



Commission on the Status of Women



**AUGUST 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.*

## **About CSW**

In July 1989, the Arizona Board of Regents (ABOR) created the Commission on the Status of Women for the purpose of assessing the conditions of employment for women at the three universities. In 1991, the ABOR CSW published a vision for the year 2000, which provided 50 recommendations to guide the work of the Commissions on each campus. The University of Arizona CSW was established in 1992 as an advisory body to the President. During the early years, the UA CSW worked with its counterparts at ASU and NAU and with an ABOR task force to address the ABOR recommendations. In 1994 these were distilled into 12 goals that focus on areas of compensation and equity, campus climate, and career and professional development.

At the University of Arizona, commission members are drawn from the ranks of administrators, faculty, appointed personnel, classified staff, graduate and undergraduate students. Commissioners are appointed to serve a three-year period. Graduate and

undergraduate student Commissioners serve one-year terms renewable for up to two additional years. The CSW is an activist body that achieves its goals through the volunteer efforts by its members. These efforts culminate in creation of new policy and services, and provide for a variety of annual programs and events geared to educate and inform the community.

The CSW is a linchpin component in a network of UA organizations. Liaisons are designated from a variety of departments and committees to assist the work of the committee and insure the integration of efforts to achieve common goals. In 2005 – 2006 the following liaison assistance from the following organizations will join forces with the CSW.

- Appointed Personnel Organization Council (APOC)
- Associated Students of The University of Arizona (ASUA)
- Association for Women Faculty (AWF)
- Baby Cats
- Business and Professional Women (BPW)
- Graduate and Professional Student Council (GPSC)
- Millennium Project Action Committee (MPAC)
- Millennium Report Oversight Committee (MROC)
- Staff Advisory Council (SAC)
- UA Work and Life Connections

The Commission on the Status of Women shares office space with the Diversity Resource Office (DRO) located in the Martin Luther King Building. The CSW works closely with the DRO and is greatly assisted by the DRO administrative staff.

## Workgroups Today

The Commissioners and Liaisons in five Workgroups carry out the mission of CSW. The Workgroups meet on a monthly basis. The Workgroup Chair person(s) meet with the CSW executive committee regularly to share information, coordinate activities and seek guidance from the committee.

The CSW general membership meetings give the whole group an opportunity to get updates on CSW activities, reconnect with commissioners and receive education through the informative presentations made by guests invited to the general meetings.

### □ **Childcare**

The Childcare Workgroup responds to the increasing demand for the campus to provide “family friendly” services and support. Members of this workgroup work collaboratively with representatives of other units to implement the recommendations of the May 2003 CSW position paper, *Childcare: Investing in the Future*.

Collaborations with several groups in 2004 – 2005 resulted in:

- ten buildings fitted with diaper changing tables in both men and women's restrooms;
- opening of **Kidz Corner** on the fourth floor of the Student Union;
- progress toward creation of a Family Lounge in a Student Union facility.

### □ **Outreach and Education**

The Outreach and Education Workgroup supports the Commission at large by organizing and facilitating the CSW general meetings, orientation meeting and recruitment reception. In addition, this workgroup monitors the CSW website and other published information

and recommends changes and improvements of content. The Outreach and Education Workgroup oversees the CSW Mini-Grants Program that provides funds on a competitive basis to support projects and activities consistent with CSW goals and objectives. The members of this workgroup enhance the stability of the Commission by facilitating and promoting the efforts of the other CSW workgroups.

In 2004 – 2005 six Mini-Grants totaling \$5,000 were awarded to support a diverse mix of campus activities and events. Some will take place this year.

### □ **Professional Development**

The Professional Development Workgroup responds to the ongoing needs to promote and foster professional advancement in the campus workplace. Members work in collaboration with liaisons from Human Resources and other campus organizations to design and present conferences geared to the needs of classified staff and appointed personnel. Workgroup efforts and events utilize local faculty, administrative and staff experts and in that way strengthen the interrelationships between of all personnel categories. In addition, the workgroup assists the Executive Committee in organizing the CSW Vision Awards that honor outstanding individuals who lead their units or departments by encouraging and facilitating the development of staff employees in ways that align with the CSW goals and objectives

In September 2004, The Professional Development Workgroup sponsored the first *Intersections: Living, Learning & Working* conference providing 175 female staff insights into career advancement.

## □ **Special Events**

The Special Events Workgroup is responsible for organizing and overseeing the CSW signature event, historically known as “Daughters on Campus Day” (DODC). This annual spring celebration / campus open-house reaches into the southern Arizona community targeting young women and other under-represented populations, providing access to learning experiences in classrooms, labs, administrative offices and other UA environments.

The April 2005 DOCD event was co-hosted with Arizona Health Sciences Center. More than 400 children along with their parents participated in 50 educational workshops and other activities designed to promote the benefits of pursuing higher education.

## □ **Strategic Issue – Hate Crimes and Bias Motivated Incidents**

The Strategic Issue Workgroup responds to issues that concern the rights and well-being of women and members of under-represented groups on campus. Members of the Strategic Issue Workgroup are currently working to raise awareness about hate crimes and bias motivated incidents and develop policies to prevent them. This workgroup’s efforts are guided by the recommendations of the May 2003 CSW white paper, *Creating a Hate-Free Environment at The University of Arizona*.

In 2004-2005 the workgroup prepared a campus-wide survey designed to document the prevalence of hate crimes and bias-motivated incidents on campus. This year’s efforts will focus on completing the survey process.

## **Important Dates**

Check the CSW website and watch for campus announcements regarding for registration and application details on

- US Constitution Celebration Week, September 21<sup>st</sup> to 27<sup>th</sup>
- UAdiscusses...Cultural Competency, October 6, 2005 (*Keynote sponsored by CSW*)
- Intersections 2005 November 16<sup>th</sup>
- Vision Awards, November 2005
- CSW Mini Grants, Spring 2006
- Daughters on Campus Day, April 2006
- Commissioner Recruitment, May 2006

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The logo for the Commission on the Status of Women (CSW) at the University of Arizona, featuring the letters 'CSW' in a stylized green font.

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