Commission News
Spring 2014

Message from the Chairs ~ Shelley McGrath & Laura Gronewold

Dear Commissioners, Ex-Officios, Liaisons, and Friends,

We have really hit the ground running since the beginning of the 2013-2014 fiscal year. You have all contributed with great drive and enthusiasm to our signature causes and events while aligning these activities with the Never Settle Strategic plan which is transforming us as a volunteer organization. We have, as a group, better defined our mission and changed some of our workgroup names to reflect the evolving activities. In order to further broaden our inclusive culture and work we have also implemented rolling applications for CSW membership.

The remaining half of the year continues its momentum with the Vision Awards, the Young Women’s Empower Academy, mini-grant awards, continuing conversations about day care on campus, a spring CSW meeting and luncheon, the recruitment event, and we are launching a Facebook page as of February 1 (more details about Workgroup activities in pages 2—4).

As if CSW weren’t already doing enough, the leadership is reviewing ABOR’s 50 recommendations, many of which fell under the charge of CSW. Additionally, we met with CSW leaders from NAU and ASU—a meeting that had not taken place in 12 years, but after a productive gathering, we committed to meet at least once per year.

As we continue to position ourselves strategically and remain true to our purpose, we encourage you to reach out to us with feedback or questions at any time (smcgrath@email.arizona.edu or lauragl@email.arizona.edu). We will see many of you at the Spring Meeting if not sooner!

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CSW Spring Events:

Vision Awards
Thursday, Feb. 20 @ 3:30 @ Student Union Ventana Room By Invitation

Young Women’s Empowerment Academy
Saturday, March 8 (all day event) @ University of Arizona

CSW Spring Luncheon/Meeting
March 19 @ noon @ Student Union Ventana Room By Invitation

CSW Recruitment Event
April 23 @ 3:00 @ El Portal

Did you know?
This is the metric feminist critics use to evaluate movies, books, and other media. ~ http://en.wikipedia.org/wiki/The_Bechdel_test

Welcome to New Members in 2013-2014!

Agnes Attakai, Programming & Communications  Amelia Lobos, Youth Outreach
Holly Brown, Youth Outreach  Elise Lopez, Family Care
Kathleen Francisco, Programming & Communications  Asya Roberts, Youth Outreach
Kristin Waller, Programming & Communications  Diane Daly, Family Care
Cheree Meeks, Youth Outreach  Rebecca Mountain, Equity
Celina Ramirez, Family Care  Eva Romero, Family Care

www.csw.arizona.edu
**Mentoring**

**Mary Irwin**

The mentoring workgroup recently partnered with the Women’s Resource Center, the Women’s Interest Collaborative, and Graduate and Professional Student Council to host a speed mentoring event for Fall 2014. After assessing mentoring needs (particularly of graduate students) last year, the mentoring workgroup set out on an initiative to connect these students with mentors on campus and in the community. The target mentee population is graduate students.

Mentor recruitment will commence in Spring 2014 and once mentors are selected, mentee recruitment will commence in late spring 2014 through the summer. There will be a mentoring welcome event in August and a speed-mentoring event in mid-September.

![Together in diversity.](image)

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**Equity**

**Jill Ramirez**

After creating and distributing a comprehensive professional development survey for faculty and staff, the results are in and the group is about to share its findings. Additionally, they created a tool called the Pro-Devo Playbook as a means to empower individuals to plan professional development activities.

While developing the survey and discussing professional development, Equity also discovered that many UA employees are not aware of the 16-hour rule, which is a university policy that requires supervisors to allow their employees 16 hours of paid time off each year for professional development activities. You can find the policy at: [http://www.hr.arizona.edu/policy/classified-staff/503.0](http://www.hr.arizona.edu/policy/classified-staff/503.0).

Both the findings and the Pro-Devo Playbook will be distributed soon to all campus employees. Stay tuned!

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**Youth Outreach**

**LuAnn Cordero & Charlotte Honeycutt**

Planning and execution of the 8th Annual Young Women’s Empowerment Academy is well underway. Martha McSally, an exceptional leader and pioneer in her field, will give the keynote address. Breakout sessions for both caregivers and adolescent participants help youth in the community become empowered to develop leadership skills, maintain a healthy self-esteem, and aspire to go to college.

Each year participants provide great feedback about this signature event and each year, the dedicated CSW members elevate it to even higher levels of impact and satisfaction rates. Each event embodies a theme (see picture below for last year’s theme). And this year the theme is aligned with UA’s NEVER SETTLE Strategic Plan. This 100% volunteer-sponsored event is one of great pride to CSW and Youth Outreach.

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**We Need Volunteers!!**

**When:** Saturday, March 8 @ UA Campus

**Contact:** Holly Brown @ brownhb@email.arizona.edu

Together We Can Achieve!
Programming & Communications ~ Jennifer Garcia & Teresa Embry

Formerly called Education and Outreach, this workgroup is excited about the Program and Communications (ProComm) moniker that more specifically identifies the essence of this workgroup. In addition to new and exciting projects to improve inclusiveness and visibility ProComm is the workgroup that organizes the general meetings; coordinates the call for nominations, reviews, recommends, and awards the mini-grants and the Annual Vision Award.

This year Programs and Communications is pleased to announce Dr. Anne L. Wright, PhD in the College of Medicine as the 2013 Commission on the Status of Women Visionary Award Recipient. While it is indeed an honor to recognize established visionaries like Dr. Wright, in the spirit of inclusiveness in 2014 the CSW will be opening up the vision award process to establish two vision award categories: Established Visionary and Emerging Visionary. The ProComm workgroup is also looking to improve communications within CSW and are proposing writing a CSW orientation guide. On February 1, 2014 the newly established CSW Facebook page went live so look for more updates and interactive information to be posted there. This group is on the move and always thinking about ways to improve CSW communication with the campus community and stakeholders along with improving visibility and the brand of CSW.

Like us on Facebook! Search “UA Commission on the Status of Women”

Family Care

Krista Millay

Many activities surround the work of Family Care as it explores fostering an inclusive environment for families at The University of Arizona. The group is currently assessing all UA lactation rooms, per the recommendations made by UA Life & Work Connections office which can be viewed at http://lifework.arizona.edu/cc/lactation_information/establishing_lactation_areas.

The group continues to participate in conversations around childcare on campus, and just completed a comparative survey of peer institutions to aid in the assessment of University officials.

Lastly, the group is beginning to brainstorm regarding the varied needs that surround pregnancy on our campus. Stay tuned for future developments!

Did you know?

For a single mother, the national average cost of child care for an infant is 35% of her salary.


Upcoming Events in the Community

LUNAFEST, March 4, 7:00—9:00 pm @ The Loft $10/Ticket
Films for and about women http://gws.arizona.edu/node/659

Tucson Festival of Books, March 15—16 @ UA Campus FREE http://tucsonfestivalofbooks.org/

Body Love Conference, April 5, 8:30 am—5:00 pm @ UA Campus $80.00*
Workshop topics include: Transgender body positivism, how to live unapologetically, post-partum body love, multiracial expansions of beauty, how to transcend ageism and many more! http://www.bodyloveconference.com/

*For a limited time there is a $20 discount.
About CSW

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. CSW members are the stewards of equity and inclusion with the objective of moving the UA campus toward equity and opportunity for all gender identities.

CSW has an active and influential role on Campus. Since the Arizona Board of Regents created the Commission on the Status of Women in 1989 for the purpose of assessing the conditions of employment for women at the three universities UA, ASU and NAU. The CSW has focused on areas of compensation and equity, campus climate, and career and professional development. Currently, the CSW has five workgroups: Equity, Family Care, Mentoring, Programming & Communications, and Youth Outreach.

Commissioners are drawn from all ranks of the university. Administrators, faculty, appointed personnel and classified staff serve 3-year appointments. Graduate and undergraduate student commissioners serve one-year terms. Renewal of service is always an option. The CSW Executive Committee is made up of workgroup chairs, and campus liaisons. Monthly meetings allow the opportunity to regularly share information, coordinate activities and seek guidance from the committee at bi-annual general membership meetings that give the whole CSW membership an opportunity to receive and share information, and participate in professional development activities. We call upon everybody to join CSW to make The University of Arizona an inclusive environment for everyone.

Interested in joining?

Please visit

http://csw.arizona.edu/about/membership

Did you know?

Prior to the Affordable Care Act, victims of domestic abuse could legally be denied health insurance coverage in some states, as domestic abuse could be considered a pre-existing condition.


Contact Us:

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