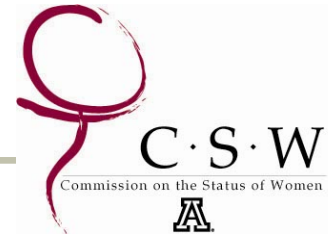


COMMISSION NEWS



*Commission on the Status of Women, The University of Arizona, Tucson, Az
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A Word from the Chair

By Mary Voyatzis, Ph D

It has been a very rewarding experience chairing CSW this year. I have found the Commissioners to be an inspiring group of people, truly dedicated to making the University of Arizona a better place for all.

The workgroup chairs are outstanding individuals, who work hard to accomplish the goals of their groups and the Commission as a whole. Since August, we have had many successful activities, including a terrific Professional Development conference on "Arizona Women in Higher Education," an uplifting and positive meeting with the new UA President, Robert Shelton, a fall General Meeting featuring Beth Mitchneck speaking on the new Advance Grant; the adoption of a procedure for reporting Bias Motivated Incidents; a Vision Awards luncheon where we honored our two excellent awardees; the selection of nine first-rate recipients for the 2007 CSW Mini Grants; and approval for ten additional changing tables to be put into buildings across campus.

There are many CSW activities to look forward to in the upcoming months. We shall be holding our Spring General Meeting on March 22, when Adrian Shelton

Outreach & Education Group

By Linda Brecci, Ph D

The Outreach and Education Group serves as the communications and support workgroup for the larger Commission. In 2006-2007 (as of March, 2007), the Outreach and Education Workgroup has had several projects:

1) **September, 2006:** The new CSW website was launched. This website at www.csw.arizona.edu is a more professional look for the commission, and has been useful as a tool for providing calendar events, signing up participants for events such the Arizona Women in Higher Education Southern Arizona Conference, and providing a central location for

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(wife of President Shelton) as well as MROC representatives will be addressing us. On April 28, CSW will sponsor "The Young Women's Empowerment Academy," an interactive conference for teenage girls aged 12 to 16 to help them build self-esteem and empower them to aim high in their goals. And also in April we shall have our Annual Recruitment event, in which we shall welcome new people to join the Commission.

I feel honored to be able to represent the Commission on the Status of Women this year. This group of dedicated volunteers gets the job done! I would like to take this opportunity to thank all the Commissioners and the workgroup chairs for their many contributions to making the University of Arizona a better place to be.

documents, Commissioner telephone numbers and more. The site will be further used for signing up participants for the Youth Outreach event in April, and an auxiliary program is planned to allow easy updating of information by our workgroup chairs.

2) **November 3, 2006:** Outreach and Education hosted the Fall General Meeting at the Park Student Union. The program included lunch, workgroup updates, and a presentation by Beth Mitchneck describing the NSF ADVANCE grant, an Institutional Transformation Award: "Eradicating Subtle Discrimination in the Academy".

See Outreach & Education on page 4

(HCBMI) Workgroup

By Ingrid Novodvorsky, Ph D

As described in the September 2006 CSW newsletter, the **Hate Crimes and Bias Motivated Incidents (HCMBI) Workgroup** has been working this year on finalizing the Bias Incident Reporting Procedure. Following several meetings with the key stakeholders in implementing this process, we are delighted to announce that the Bias Incident Reporting Procedure has been officially "turned over" to the Bias Response Team! The final details regarding intake and processing of Bias Reports are still being worked out, but we expect those details to be settled soon. In Fall 2007, the Bias Response Team will provide its first report to CSW on the number and nature of Bias Reports received.

The HCBMI Workgroup will develop an informational about the Bias Incident Report Procedure, and a marketing campaign to inform the campus community about the procedure, which is expected to be operational this summer.

Family Care Workgroup

By Ray Gasser, Ph D

The Family Care Workgroup has been active this year in working to develop a more family-friendly campus.

In August, the workgroup introduced the Family Friendly Campus map which offers parents a resource as to locations on campus for changing tables, play areas, and lactation stations.

Throughout the fall, the workgroup has continued to pursue the option of a childcare facility on campus. By continuing to educate administrators and the community as a whole, we hope to gather increasing support for the need for on-campus childcare. This endeavor continues to be a challenging proposition but one we are optimistic about.

We have recently had our proposal to add more changing tables to the following ten buildings:

- Psychology
- Park Student Union
- Arizona State Museum
- Computer Center

Special Events Workgroup

By Shelley McGrath

The Special Events Workgroup has been diligently organizing the 2007 Young Women's Empowerment Academy. The registration site has gone live as of March 19, 2007! 16 girls have already signed up for the program (family members of Facilities Management Employees). Alissa Ashe, a counselor with Sunnyside School District, is distributing fliers to students and they are being instructed to sign up for the program online. Facilitators have been confirmed for the program sessions. The website will be open to all UA employees' children the week of March 26 and closing on Wednesday, April 18.

The event will be from 8:30 to 3:00 on Saturday, April 28 and I will be asking for volunteers to help with registration and escorting students from place to place. The program schedule includes 5 concurrent sessions repeated through three time slots (students will be able to choose 3 out of 5 sessions). The 5 workshop are (1) The Fish Philosophy! to help students tap into their own creativity in an interactive setting to develop healthy attitudes toward school, home, and community. (2) Beating Peer Pressure: students will learn how to identify their values and lead by example to harvest healthy interactions with their peers. (3) Goal-Setting and Decision-Making: students will learn to make decisions, set goals and achieve those goals through fun exercises that will help set them on a path filled with purpose and success. (4) Healthy Body Image and Self-Esteem: students will learn how to embrace who they are both inside and out in an interactive and humorous environment. (5) College Bound: How to Aspire to Attend College Even if you never thought you'd attend college.

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- Recreation Center
 - Speech and Hearing
 - Administration
 - Nugent
 - Bio Sciences West
 - Flandrau Planetarium

The Workgroup is currently working on a proposal to develop an outdoor play area on campus for children to play in. We are hoping that a play area might offer parents a nice outdoor location to bring children while on the campus.

Mommy Connections Update

By Caryn Jung, MS

CSW Family Care liaison Caryn Jung, MS and her director, Darci Thompson, LCSW, MSW from UA Life & Work Connections (LWC), a unit of Human Resources, recently served as poster session presenters regarding "Mommy Connections" at the 2007 Alliance for Work-Life Progress (AWLP) annual conference. With a national and international conference attendance of over 400 work/life professionals, they discussed the unique features of this employee and student lactation financial assistance program, highlighting a history of LWC and CSW collaborations. Session attendees from campus and corporate settings offered positive comments and encouragement.

CSW colleagues may recall that "Mommy Connections" is designed to assist and support mothers returning to campus responsibilities who wish to provide breast milk for their infants in relation to:

- Work/life issues for a diverse and multi-generational workforce and student population



- Recruitment and retention efforts for returning women by minimizing barriers for mothers who provide breast milk for their babies.

Sincere appreciation is expressed to CSW for their visionary support. For more information regarding "Mommy Connections" or other LWC dependent care and work/life programs, please contact Caryn at 621-9870 or at jungc@email.arizona.edu, or visit <http://lifework.arizona.edu>.

Equity Issues Newsgroup

By Cecile McKee Ph D

CSW's original goals included a balanced workplace in these employment categories: administrative personnel, faculty, academic professionals, and classified staff. The Equity workgroup returns CSW to that emphasis.

Reconstituted this year, this group spent much of fall-06 establishing an agenda for this and the coming years. Two complex and long-term issues we found consensus on are:

- (1) Increasing the transparency and accessibility of the information that supports comparisons of salaries and job descriptions;
- (2) Educating the campus community about both national and local studies on salary equity and job parity.

We have begun working on these issues in a number of small steps.

First, we are strengthening CSW's links to other groups working on similar issues. These include the CSWs at Arizona State University and Northern Arizona University, as well as UA-internal groups like the Association of Women Faculty and the Appointed Professionals Advisory Council and the Advance Grant's Dashboard group. Second, we are contributing to CSW's Empowerment Academy for adolescent girls on 28-Apr-07. Third, we will contribute to UA Discusses activities next year when its theme concerns bias.

Outreach & Education from page 1

3) **January 23, 2007:** Outreach and Education hosted the 2006 Vision Award Ceremony which awarded Vision Awards to Paul R. Kohn, Assistant V.P., Admissions & Financial Aid; and Joanne Lagasse-Long, Director, International Student Programs & Services. The Awards Program, at the Student Union South Ballroom, included a luncheon and speakers Alaina G. Levine who kicked off the Mini-Grant program by describing her mini grant from last year; and Edith S. Auslander spoke of the Original Vision of ABOR.

4) **March, 2007:** Outreach and Education members reviewed and scored 23 Mini-Grant applications using specific scoring criteria. This was an unprecedented number of proposals submitted for this program.



Many good programs were considered, however limited funding allowed funding assistance to be provided for nine programs. We look forward to many excellent programs with goals in common with CSW occurring in the Community over the next year.

Commission Contacts

Professional Development

By Cynthia Malbrough

The Professional Development Workgroup has been working on a webpage dedicated to professional development opportunities and contact information. The data gathering phase is coming to an end and we will be working with LTC in the near future to finish developing the look and feel of this webpage.

NEWSFLASH: At the last Executive Committee meeting held March 8, 2007, the Professional Development workgroup was given the greenlight to plan the CSW Intersections Conference to be held Fall 2007. Information on that to be forthcoming.

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