



UD MEN FOR GENDER EQUITY

MARCH 2022

1. **Welcome Message**
2. **Upcoming Engagement Opportunities**
 - **Advocacy 101 Info Session and Applications**
3. **Celebrating Women's History Month**
4. **Fast Facts!**
 - **15 Women We Should Not Forget**
 - **Remember the Ladies: The Importance of Women's History**
 - **Why We Need Women's History Month**
5. **Share Your Experience**

March 2022

Welcome to the third newsletter of the spring 2022 semester from the UD Men for Gender Equity Initiative! This monthly newsletter promotes gender equity efforts at the University of Dayton through education, connection to resources, and providing actionable steps to advocate for gender equity. We invite you to engage with this newsletter by forwarding it to colleagues, participating in future events, and supporting gender equity in our community. Given the continuous impact of COVID-19 and our goals for our campus community, please participate in a short survey [here](#) to help the Equity Advocates plan for the semester.

Upcoming Engagement Opportunities

Advocacy 101 Info Session and Applications

Are you a man interested in taking an active role in the UD Men for Gender Equity initiative and becoming a Gender Equity Advocate? Learn more about the roles that Gender Equity Advocates play on campus and how you might lend your skills and talents to the initiative! *Advocacy 101* is an informational session recurring monthly in the Spring term to help men understand how they can be more involved in the UDMFGE efforts.

[Click here](#) to register for the **Friday, March 25, 2022 session**, which will take place from **2pm - 3pm** on Zoom.

If you wish to become an advocate, the [applications](#) are now open and are due April 1st, 2022.

Celebrating Women's History Month

Women's History Month is a celebration of women's contributions to history, culture and society and has been observed annually in the month of March in the United States. In March 1980, after celebrations had spread across the country, President Jimmy Carter declared that March 8 was officially the start of National Women's History Week. That same year, Utah Senator Orrin Hatch and Maryland Representative Barbara Mikulski co-sponsored the first Joint Congressional Resolution declaring the week of March 8, 1981, National Women's History Week. By 1987, Congress declared the entire month of March Women's History Month. Since then, every president has declared the month of March Women's History Month.

Fast Facts!

15 Women We Should Not Forget

From an 80-year-old tiger trainer to the motorcycle queen of Miami, these are the stories of trailblazing women you likely did not learn about in school. For Women's History Month, it is crucial to highlight the lives and legacies of women whose names and stories you may not have learned about in school but who nonetheless left indelible marks on society. Click [here](#) to read the full article.

Remember the Ladies: The Importance of Women's History

Currently, less than 10% of American history curriculum focuses on women. And, of that 10%, 60% highlights American women as the helpmate and domestic partner. How are these selected historical examples shaping the attitudes of young boys and self-esteem of young girls? What would happen if we included more and more diverse stories of American women in American history and young girls begin to see themselves in the curriculum they study? An expert in American women's history and politics, Dr. Emily Krichbaum earned her doctorate from Case Western Reserve University and authored numerous articles on nineteenth and twentieth-century reformers. Her most recent work on Elizabeth Cady Stanton will be published by the University of Notre Dame press in 2020. For ten

years, she taught at Ashland University, where she received both 'Female Faculty Member of the Year' and 'Mentor of the Year' awards. In 2018, Krichbaum founded Remember The Ladies, a non-profit organization that helps teachers and school districts incorporate more women's history into American history classrooms. Most recently, Krichbaum joined the Upper School faculty at Columbus School for Girls and teaches American history and politics. She resides in Bexley, Ohio with her husband, Brian, and their dog, Quincy. This [talk](#) was given at a TEDx event using the TED conference format but independently organized by a local community.

Why We Need Women's History Month

[Here's why](#) we need Women's History Month more than ever, and what it means to women around the world.

Profile: Dr. Lisa J. Borello

Director, Staff

Academic Affairs and Learning Initiatives: Women's Center

Lisa Borello serves as the director of the Women's Center and serves as co-chair of the President's Commission on the Status of Women. She earned her Ph.D. and M.S. in Sociology of Science and Technology from the Georgia Institute of Technology, and a M.A. in Women's Studies from Georgia State University. She received a bachelor's in journalism (with a minor in Women's Studies) from Penn State University.

Q: When and why did you join the Women's Center?

A: I joined the Women's Center in July 2017 but have spent nearly my entire career working in higher education (UD is my 6th university!). My educational background is in women's studies and sociology and my research focuses on equity issues in STEM, and on technology and the (gendered) body. While I've had a number of different roles in academia, I made an intentional choice to come to UD and do this work because I believed we were at a moment nationally that demanded real action and advocacy on the part of women. That sense of urgency and necessity remain core to how I approach my work almost five years later.

Q: Have you faced any challenges, both personally and professionally, as a woman? What were your challenges?

A: Absolutely - I think it's difficult to be a woman and not experience some degree of struggle, professionally and personally. Our society is not one that prioritizes the needs, talents, and autonomy of women - we learn those messages at a young age and they are reinforced throughout one's life in cultural practices, laws and policies, and in daily interactions. That being said, I also recognize that, while I have experienced challenges, as a white cisgender woman, my privilege has also shielded me from other forms of oppression. When we do this work, we always try to complicate the notion that women are a homogenous group with the same experiences or the same kinds of barriers - yes, we are all impacted by sexism, but the multitude of identities we have (both visible and invisible) affect how we move about the world, and how the world treats us.

Q: Were you a victim of intentional or unintentional biased decisions made by your superiors at work or professional events? Share your experience

A: There are many experiences that I could share that I've encountered throughout my career - the most relevant was explicitly being told (by a previous employer) that I was being passed up for a new job opportunity because I was about to get married and they assumed I would quit my job afterwards to start a family. That's an egregious example - most experiences are more subtle and show up in the form of microaggressions from colleagues and supervisors who are (likely) unaware of the impact of their words.

Q: What are the biggest obstacles you confront as you look to advance in your career?

A: Honestly, the past two years have been among the hardest moments of my career. The pandemic has really shed light on the impossible challenges of raising children while working - we've seen the ways in which women all over the world have been disproportionately impacted by school and daycare closures, and I'm among them. Even under the best of circumstances, working and raising young children is difficult - safe, affordable, high-quality childcare is a rare commodity, disruptions to childcare arrangements are common, and women are expected to shoulder the majority of the household duties and the emotional labor in their families, in addition to their paid work. Women often have to make an impossible (near daily) choice: prioritize work or prioritize family. And in our society, there's no right choice - both are criticized. I've been very fortunate to have had supportive supervisors who have been flexible and extraordinarily understanding over the years, especially throughout the pandemic. But still, there is this internal fear that you'll be somehow penalized for being a working mom, whether with regards to being able to continue up the career ladder or whether your colleagues take you seriously as a professional.

Q: Why do you think gender equity is important at UD and is there any room for improvement? If so, how?

A: When it comes to creating equitable and inclusive learning and working environments, I believe that there is always room for improvement. Ultimately, the goal is to no longer need places like the Women's Center (at UD and elsewhere) because we've "arrived" as a society at where we need to be from an equity perspective. Until then, we continue to do the challenging work of pushing our community to do better. At UD, our Catholic and Marianist charism provides the framework and the imperative to commit ourselves to social justice. So, for me, I view gender equity as essential to who we are as a community.

Q: What would our institution/community look like if our equality goals were met?

A: Equity leads to equality, so it starts with acknowledging the historic injustices and inequities experienced by women and other marginalized people. To work to overcome some of the systemic barriers to women's social and economic progress, we must continually examine the policies and practices that have led to structural inequities, especially in regards to access, hiring, promotion, retention, and pay. Equality is going to look like equal access to opportunities, especially at the highest level of leadership at the university, equal pay for equal work, fair treatment in the classroom and the workplace, and a climate that allows each of us to show up authentically as our full selves.

Q: By joining the Women's Center, are you making a difference to yourself and to others? If so, what kind of difference are you making?

A: I hope I am! I intentionally chose this role because I wanted to make a difference in our community - that desire to make things better for others is what keeps me going each day. I hope that my work - whether through research, advocacy or committee work - brings attention to the issues and concerns of our women-identified faculty, staff and students, and that it supports the real structural and systemic change necessary to move the needle toward gender equity at UD.

Share Your Experience

The Women's Advisory Council invites you to submit any comments, questions, or other concerns related to gender equity and campus climate. The form is anonymous and will not collect any identifying information. The Council will share these comments in aggregate with the men's Equity Advocates and Allies as we work collaboratively to affect positive change on campus.

Visit the [UD Men for Gender Equity website](#) for more information.

Subscribe to our [newsletter](#).

The UD Men for Gender Equity Initiative is sponsored by the President's Office and the Office of the Provost; in collaboration with many campus partners, it is housed in the Women's Center.

© Copyright 2022 University of Dayton. All rights reserved.