWF contributes to diversity agenda as member of Diversity Coalition.
- Collaboration with other minority councils and committees.
- Sponsoring a graduate students symposium in the Spring.
- Annual meeting with ABOR to discuss AWF agenda.

MEETING DATES & Times

Executive Committee

Dates: February 11th, March 10th, April 14th
May 12th

Time: 9:00~11:00

Location: MLK Center, DRO conference room

6th Annual Vision Awards Luncheon

Dates: Thurs, February 26th

Time: 11:30~ 1:30

Location: Student Union, Santa Rita Room

Daughters on Campus Day

Dates: Friday, April, 23rd

Time: 9:00~1:00

Location: UofA Campus/various departments/Bear Down Gym

Childcare Workgroup

Chairs: Michelle Bolduc

Phone number: 621-4174

Email: mbolduc@email.arizona.edu

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

Dates: February 10th, March 9th, April 13th, May 11th

Time: 11:00~12:30

Location: MLK Center, DRO conference room

Hate Crimes Workgroup

Chair: Joan Curry

Phone number: 626-5081

Email: curry@ag.arizona.edu

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

Dates: February 4th, March 3rd, April 7th, May 5th

Time: 10:00

Location: MLK Center, DRO Conference Room

Outreach Workgroup

Chairs: Sue Kroeger

Phone number: 626-7674

Email: suek@u.arizona.edu

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

Dates: February 10th, March 2nd, March 23rd, April 13th, May 4th, May, 25th

Time: 1:30

Location: Disability Resource Center Conference room

Special Events Workgroup

Chair: Patricia Fontes

Phone number: 275-4434

Email: fontesp@u.arizona.edu

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

Dates: February 11th, 18th, 25th, March 3rd, 10th, 17th, 24th, 31st, April 7th, 14th, and 21st

Time: 4:00 p.m.

Location: MLK Center, DRO conference room

Professional Development Workgroup

Co-Chair: Heather Shea Gasser,

Phone number: 621-8046

Email: gasser@email.arizona.edu

Co-Chair: Stephanie Hazel

Phone number: 621-8931

Email: hazels@email.arizona.edu

Kathi Hart, Rebecca Vassallo, Charita Johnson, Cathy Nicolson, Mary

Members: Beth Tucker, Jenifer Lawrence

Dates: February 16th, March 8th, April 5th, April 26th, May 10th

Time: 10:00~11:00

Location: Center for Student Involvement and Leadership
Conference Room, 4th Floor

Next CSW General Meeting Date:

Wednesday, March 24th 2004

11:30 ~ 1:00 p.m.

Swede Johnson Building