

March 2009



Commission News



Word from the Chair

by Linda Breci, PhD

Inside this issue:

<i>Word from the Chair</i>	1
<i>Family Care Update</i>	1
<i>Equity Update</i>	2
<i>Outreach & Education</i>	2
<i>Professional Development</i>	3
<i>Special Events Update</i>	3

Dear Commissioners,

This past year has been challenging for all of us here at the University of Arizona, and I am so very proud of the work that all of you continue to do to promote the aims of CSW. Your dedication is inspirational. Although each workgroup will describe their achievements, here are some highlights: The Equity Workgroup is continuing efforts toward graduate leave, and was instrumental in coordinating CSW's involvement in the University Staff Awards to be awarded in April 2009. Many of our workgroup chairs participated in the surprise visits - what a wonderful moment to share! Our O&E Workgroup has processed and awarded money for our Mini-Grant program, supporting many efforts on

campus that achieve goals in common with CSW. We are eagerly anticipating the Professional Development Workgroup's Toolkit website that will be unveiled soon and we can report that they are well into planning a lecture series for fall. Another website will be ready soon thanks to the efforts of the Family Care Workgroup, that is also working on the Child Care RFP project. Finally, our busiest current effort is that of our Special Events Workgroup who are planning the third Young Women's Empowerment Academy for next month!

Thank you, Commissioners, for all your efforts. You make this a wonderful organization and I am proud to be part of it!

Family Care Workgroup

by Amanda Brobbel

The family care workgroup continues to work toward the goal of on-campus childcare, and they are very close to finishing the proposal phase working with the interested vendors. They have made great progress in updating the Child Friendly Website as well as iden-

tifying ideal places on campus for private pumping and feeding stations for new mothers. This effort also includes identifying additional buildings to be retrofitted for changing tables.

**Young Women's
Empowerment
Academy**

**Date: Saturday,
April 18, 2009**

**Time 8:15—2:30
pm**

**Location: Bear
Down Gym**

Equity Workgroup

by Susan Richards, PhD

The Equity team has continued the dialogue on the issue of parental leave accommodation for graduate students. Our initial proposal is officially supported by GPSC. In discussion between the Graduate College and HR the accommodation was changed to include other medical leaves (more in line with FMLA). However, the new proposal also placed the decision power to grant a leave back in the hands of the individual PI. Since the current economic situation is unlikely to free up new monies to support the original parental accommodation proposal, we are now looking for an interim solution. In discussion with the Graduate College it is proposed that the students desiring to take parental or family leave should copy the Graduate College on their request. This is believed to have a conciliatory and defusing effect

and furthermore it will also allow the Graduate College to get a better understanding of how many requests there are and be able to estimate better what it would cost if/when we proceed with a more formal solution.

In our effort to support Equity and Quality of life at the UA the Equity Team worked with SAC to provided financial support to maintain the same number of UA Excellence awards as in the previous year. It was a pleasure to participate in the surprise visits to announce the winners and the CSW contribution will be officially recognized as a sponsor at the upcoming award ceremony.

Outreach and Education Workgroup

by Cheryl Muller

Our O & E group has been very busy. We had a very successful Vision Awards Ceremony in November. The CSW Vision Awards program recognizes individuals who have promoted diversity goals in three areas: campus climate, professional development, and compensation and equity. CSW recognized Dr. Sue Kroeger, Director – Disability Resource Center as this year's Vision Award recipient. Dr. Kroeger's work includes the concept of "universal design" - the idea that certain environmental and social changes can be made that will universally benefit those with and without disabilities.

made awards to 12. We look forward to hearing back from award recipients about the successes of their programs.

We will end our year with a Recruitment event where we hope to generate enthusiasm around the work that CSW does and add new members with many fresh perspectives.

After the Vision Award event we got right to work preparing for the CSW Mini Grants. We solicited proposals for projects which will promote the goals of the CSW at the University of Arizona and in the larger community. Just as in the past, we had a great response. We received 20 proposals and



Professional Development Workgroup

By Cynthia Malbrough

The professional development workgroup is pleased to announce our new co-chair, Erin Higley. Erin will be assisting Cynthia for the rest of this semester, and then taking over the helm at the end of Cynthia's tenure with CSW. Thank you Erin!

The professional development toolkit, which is a website dedicated to professional development opportunities on the UA campus, is currently being prepared by the UITS webpage group. We are looking forward to unveiling it in the next few weeks.

Special Events Workgroup

by Alison Greene

The Special Events Committee is gearing up and getting excited for the third annual Young Women's Empowerment Academy (YWEA) to be held on Saturday, April 18, 2009 at the University of Arizona. Our theme this year is Healthy Selves, Healthy Communities! Young women and girls are our community's future. This year's workshops and activities encourage girls and young women to think about themselves, their community and how to get involved in activities that promote positive change. We'll discuss topics such as: body image, leadership, identity, goals and opportunities for community involvement. Facilitators from the following organizations will lead engaging workshops and activities for the girls: Volunteer Organization of Southern Arizona, Tucson Community Food Bank, UA Women's Resource Center, Kore Press/visionaries filmworks, inc., Danza Mexica Cuauhtemoc.

For the second year, we are pleased to invite parents/caregivers to join us for a specially designed component containing two workshops. The first is entitled, "Being an Askable Parent" and is facilitated by

The professional development workgroup is also working on putting together a Professional Development lecture series to begin this Fall 2009. The lecture series will be geared toward professional and personal development for basically all employees of the University of Arizona. This lecture series will currently replace CSW's *Intersections* Conference. We also plan on partnering with UA Staff Advisory Council in order to bring in some top notch speakers in the hopes of having these lectures draw a good size crowd.



Planned Parenthood of Southern Arizona.

Following, a representative from the UA Office of Early Academic Outreach will lead, "Planning for Academic Success: Moving from Empowerment to Action," both of which will contain invaluable information, skill-building, and opportunities to ask questions and network with other parents/caregivers. Following the workshops, parents/caregivers are encouraged to take advantage of a self-guided campus tour.

For more information, to sign up a young girl aged 12-16, or to volunteer for this fun-filled event, please contact Alison Greene 295-9339 x206, green@email.arizona.edu, or Gretchen Gibbs 626-5936, ggibbs@email.arizona.edu.



Happy Spring!