



Word from the Chair

Hello to all our new and returning Commissioners, Ex-Officios and Liaisons!

It is with great pleasure and also some trepidation that I have become the new chair for the Commission on the Status of Women (CSW) this July. One thing is for sure - This organization has an impressive track record and I look forward continuing all the good work that CSW is providing for the Campus.

Having been trained as a chemist many years back I am pleased to see all the advances that women have made in general over the last decades. Today women are on the verge of becoming the majority of the American workforce, they have the opportunity to run for president, be on the Supreme Court and write laws in the House and Senate. Nationwide women now earn as many professional and doctoral degrees as men and in fact they earn the majority of bachelor's and master's degrees.

However, while much and laudable progress has been made women still face many challenges such as attaining leadership positions and balancing work and childcare.

CSW is a group of women and men who want to facilitate the vision of a just and inclusive UA Campus by supporting the creation of a place that allows women and men to be successful in their education and work. We proactively support programs that facilitate child care for both sexes, we monitor the statistics and culture on campus to identify signs that indicate that women are being held back and we seek to raise awareness to improve all of our behaviors towards a more inclusive future.

CSW is not only for women – we also strongly welcome men to participate. As a group we believe in equal rights for both women and men and we actively seek to create a more open society starting right here at The University of Arizona!

Susan Richards – Chair CSW

Welcome New Commissioners!

- Lori VanBuggenum (Equity)
- Stephanie Adamson (Outreach & Education)
- Diane Davis, ((Family Care)
- Stephanie Springer (Family Care)
- Marlow Daly-Galeano (Equity)
- Shijie Feng (Outreach & Education)



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CSW 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.

Outreach and Education/Professional Development Workgroup

By Barb Borich

The Outreach and Education workgroup merged with Professional Development this year. We have a strong team committed to serving as the communications and support workgroup for the CSW.

During academic year 2009-10, Outreach and Education participated in coordinating two CSW general meetings (with newsletters), the Vision Award event, reviewed and awarded 19 very competitive mini-grant proposals and hosted a recruitment event. Professional Development assisted the Staff Advisory Council (SAC) with their annual conference. More than 200 University of Arizona employees learned about everything from Tai Chi to retirement planning at the SAC's fourth annual Crossroads conference.

We are happy to be a part of this Fall 2010 Kick-Off and look forward to participating in the Vision Awards honoring UA leaders for contributions made to the CSW/campus diversity goals. After the Vision Awards, our group will jump in to reviewing mini grants to fund programs on the UA campus that promote the goals of CSW. We will issue a call for proposals for the next round of mini-grants in early 2011. In late spring, our group will participate in the CSW recruitment drive as well as support the SAC fifth annual Crossroads conference.

We couldn't do any of this work without Kim Menezes, our Administrative Support.

Thanks Kim!



Equity Workgroup

By Katrina Jagodinsky

The Equity group has seen some changes in membership this year. Our former workgroup chair, Susanna Richards, has moved on to chairing CSW, and commissioner Katrina Jagodinsky has stepped in as Equity Workgroup Chair for 2010-2011. Katrina is a PhD Candidate in the History Department. Former member Ronald Wysocki is now chair of the Appointed Professionals Advisory Committee.

Continuing members include Julia Carboni and Mary Goode, both of whom are spearheading the work on a graduate student survey designed to assess student perceptions of gender equity on the U of A campus. Julia is a PhD Candidate in the School of Government and Public Policy and Mary is a PhD Candidate in the School of Anthropology.

New members to the equity workgroup are Laura Gronewald, who formerly served on the outreach and education workgroup and is a PhD student in Literature. Also from the Literature department is Marlowe Daly-Galeano, a new commissioner to CSW. Lori Van Buggenum is likewise new to CSW and is the Program Director of the Women's Resource Center.

Together we are working on the graduate student survey, planning to hold two focus groups in September and to launch the broader survey online by the end of the fall semester. We hope the results of this study will better inform CSW Commissioners and the President's office as to how we can address the hidden and overt gender biases experienced by students. In future years, we plan to expand the survey to staff and then faculty to reach all levels of the campus community represented by CSW.



Family Care Workgroup

By Amanda Brobbel

The Family Care workgroup continues to work toward the goal of on-campus childcare. We are resuming discussions with vendors about on-campus childcare. We have also encouraged President Shelton to use stimulus funds to lay the groundwork for such a program. We are continuing to identify additional spaces for changing tables across campus. If you know of locations that are in need, please let us know.

Special Events Workgroup

By Paul Lee

The Special Events Workgroup is primarily responsible for planning and hosting the Young Women's Empowerment Academy. The Academy is designed to bring young women ages 12-16 to campus for a day of exploration and learning.

This year's Young Women's Empowerment Academy was held on April 17 in the Student Union and attracted approx. 75 young women from the local Tucson community and from as far away as the Fort Apache Reservation.

The workshops this year were:

- Fish Philosophy! Facilitator: Catherine Zavala
- Healthy Body Image and Self-Esteem, Facilitators: Alison Greene, Monica Davis, Sophia Villarreal and Kaleena Huggins
- Women in Science: Past, Present, Future, Facilitator: U of A Dept. Of Physics
- Presenting Your Best Self, Facilitator: Christina Standifer, En Haus, LLC
- Get the 411 on the College Experience: Panel Discussion with students, Facilitator: Amanda Cheromiah, U of A office of Early Academic Outreach

Of the workshops presented, the most popular workshop was "Presenting Your Best Self" facilitated by Christina Standifer. The workshop description gives you a good idea of what was being presented.

"Through basic self-presentation techniques participants are taught not only to have good self esteem on the inside but also how to show it on the outside. Participants will learn how to gain a powerful presence through good stature, positive body language, appropriate dress, voice levels and portraying confidence."

The parents and caregivers were also invited to stay and participate in a series of workshops that covered issues that parents/caregivers face with their teenage children. This year workshops were:

- Current Issues facing Young Women with respect to Alcohol and Other Drugs, facilitated by Assistant Chief Leavitt, Tucson Police Department
- College Maze Dayz: Providing Important College Knowledge Information for Families, facilitated by Amanda Cheromiah, U of A office of Early Academic Outreach
- Residence Life Dorm Tour with guide Pam Obando from Residence Life

Lunch was provided the closing entertainment was provided by a Hawaiian dance group.

We are currently planning next year's academy to be held at the Student Union Center on April 23, 2011. We will be looking for volunteers to help with the event and hope that we can count on some of you to come to our rescue. If you wish to volunteer your time to help plan the event, we look forward to your participation. If you need more information please contact Paul Lee @ 626-2942 or by email at paul@email.arizona.edu





History of 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 2007 – 2008 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.

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.