



CSW

Commission on the Status of Women

The University of Arizona

SEPTEMBER 2006

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 Commission published a vision for the year 2000, providing fifty 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 of 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 commission and insure the integration of efforts to achieve common goals. In 2006 – 2007 liaisons 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 Life & Work 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 six 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.

Equity

Renewing the focus on an original ABOR goal, the Equity Workgroup represents the Commission's commitment to Equity as an emerging strategic issue in 2006-2007. Efforts will initially focus on salary equity for faculty, as well as job parity for classified staff and appointed personnel. We also hope to connect with other UA groups to establish a united approach to solving the bottom line problems of equity on our campus.

Family Care

Originally created as the Childcare Workgroup, the Family Care Workgroup gears its efforts toward insuring the adoption of family friendly policies and practices. Family Care projects improve the campus environment, making it a welcoming place for children and adults of all ages.

The Family Care Workgroup has been partially/wholly responsible for: establishing changing tables in buildings throughout campus, [The Parent-Friendly Campus Map](#),

high chairs in dining facilities on campus, lactation station in the Student Union, Kidz

Korner – a place for children to play and socialize, University Student Parent Needs Study, and Lil Wildcat Child Guide.

This year, the workgroup plans to determine the priorities for students, staff, and faculty with elder care, expand child-friendly services on campus (i.e., changing tables), determine strategic goals as related to the University Student Parent Needs Study, and expand Family Care services on the University website.

Outreach and Education

Outreach and Education serves as the communications and support workgroup for the larger Commission. During the academic year, 2005-2006, this group initiated several large projects. In collaboration with the Learning Technologies Center, they conducted a usability study and began re-designing the CSW website. The new and improved website was just launched on September 5, 2006. In addition, specific scoring criteria were developed for the review of mini-grants which allowed for consistency in the review process. This committee received 13 very competitive applications and was able to fund 46% (i.e., six) of the grants. During academic year 2006-2007, this group has four main priorities that include (1) the finalization of the CSW website, (2) planning for several events (e.g., vision awards; general meetings), (3) mini-grants, and (4) developing CSW visibility plans.

Professional Development

This workgroup is making great strides in its attempts to define professional development and determine what options are available within the UA system. With regard to classified staff, there seem to be many professional development opportunities, but it is not always easy to find out about them. The workgroup is discussing the development of a webpage dedicated to professional development to make the information more widely accessible.

The Professional Development Workgroup has also been gathering more information



about development opportunities for new faculty and appointed personnel. They are exploring funding opportunities at the UA that enable employees to enhance their professional development. While there are many funding opportunities available for faculty and appointed personnel, the workgroup notes that this information needs to be made more accessible. The workgroup is also exploring what funding opportunities may be available for classified staff to enhance their professional development.

This fall the Professional Development Workgroup has been coordinating the combined conference, Arizona Women in Higher Education - Southern Arizona Conference, which will be taking place on October 27th at the Doubletree Hotel in Tucson. The title of the conference is "Connecting All women - Breaking Down Barriers." This conference merges the three southern Arizona women's conferences of Way Up!, UA Beta Group, and CSW Intersections. On-line registration will begin in early September. Check the CSW website for more information and register on-line.

In addition, this 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.

Special Events

In the past, the Special Events Workgroup was responsible for the event known as "Daughters on Campus Day" (DODC). This annual spring celebration / campus open-house reached 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. Last year many changes occurred in the Special Events Workgroup including the creation of the Empowerment Academy. This is a more focused event targeting about fifty, twelve to

sixteen year-old females related to UA employees, and twenty-five females from Sunnyside School District. The event will be held this year on Saturday, April 28, from 9:00-2:00. It will be entitled "The Young Women's Empowerment Academy" and will include a series of interactive workshops, lunch with a keynote speaker, and a panel discussion. Please look for more information forthcoming on the CSW website.

Strategic Issue – Hate Crimes and Bias Motivated Incidents

The Hate Crimes and Bias Motivated Incidents (HCMBI) Workgroup was established under the 2002-2003 CSW. In the four years of its existence, this workgroup has worked diligently to address critically important issues in the arena of hate and bias. In May 2003, the workgroup issued the white paper, Creating a Hate Free Environment, which described what was known about the frequency of bias incidents on our campus and how these incidents were handled, and called for the establishment of an official University policy regarding bias incidents.

Working with key stakeholders, the 2005-2006 Workgroup made significant progress toward the implementation of a Bias reporting Procedure. The goals for this procedure are the following:

- to provide a centralized portal for incidents to be reported and then referred to the appropriate University office for investigation and possible action, and
- to provide information on the prevalence, nature, and severity of bias incidents on our campus.

The information gathered through the Bias Reporting Procedure can then be used to develop new policies and/or educational

campaigns. This year, the HCBMI workgroup will focus on finalizing the Bias Reporting Procedure, as well as educating and informing the campus about the reporting procedure.



Important Dates

UAdiscusses...Inclusion 2006,
October 4, 2006 (*Keynote speaker,*
Robert N. Shelton), co-sponsored by CSW
Arizona Women in Higher Education,
Southern Arizona Conference, October 27, 2006
Vision Awards, January 23, 2007
CSW Mini Grants, Spring 2007
Empowerment Academy, April 2007
Commissioner Recruitment, May 2007

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