



Commission on the Status of Women

## CSW NEWSLETTER

March 24, 2005

### ***Our Mission:***

*The Commission on the Status of Women strengthens the University of Arizona community by advocating for an inclusive and just campus environment. CSW works to overcome impediments to the full participation and achievement of women and other underrepresented groups across the campus. CSW develops and proposes solutions to problems and promotes 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 its members.*

### ***A Word from the Chair***

Chair: Zelda B. Harris

It is with mixed emotion that I announce my resignation as Chair of CSW effective at the end of this Spring 2005 semester. I will be taking a leave of absence from the University of Arizona to assume the position of Acting Director of the Civil Justice Clinic at Villanova Law School outside of Philadelphia, Pennsylvania. I am working with the President's Office to identify a new CSW Chair.

During my tenure as Chair of CSW I have been witness to the remarkable talent, dedication and leadership of the CSW Workgroup Chairs and Commissioners. I especially want to acknowledge the staff of the Diversity Resource Office whom I have relied upon greatly to manage the business affairs for CSW.

Prior to my departure, I will draft a set of Bylaws for consideration by the Executive Committee. The Bylaws will provide a road map for future CSW Commissioners. The Bylaws will pave the way for a smooth transition from one CSW administration to

the next and allow CSW to focus on its mission and proven record of success.

Finally, I would like to thank each and every CSW Commissioner, Liaison, Volunteer, Co-Sponsor, Vice-President and Senior Associate to the President Edith Auslander and President Peter Likins for allowing me to serve our institution. Thank you.

### ***The 2004 Mini-Grant Recipients:***

The CSW Education and Outreach Workgroup awarded seven Mini-Grants in 2004. The awards ranged from \$90 to \$1,000. The projects that received funding were:

- ❑ Women Mentoring Women Initiative
- ❑ Female Leadership in Science and Business
- ❑ Multicultural Resource Center's Food for Thought Series
- ❑ The Link Between Equality, Gender Stereotypes and Sexual Assaults
- ❑ Graduate Research Symposium on Women in Higher Education Proceedings
- ❑ Unhappy Hour Pay Equity Event
- ❑ Bridge to the Future – Summer Bridge Program for San Carlos Apache High School Juniors

The Mini-Grant Recipients were invited to the November 18, 2004 CSW general meeting to provide an overview of their projects and outcomes. In addition, faculty members from the Women's Studies Department were invited as guests to introduce their new Department Head, Dr. Yolanda Broyles-Gonzalez, and to share information on current programming within the department. The following is

a brief report provided by each of the guests in attendance.

### **“Female Leadership in Science and Business”**

**Alaina Levine**

**Director of Special Projects**

**College of Science**

On October 8, 2004 five dynamic women leaders in science and business were invited to participate in a dinner and panel discussion. The women were CEO's of large Tucson companies (Breault Research, Pro1X Pharmaceuticals, Safety Dynamics) and faculty members from the U of A and Rutgers University. The goal was to introduce women students to strong, successful women in Science and Engineering, to promote mentoring, and to encourage networking.

The participants included 31 students, mostly Graduate students. The number of participants was small in order to provide network opportunities. Questions from the audience for the panel included: What are the major lessons you learned? What do you think about being a woman in a male dominated profession? How do you balance family and child care with work? Is it more difficult to work with other women or other men in predominantly male professions? The panel provided these “pearls” of wisdom:

1. Employers are concerned about the results in the workplace.
2. Be professional.
3. Dress well.
4. Learn to listen.
5. Have confidence in yourself.
6. Do not think about being in an all male world.
7. Be aware of what you say in the workplace.
8. Be direct with men.
9. Learn how to deal effectively with inappropriate jokes or comments.
10. Work is as important as you make it.
11. When you leave work, leave your title behind.
12. Have fun.
13. Be passionate.

### **“Unhappy Hour Pay Equity Event”**

**Angie Toledo, Alumni Office**

**Business and Professional Women UA (BPW)**

The goal of the Pay Equity Event was to raise awareness regarding pay inequity between men and women. On April 22, 2004 BPW held an educational

and entertaining after-hours event at Gentle Ben's restaurant.

In 2002 the average woman received \$.77 as compared to each \$1.00 received by a man for comparable work. The event was well received by participants and onlookers. Ms. Toledo thanked the Commission for their support in educating the public about issues of pay inequity.

### **“Graduate Research Symposium on Women in Higher Education Proceedings”**

**Amy Metcalfe, Adjunct Assistant Professor  
Center for the Study of Higher Education**

On March 26, 2004 the Association for Women Faculty (AWF) and the Southwest Institute for Research on Women (SIROW) hosted a graduate research symposium on women and higher education. The symposium provided an opportunity for female graduate students to have their research published and heard in a professional setting. The symposium proceedings and papers were published and distributed to the campus community. A copy of the publication can be obtained by contacting the SIROW office at 520-621-7338.

### **“Multicultural Center – Food for Thought Series”**

**Michelle Espino, Graduate Assistant  
Higher Education**

The Multicultural Center is a part of the Social Justice Leadership Center. During the fall 2004 semester, the Center plans to provide monthly opportunities for growth and understanding of issues related to social justice such as issues of oppression, gender, sexual orientation, and religion. The discussions will provide different perspectives to explore and learn from. On September 14, 2004 Dr. Anna O'Leary presented *Latino Women's Perspectives* about her research in education and women in Nogales. The Center will also feature oral histories and talking with elders.

The Center is small and conducive to dialogues – true discussions. A campus survey determined the topics for discussion and the speakers to be invited to present. In the spring 2005 semester the Center will address Religion and Gay, Lesbian and Bisexual issues.

## Women's Studies Department

### Southwest Institute for Research on Women

#### Dr. Yolanda Broyles-Gonzalez, Department Head and Sally Stevens, Executive Director, SIROW

Dr. Yolanda Broyles-Gonzalez was appointed Department Head of Women's Studies during the fall 2004 semester. She has a background in Chicana/o studies. Dr. Broyles-Gonzalez expressed gratitude for her new position in the Women's Studies department and her return to the Tucson area. The department is working to with SIROW to serve the academy and the "people of our communities." The department is working on development of a Ph.D. in Women's Studies.

Prof. Sally Stevens described the mission and goals of SIROW. Research focus includes girls; border issues; health care; the status of women and work; higher education; and incarcerated populations.

S.I.R.O.W includes BA & MA programs with concentration in Chicano/Latina and Border Studies, Critical Race Study, Curriculum Development Feminist Theory, Lesbian, Gay, Bisexual, Transgender Studies.

### *Workgroup Updates*

The Commissioners and Liaisons in five Workgroups carry out the mission of CSW. 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.

#### □ **Childcare**

The grand opening of Kidz Korner occurred on December 7, 2004. Kidz Korner is a child-safe and child-friendly space located on the 4<sup>th</sup> Floor of the Student Union Memorial Center and part of the Commuter Student Lounge. The playroom is a space where parents who work or study on the UA campus

can bring their children to play and relax together. Parent supervision is required.

The playroom has age appropriate books, videos, toys, and furniture. The playroom is a result of a collaborative effort between the CSW Childcare workgroup, the Student Union (Dan Adams), the Commuter Student Affairs office (Heather Gasser), the Dean of Student Affairs office (Melissa Vito), and the Vice President for Campus Life (Dr. Sandra Taylor). The Childcare workgroup continues its work to secure more child-friendly resources on campus by urging for the installation of more diaper changing tables, exploring dependent care resources with UA Work & Life Connections, and advocating with other groups for on-campus childcare resources.

#### □ **Outreach and Education**

The Outreach and Education Workgroup put a call out to the campus asking for Mini-grant applications. CSW will provide Mini-Grants for projects that promote the goals of CSW at the UA. Great consideration will be given to proposals that reach a broad section of the campus community. Members of the UA student body, faculty, staff, departments and organizations are eligible to apply for the CSW grant funds. Applications may be accessed on the CSW website and will be accepted March 21<sup>st</sup> through April 4<sup>th</sup> only.

#### □ **Professional Development**

The Professional Development group will host the second annual "INTERSECTIONS" professional development conference on September 27, 2005. The goal of the conference is to provide opportunities for professional and personal growth for classified staff. The program will include breakout sessions, lunch and an afternoon plenary session. The 2005 CSW Vision Awards will be presented during the conference luncheon.

#### □ **Special Events**

The signature campus wide event sponsored by CSW is Daughters on Campus Day to be held on Friday, April 29, 2005. The Special Events collaborates with members of the campus and local community to provide an educational experience for the young people.

If you would like to provide a session for this event, please log on to the CSW website and fill out the session registration form. Early in April the campus will be invited to register their children to participate in the days festivities. The planning committee plans to meet or exceed the number of children served by this extremely educational venture.

Volunteers are needed to join CSW Daughters on Campus Day Planning Committee to produce an event that is potentially life changing for our children. The committee welcomes volunteers to help with the event. If you are interested in donating a few hours of your time to help make this year's event a success, please contact CSW Commissioners Suzanne Yurasko, 621-7883 or Sofia Ramos, 626-8080 for additional information.

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

The nature and frequency of hate crimes and bias motivated incidents on our campus are a serious matter. The very occurrence of such an incident disrupts one's ability to feel safe in the environment. Such incidents, if left unchecked, threaten to disrupt the ability of our campus community to progress intellectually, socially, and morally. The CSW Hate Crimes and Bias Motivated Incidents Workgroup needs volunteers for immediate action on this crucial issue. Please contact the workgroup chair, Prof. Roxanne Mountford for information at: [roxanne@email.arizona.edu](mailto:roxanne@email.arizona.edu).

The following is an excerpt from an article published by the Arizona Daily Wildcat, Online Edition, Tuesday, February 8, 2005:

“An employee in the Arizona International College building, 1628 E. Helen St., reported to UAPD she was a victim of two anti-homosexual e-mails with no return address the morning of Jan. 27....

Another incident was reported about two weeks ago involving offensive anti-Semitic graffiti in the Alpha Epsilon Pi fraternity house, 1510 N. Vine Ave.

Two weeks ago, a member of the fraternity reported to UAPD two swastikas were drawn on the interior walls sometime during a weekend

social gathering. Alpha Epsilon Pi's members are predominately Jewish.

The swastikas were drawn near the main entrance with a black marker and were about 2-by-2 feet in size, police reports stated.

“I can't say they are common, but it does occur,” said Sgt. Eugene Mejia, UAPD spokesman.

Mejia said they receive reports of hate-crime like incidences on campus, but was unsure of an exact number due to the difficulty of distinguishing between hate crimes and other violent acts.”

The CSW Hate Crimes and Bias Motivated Incidents Workgroup is drafting policy and procedures for reporting hate crimes and bias motivated incidents on our campus. Additionally, the workgroup is developing a structure for compiling statistics for the U of A campus. The data will be collected in partnership with the Diversity Resource Office.

### *Meeting Dates and Times*

#### **Executive Committee**

**Dates:** Wednesday, April 13, and May 11, 2005

**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, March 25, April 1, 8, 15, 22 and 27, 2005,

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

**Location:** MLK Center, DRO conference room

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

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

**Co-Chair:** Janet Kania, [kaniaj@u.arizona.edu](mailto:kaniaj@u.arizona.edu)

### *Workgroups*

#### **Childcare**

**Dates:** Thursday, April 7, 2005 and May 5, 2005

**Time:** 10:00 a.m.

**Location:** Center for Student Involvement and Leadership,

4<sup>th</sup> Floor, Student Union

**Chair:** Joannah Hinz, [jhinz@as.arizona.edu](mailto:jhinz@as.arizona.edu)

**Hate Crimes & Bias Motivated Incidents**

**Dates:** Friday, April 8, 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**

**Dates:** Tuesday, April 21, 2005

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

**Location:** Martin Luther King Building  
Diversity Resource Office Conference Rm. 305

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

**Professional Development**

**Dates:** Monday, April 19, and May 17, 2005

**Time:** 10:00 a.m.

**Location:** MLK Building 305

**Co-Chair:** Kathy Hart [hartk@fm.arizona.edu](mailto:hartk@fm.arizona.edu)

**Co-Chair:** Deborah Gaolby  
[deborahg@ag.arizona.edu](mailto:deborahg@ag.arizona.edu)

***Of Special Note:***

**CONGRATULATIONS** to CSW Commissioners Heather Shea Gasser and Ray Gasser on the birth of their new son, Elias Lennon Gasser, born January 28, 2005 weighing 7 pounds 14 ounces!



***Women's Plaza of Honor***

**PLEASE DONATE** to the Women's Plaza of Honor in memory of CSW Commissioners Patricia Mendoza Fontes and JoAnn Troutman.

During the March 24, 2005 CSW general membership meeting a collection will be taken toward contributions for two paving bricks as part of the Plaza. Following is an excerpt from the Women's Plaza of Honor website:

The Women's Plaza of Honor will be a warm, inviting and meditative gathering place located on the University of Arizona campus for the purpose of publicly and permanently celebrating women who have made significant contributions to the history of Arizona or whose lives have otherwise enriched the lives of others.

The Women's Plaza of Honor is sponsored by the Women's Studies Advisory Council of the University of Arizona's Department of Women's Studies. The leadership team consists of University and community women who have set the goal of raising \$1.5 million to fund an endowment for Women's Studies and to cover construction costs for the Plaza. For more information about the project, please visit the website <http://datamonster.sbs.arizona.edu/plaza/> or contact the Women's Plaza of Honor at 626-0656 or email [mho@email.arizona.edu](mailto:mho@email.arizona.edu).

**CSW**

Commission on the Status of Women

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