



## THE COMMISSION ON THE STATUS OF WOMEN RECRUITMENT BULLETIN 5.3.2006

The Commission on the Status of Women is a seasoned champion for diversity and advocate for the advancement of women and other underrepresented groups. CSW is a presidential advisory body whose efforts over the years have moved the University significantly closer to the goal of a *just, equitable and inclusive* campus. Commissioners work to shape policy and address the current needs of The UA community. Our membership is comprised of women and men -- *faculty, staff and students* – who work together and connect with other campus organizations and groups to offer programs and services that support the UA community at large.

The Commission has instigated and/or supported a very large number of initiatives since 1992. Details can be found in the Reports section of our website at [www.csw.arizona.edu](http://www.csw.arizona.edu). Typical activities include: campus surveys, professional development conferences, grants and co-sponsorship funding, white paper development, policy creation and vetting, leadership awards, youth outreach activities, lobbying for improved campus safety and family friendly resources.

Membership on the Commission is by presidential appointment. Faculty and staff are asked to serve three-year terms and students serve one-year renewable terms. CSW achieves its goals through workgroup's that focus on strategic problems or areas of outstanding need. A typical commitment of 4 to 8 hours per month is required to support workgroup activities.

The 2006 – 2007 Membership Drive runs from May 3<sup>rd</sup> through June 2<sup>nd</sup>. Applications can be found on our website and obtained by contacting the Diversity Resource Office at 626-5502. Questions about the Commission may be addressed to the CSW Chair or any workgroup chair. Contact information is found on the last page of this bulletin.

### BACKGROUND HISTORY

- 1989 - 90, ABOR created the Tri-University Commission to assess the conditions of employment for women at all state universities and proposes a vision for women in the year 2000 including 50 recommendations for action.
- 1992 - 93, UA CSW was established to advise the president and monitor progress toward the vision. Three sub-committees were established: *Compensation & Equity*, *Professional Development*, and *Campus Climate*. (Circa 1994, the *Education & Outreach* committee was added)
- 1996 – 1998, the 50 original recommendations were distilled into 12 goals to guide campus and Tri-U activities. A comprehensive progress report was constructed describing progress made and impediments encountered associated with reaching Vision 2000.
- 2000 – 2002, CSW and AWF, (with support from UA Administration) initiated the *Millennium Project, Phase 1 – Faculty*. CSW updated its goals and structure, replacing sub-committees with more focused workgroups. *Millennium Project, Phase 2 – Staff* was launched.
- 2005 - 06, Commission membership expanded to 45 to accommodate increased workgroup activity. Bylaws were adopted, a new strategic issue (Equity) was chosen for 2006 – 2007, and objectives were set to improve awareness of CSW's impact on the UA campus community. A *Celebration of*

Progress event was held to publicly acknowledge the work of the Commission and honor senior women leaders with a new CSW Award – the Wisdom Award.

#### MEMBERSHIP AND CONNECTIONS SUMMARY

Since its inception, more than 200 faculty, staff, graduate and undergraduate students have served. The 2005 -- 2006 Commission activated representatives from 7 colleges and 7 major administrative units. Ex Officio members and formal liaisons strengthen Commission's effectiveness by creating links to other stakeholder groups currently including:

Ex Officio Connections	Liaison Connections	
<ul style="list-style-type: none"> <li>▪ Office of the President</li> </ul>	<ul style="list-style-type: none"> <li>▪ Appointed Professionals Advisory Council</li> </ul>	<ul style="list-style-type: none"> <li>▪ Millennium Project Action Committee</li> </ul>
<ul style="list-style-type: none"> <li>▪ Diversity Resource Office</li> </ul>	<ul style="list-style-type: none"> <li>▪ Associate Students of the University of Arizona</li> </ul>	<ul style="list-style-type: none"> <li>▪ Millennium Report Oversight Committee</li> </ul>
<ul style="list-style-type: none"> <li>▪ Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Association for Women Faculty</li> </ul>	<ul style="list-style-type: none"> <li>▪ Staff Advisory Council</li> </ul>
<ul style="list-style-type: none"> <li>▪ Office of Institutional Research and Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>▪ BabyCats</li> </ul>	<ul style="list-style-type: none"> <li>▪ Arizona Student Unions</li> </ul>
<ul style="list-style-type: none"> <li>▪ Equal Opportunity &amp; Affirmative Action Office</li> </ul>	<ul style="list-style-type: none"> <li>▪ Business &amp; Professional Women</li> </ul>	<ul style="list-style-type: none"> <li>▪ UA Life and Work Connections</li> </ul>
<ul style="list-style-type: none"> <li>▪ Southwest Institute for Research On Women (<i>new</i>)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Graduate &amp; Professional Student Council</li> </ul>	

The CSW receives annual funding to support an established but flexible agenda of projects. Administrative support is provided by the Diversity Resource Office (DRO), along with meeting space and a location in the Martin Luther King Jr. Building that serves as CSW's Campus Address.

#### CSW WORKGROUP SUMMARIES

This year, the **Hate Crimes and Bias Motivated Incidents Workgroup (HCBMI)** was designated as the CSW's *strategic issue* taskforce. This workgroup actively advanced the recommendations of the 2003 CSW White Paper "*Creating a Hate Free Environment at the University of Arizona*". Workgroup members researched policies and programs in place at other institutions, sought advice and support from key administrators, and wrestled with many tricky issues concerning privacy and the definition of "incident" versus "crime". The result is well crafted governing philosophy and a procedure that will allow those who experience or are witness to bias related behaviors a way to report what happened. When implemented, this reporting procedure will utilize the expertise and resources of the Equal Opportunity / Affirmative Action Office and the Diversity Resource Office. Victims of bias behavior will have a new way to seek support, and data collected will, over time, assist UA leaders in creating a safer and more civil campus. Next year, the HCBMI workgroup will complete the implementation phase of their work and develop a campaign to foster awareness of new procedure and its importance as a community service.

The **Childcare Workgroup** was very productive in 2005 – 2006. Members focused their energy on placing resources in campus locations that create a more parent and family friendly environment. For the second consecutive year, Facilities Management subsidized the expense of retrofitting 10 additional buildings with diaper changing tables in men's and women's restrooms. Likewise the Student Union accepted a Childcare proposal to purchase and place highchairs and booster seats in Student Union dining areas. Working in conjunction with Commuter Student Affairs and UA Life/Work Connections, a Parent-Friendly Resource map has just been completed. This map can be distributed as a flyer and will appear as a poster in various locations on campus. In addition, Childcare recommendations resulted in an allocation of CSW funds to support the set up and outfitting of lactation stations in the Student Union. Tackling the larger issue of child day care, the workgroup assisted the Dean of Students Office, ASUA, GPSC, and other organizations in the creation of a Student Parent Survey. The survey was implemented in February and the information gathered should enable all groups involved to make better decisions regarding the day care issues faced by all University parents. The Childcare workgroup is changing its name and expanding its scope of activity. Next year this workgroup will convene under the moniker **Family Care** and focus on a broader arena of family issues, including elder care.

The **Professional Development Workgroup**, assisted by many volunteers, organized and hosted a one-day conference that targeted women in lower paying classified staff positions. On November 16, 2005 the second *Intersections* conference was held in the Student Union attracting 200 attendees (including 2 men). Participants were provided with a low-cost and convenient opportunity to gain a deeper understanding of the importance of effective communication in the workplace. Four breakout sessions and a keynote speaker—all lead by campus experts—were featured. Conference participants rated the day a big success! Adding to the overall achievement of the workgroup is the fact that nearly 100% of all registration fees were covered by UA departments; a clear indication of progress toward the larger goal.

After wrapping up *Intersections*, members of the Professional Development workgroup began collaborating with several other UA groups, representatives from Pima Community College and the University of Phoenix to create a new blended conference. The first *Arizona Women in Higher Education Southern Arizona Conference* will be held on Friday, October 27, 2006. The theme is “Connecting All Women—Breaking Down Barriers”. Combining forces with several organizations that previously hosted independent conferences, should result in a more powerful professional development experiences and create an intra-institutional community capable of assisting the career and personal development needs of its members.

In 2006 – 2007 the Professional Development Workgroup will expand its scope of activity beyond conference planning. Workgroup members will engage in gathering information related to career development resources and opportunities available on campus and local to residents of southern Arizona. Access to this information will be through the CSW website.

**Outreach and Education** and **Special Events Workgroups** came together this year to consider how the duties related to these areas should be revamped. A variety of outcomes resulted from the deliberations and research efforts of these Commissioners. Most prominent was the decision to adopt a new format for our youth outreach activity, which in turn eliminated the Daughters on Campus Day event from CSW's annual agenda. Beginning next April, the **Special Events Workgroup** will host a new program which is developing an identity as the CSW “*Empowerment Academy for Young Women*”. This event will primarily target daughters of UA employees, but will also extend a special invitation to Sunnyside middle and high schools. Girls between the ages of 12 and 16 will come to campus and engage in a day long conference-like event that involves UA student leaders as keynote speakers and workshop facilitators. Other ideas are also percolating within the Special Events workgroup, which has found a new sense of purpose within the CSW.

Members of **The Outreach and Education** worked to create a CSW “graphic element and word mark,” redesign the CSW website (set for roll out in August) and to develop plans for both an updated CSW brochure and periodic newsletter. In addition the Outreach and Education workgroup administrated the 2005 – 2006 Mini-grants program: reviewing 13 proposals and awarding over \$5,000 to six projects sponsored by UA organizations and individuals. This workgroup was also responsible for orchestrating CSW general meetings, including the compilation of a report on the results of the October General Meeting “Caucus on CSW”.

An **Equity Workgroup** will be re-established for 2006 – 2007. The decision to re-engage CSW forces toward solving equity and compensation problems was one result of the October General Meeting and Caucus on CSW. This workgroup will study the historical and current reports, articulate objectives that address UA specific problems and opportunities, and engage with other UA organizations to press for equalizing the bottom line for women and others who are not equitably treated in today's University. The Equity Workgroup has been deemed CSW's “emerging” strategic issue. This new workgroup seeks members who are passionate about the issue and interested in helping the University establish the *will* to solve a complex economic problem.

Another workgroup was highly active this year. The **CSW Executive Committee** engaged in many activities geared to improve the Commission and to share the burden of meeting our obligations. Executive Committee membership is comprised of the CSW Chair, all workgroup chairs, Ex Officio members and formal liaisons. Monthly meetings were held and a listserv was established to facilitate planning and decision making. Outcomes from the Executive Committee include: construction of CSW Bylaws, a decision to expand Commission membership from 30 to 45, an invitation to SIROW to join CSW as an Ex Officio member in 2006, administration of the Vision Awards program, and budget

oversight including decisions to fund/not fund special requests (e.g., the dedication of the Women's Plaza of Honor, the Vagina Monologs, the WISE Program: Expanding Your Horizons, and the Walk In Her Shoes event). The Executive Committee chose to institute a new leadership award: the Wisdom Award, which is intended to honor senior women leaders. The Wisdom Award debuted at the CSW's first *Celebration of Progress* event on May 3, 2006. The Executive Committee can take credit for facilitating a build up of momentum within the CSW. It is fair to say that the Commission is energized to meet the challenges ahead.

**LOOKING FORWARD TO 2006 – 2007**

A new era dawns with the coming of President, Robert Shelton. CSW leadership will change as well: a new chair will be identified within the coming weeks. The months ahead may be somewhat uncertain for the University as it adjusts to a new administration. For the Commission on the Status of Women, it is a time to exercise leadership in advocating for the just, equitable and inclusive campus we dream of, and to work ever more diligently at transforming our institution from the inside out.

**CSW CONTACT INFORMATION**

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