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## Voices Raised, Issue 27

University of Dayton. Women's Center

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# Voices Raised

## 100 years of International Women's Day

As Women's History Month approaches, it is time to examine the events which we habitually celebrate each year. Why do we celebrate International Women's Day each year? Well the simple answer is because it recognizes the event in Europe that occurred on March 19, 1911 where more than one million women and men rallied to demand that women receive the right to vote, the right to work, the right to hold public office and the right to work in a nondiscriminatory work environment. In short, to have the rights of men extended to women as well. But why then is the 100th anniversary of International Women's Day being celebrated in 2010 rather than 2011? This is where the story gets more complicated, but also where the true activist nature of the human rights movement and women's movement shines through.

The original idea for this day came from a rather unlikely source; the Socialist Party of America. In 1909 the Socialist Party designated February 28th to honor the 1908 garment workers' strike in New York. Working conditions in urban areas were notoriously dangerous. Those jobs which employed more women than men, such as the lower paying, menial jobs, were some of the most inhospitable working conditions. Women were routinely killed, maimed or poisoned by the work they did in order to feed their families. Garment and textile workers were literally chained to their machines in order to ensure they did not steal time or money from the company by taking a break. The garment workers went on strike in 1908

to protest these conditions and demand safer jobs, higher wages and more frequent breaks. The Socialist Party of America honored these women with the first National Women's Day.

The next year, 1910, the Socialist International met in Copenhagen to establish an International Women's Day because the 1909 National Women's Day was so successful in raising awareness and garnering support. This day was focused on honoring the movement for women's rights as well as building support for universal women's suffrage, a concept which was just starting to gain ground among activists of the early 20th century. The idea of an International Women's Day was greeted with approval from all 100 participants attending the conference, representing 17 different countries. The attendees also included the first three women elected to the Finnish Parliament after Finnish women received the right to vote in 1906.

However, at this point there was no date set to be celebrated! It wasn't until the following year, 1911, that International Women's Day was marked, on March 19th, in three European countries.

This day went on to be a valuable mechanism for protesting World War I. Russian women held their first International Women's Day on

**Continued on P.7**



### Women's Center

Alumni Hall, 2nd Floor

9 a.m. - 10 p.m.  
Monday - Wednesday

9 a.m. - 5 p.m.  
Thursday - Friday

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### Muslim Women's Conference occurs at UD

The Islamic Society of Greater Dayton (ISGD) is planning its first Muslim women's conference to be held on March 6, 2010 in KU. Co-sponsored by the UD departments of religious studies, and women and gender's studies, "Muslim Women, A Voice for Peace" will discuss health, family, sociopolitical, religious, and cultural topics concerning society today.

The goal of this event is to empower American Muslim women to have their voices heard and encourage them to engage and integrate within society. The ISGD believes that American Muslim woman can be a strong voice for spreading peace and reconciliation in the U.S. as well as around the world. In their opinion, teaming with the University of Dayton has been instrumental in their recent success.

"The University of Dayton has been a leader in promoting tolerance, diversity and community outreach, especially with the Dayton Muslim Community," said Ghada Madkour, a founder of the event. "One night in October, a group of women and men sat together to discuss the future of our community. The conclusion was that empowered women produce empowered children and strong communities. This conference was a necessary step to empower Muslim women in Dayton and to provide them with a forum

**Continued on P.7**

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# What's Going On?

## UD's Women's History Month Events

### MARCH

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6 <i>Muslim Women: A Voice for Peace</i>
7	8 <i>International Women's Day</i> <i>Discussion on the "Bubble Mentality"</i>	9 <i>Grad Wmn Pwr Hr: Role of Women in America</i> <i>Definition of Rape</i> <i>"female rebels and mavericks"</i>	10	11 <i>Rape Culture &amp; Sexual Assault on Campus</i> <i>UD Monologues</i>	12 <i>Film Fest: Daughters of the Dust</i>	13 <i>AIDS Awareness Concert</i> <i>UD Monologues</i>
14	15 <i>Women &amp; Spirituality Luncheon</i> <i>Eating Disorder Panel</i>	16 <i>"Who Wants to be a Porn Star"</i> <i>Pancake Breakfast</i>	17	18	19 <i>Film Fest: The Hurt Locker</i>	20
21 <i>Kampaign for Karonga 5K</i>	22 <i>Take Back the Night</i>	23 <i>Sexual Assault Resources on Campus (1 of 3)</i>	24 <i>Miryam Award</i> <i>Tunnel of Oppression</i>	25 <i>Sexual Assault Resources on Campus (2 of 3)</i> <i>Grad Wmn Event: Poetry &amp; Wine</i>	26 <i>Film Fest: Coco Before Chanel</i> <i>Sexual Assault Resources on Campus (3 of 3)</i>	27 <i>Annie T. Thornton Women's Leadership Conference</i> <i>M-Fest</i>
28	29	30	31			

**Muslim Women: A Voice for Peace** - 8am-4pm, KU  
**International Women's Day** - 11:30am-1pm, LTC  
**Discussion on the "Bubble Mentality"** - 6-7pm, ArtStreet Studio B  
**Grad Women Power Hour: The Role of Women in America** - 6-7pm, Women's Center  
**Definition of Rape** - 7pm, ArtStreet Studio B  
**Max Dashu: "female rebels and mavericks"** - 7-9pm, Sears  
**Rape Culture & Sexual Assault on Campus** - 7pm, ArtStreet Studio E  
**UD Monologues** - 8pm, Black Box  
**Film Fest: Daughters of the Dust** - 9pm, ArtStreet  
**AIDS Awareness Concert** - 6-9pm, ArtStreet Ampitheater  
**UD Monologues** - 3 & 8pm, Black Box  
**Women & Spirituality Luncheon** - 12-1pm, OMA  
**Eating Disorder Panel** - 8-9 pm, Sears  
**"Who Wants to Be a Porn Star"** - 7-9pm, Sears

**Pancake Breakfast** - Midnight, McGinnis  
**Film Fest: The Hurt Locker** - 9pm, ArtStreet  
**Kampaign for Karonga 5K** - 9:30am-1pm, ArtStreet  
**Take Back the Night** - 9pm, ArtStreet Ampitheater  
**Sexual Assault Resources on Campus (Part 1 of 3)** - 6-7pm, ArtStreet Studio B  
**Miryam Award** - 4-6pm  
**Tunnel of Oppression** - 2-5pm, KU, 3rd floor  
**Sexual Assault Resources on Campus (Part 2 of 3)** - 5-6pm, ArtStreet Studio E  
**Sexual Assault Resources on Campus (Part 3 of 3)** - 5-6pm, ArtStreet Studio B  
**Grad Women Event: "Poetry & Wine Celebration"** - 6-7pm, Women's Center  
**Film Fest: Coco before Chanel** - 9pm, ArtStreet  
**Annie T. Thornton Women's Leadership Conference (ATWLC)** - 8am-4pm, KU  
**M-Fest** - 1-11pm, ArtStreet

For more information on all of these events please visit [womenscenter.udayton.edu](http://womenscenter.udayton.edu)



# Profiles

## From Dedicated Athlete to Senior Administrator

After experiencing the taste of victory at a young age, Megan (Pease) Winner had an appetite for competition. Her competitive appetite is what took her from high school athlete to a collegiate volleyball player and now Senior Woman Administrator for the UD Athletic Department.

Megan's father was a high school football coach and her parents supported her athletic endeavors. They also raised her to have a sense of confidence, to believe that she could be anything she wanted.

"Both of my parents were wonderful role models," Megan says. Conversations around the dinner table in her hometown of Mansfield, Ohio often touched on topics of sports, goal setting, and leadership. With the wisdom and inspiration of her parents, Megan was destined to become an athlete.

At the age of four Megan raced against eight year olds on her swim team. Swimming was not the only sport she

did. Throughout her childhood Megan played basketball, softball, soccer, volleyball, danced ballet, tap, and jazz, and also ran track. Despite enjoying many different sports, volleyball was her favorite. In high school she played for the Toledo Volleyball Club, one of the top club programs in Ohio. Despite the two and a half hour drive it took Megan to get there, her competitive passion motivated her to make the trip three times a week. She never once missed a



practice or game. This same dedication and discipline helped Megan earn a volleyball scholarship at UD.

When asked about Title IX, Megan views it as the biggest piece of legislation passed in the 20th century. Because of this legislation and women fighting for their rights, Megan grew up with every opportunity to participate in sports that boys have. She also grew up with the opportunity to continue her education at UD earning a bachelor's degree and also an MBA.

"When I think about Title IX, I think about opportunity," says Megan. "To think that over a three year period in the 1960's the state of Virginia denied admission to over 21,000 female applicants to its institutions. And over the same three years, ZERO men were denied admission. And that was legal back then. So many women in the past fought for equal opportunities with Title IX and it is up to us (women) to carry that torch into the next generation."

Shortly after earning her masters, Megan came back to UD as an intern in the athletic department. This is when she learned her passion for competition crosses over into her professional life. She is passionate about working hard to ensure that student-athletes have the same enriching experience she did.

Megan is now the Senior Woman Administrator in UD's Athletic Department. The NCAA requires all institutions to have a female in their senior management administration. Megan Winner is that person for UD. Megan is "forever grateful" for the opportunity UD gave her. By working for the athletic department, she is carrying on the legacy that was started long before her.

- Lauren Weining,  
Senior

## Putting a Stop to Human Trafficking

Human trafficking is the second-fastest growing criminal industry today. Estimated statistics and facts from newspapers and journal materials are especially shocking: About half of trafficking victims are under the age of 18; approximately 80% of trafficking involves sexual exploitation and 19% involves labor exploitation; trafficking victims normally don't get help because they think that they or their families will be hurt by their traffickers, or they will be deported.

The New Abolitionist Movement, a fledgling yet promising student organization at UD founded in December 2009, is aimed to combat human trafficking in Ohio. According to Alisa Bartel, vice president of the New Abolitionist Movement and a senior psychology major, she became interested in this issue and afterwards came up with idea to establish the organization from her brother, a photo journalist in NY who had talked with several police officers about human trafficking. Having read gruesome stories of survivors, attended numerous awareness-raising conferences, researched the inside story and performed many interviews, Bartel was startled by the sufferings of trafficking victims. She and her friend Alex, along with other enthusiastic UD

students, decided to do something.

Their organization became an official group in January, 2010. Their primary goal is to raise the public awareness of human trafficking in Ohio and take actions to combat it. Bartel and her fellow members care about this social issue because they think it hits home. "Ohio is a source, destination, and transit state, meaning that victims are raised here, brought here, and transited throughout the state. Its sophisticated highway system, proximity to Canada, military base, and high immigrant population make Ohio an attractive place [for traffickers] to do business" Bartel said.

According to their research, for two years in a row, Toledo was ranked as the No.1 city in U.S. in recruiting and compelling the most underage girls into prostitution. The number of calls to the National Human Trafficking Hotline in Ohio surprisingly ranked Top 7 in the U.S. during the past 4 years. Even worse, Ohio's current anti-trafficking legislation is weak so many victims are not provided any help or services since human trafficking is not a stand alone felony in Ohio, as it is in many other states. This is the primary concern and focus of the UD student organization now. Members of the organization lobby legislators and hope

Continued on P.7



# Health & Wellness

## Ask the Doc

***Do you think that we (i.e. women) would be well-served by being more critical consumers of “health information” pushed at us by big pharmaceutical companies? Instead of self-diagnosing ourselves and going to our doctors for prescriptions we’ve been convinced we need (or because our friends are taking them), could you perhaps offer some sensible advice about how to research “typical” women’s health issues and how to discuss them with your doctor?***

To your first question, absolutely! “First, do no harm” is what all physicians are taught in our training. Some new meds have been revolutionary for people with certain medical problems. Cholesterol meds are very effective at reducing heart disease risks and prolonging lives. Osteoporosis can be a devastating disease in elderly women, greatly reduced by new classes of meds. Being aware that we CAN prevent some problems is good, but meds recommended in ads aren’t necessarily for everyone. Women should talk to their physicians about their risks for certain diseases (heart disease, osteoporosis), have appropriate testing done to assess if a medication would be helpful (cholesterol or blood pressure levels, DEXA scan for osteoporosis), and discuss the potential side effects, risks (common and rare), costs, and benefits of medications to prevent these problems. Some medications are clearly beneficial, others offer marginal benefits. You need to ask your doctor HOW much benefit you can expect. Is it a little or a lot? Are other medical problems present that make this issue less significant for you, or put you at more risk of problems from these meds? Ask your doctor and yourself: does this medication really make sense for me at this time?

Another product being promoted in ads is the availability of certain genetic tests. Ads encourage women to get Be Ready Against Cancer (BRAC) analysis.

**Should you?** If someone has a strong family history of breast and/or ovarian cancer, particularly in more than one first degree relative (mother, daughter, sister), it makes sense to talk to your physician or a genetic counselor to decide.

**Why should you find out?** Having one of these genes doesn’t guarantee you’ll get cancer, but what it does show is that if you are at increased risk, you may benefit from more frequent screenings for these cancers. Not having the genes doesn’t guarantee you WON’T get one of these cancers, so you still need to continue doing mammograms and getting an annual pelvic exam.

**Why wouldn’t you get the test?** If it’s positive, this could affect your ability to get insurance (health, life, disability insurance) even though you might never have a problem. If it is positive, you may struggle with whether to have a prophylactic (preventive) surgical removal of the breasts or ovaries, which would reduce but not completely eliminate your risk of getting these cancers. Additionally you could have complications or disfiguring, and may or may not be covered by insurance.

**So, how do you inform yourself?** Read. Look online at health sites that aren’t selling a product, that review medical issues or are sponsored by a medical school. Good sites include:

[www.webMD.com](http://www.webMD.com)

[www.cdc.gov](http://www.cdc.gov)

[www.cancer.org](http://www.cancer.org)

Actually I find that Wikipedia.org often has very good reviews of medical information too (though often written in medical jargon by medical professionals and geared toward medical professionals) And finally, if you’re interested in talking with your doctor about your risks, don’t ask “Oh, by the way” as you’re finishing an appointment for an unrelated problem. The best way to really pick your doc’s brain about these issues and review your personal risk factors is to set up an appointment to specifically address your concerns. Do your research ahead of time, and write down the questions you want to address.

Good luck!  
- Dr.B

“Ask the Doc” is a service of the University of Dayton Health Center. If you have any questions that would be of general interest, please send them to: [askthedoc@notes.udayton.edu](mailto:askthedoc@notes.udayton.edu)

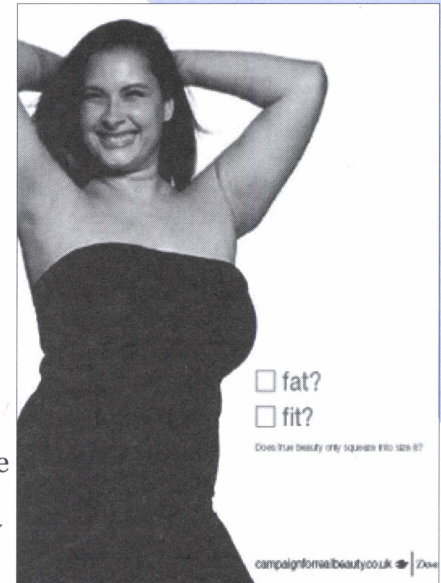
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# Think Thinness = Beauty? THINK AGAIN!

While being curvy previously signaled women's health and affluence, this is no longer the case. Whether the idea that "thinness is beauty" began in the early 1900s with the desire to look like the "Gibson Girl", or in the 1920's with the influence of the flappers, or perhaps more recently in the 1960s when Twiggy hit the runway, this pressure still remains true for the women of America today (National Eating Disorders Association [NEDA], as cited in Prah, 2006).


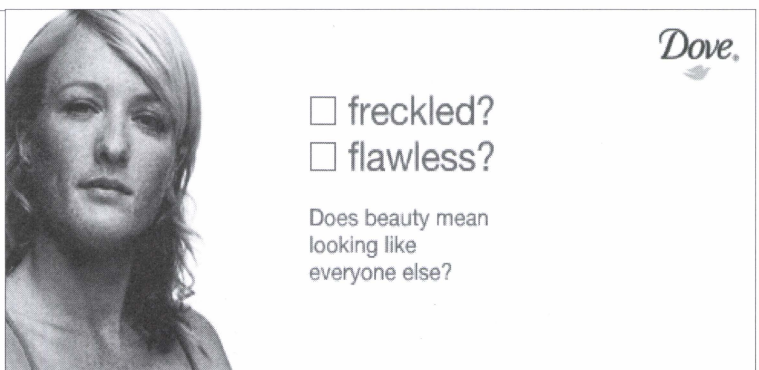
Due to society's increasing pressure on individuals to become thin and a high rate of eating disorders, many researchers have considered the media, because of its prevalence and availability, to be one of the most influential causes. The media, whether television, advertisements, magazines, or internet sources, is cluttered with images of unnaturally thin women. Before the days of Twiggy, the average fashion model weighed only 8 percent less than the average American woman. Today, fashion models are significantly smaller; the average model is in the second percentile of America's women (NEDA, as cited in Prah, 2006). Because many women face daily societal pressures to become the constructed ideal of ultra-thinness, they strive to fit this ideal through diet and exercise (Comer, 2007). Hence, the prevalence of eating disorders (Anorexia Nervosa and Bulimia Nervosa) is increasing in young females.



To combat this problem the Dove© Company initiated their Campaign for Real Beauty in 2004. The Dove© Campaign for Real Beauty strives to increase awareness of the beauty stereotypes previously mentioned through thought-provoking ads, confidence-building programs, and messages that promote all types of beauty. In advertisements for Dove© brand products, the company strives to portray women realistically by showing natural shape, size, skin color, and age.

Since 2004, the Dove© Company has made a promise not to alter any of their images (of models), in order to avoid unrealistic or unattainable views of beauty. In order to help prevent body image problems and/or eating disorders in girls and young woman (high risk group), the Dove© Company also initiated The Dove Self-Esteem Fund. Free self-esteem tools, such as workbooks for girls and their mothers, can be found at <http://www.dove.us/#/cfrb/>. The website also provides access to commercials specifically designed to debunk society's emphasis that "Thinness = Beauty". Although only one company, Dove has reached over 3.9 million lives through The Dove Self-Esteem Fund as of 2009. Hopefully other advertising agencies will consider the Dove© Company as a model to help promote change in society's view of beauty.

- Nicole Eshenaur,  
Graduate Psychology

	
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# Voices Raised

## Influential Women in World History



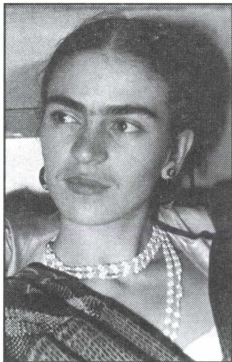
### *Queen Elizabeth I (1533-1603)*

Elizabeth was the fifth and last monarch of the Tudor dynasty. Elizabeth's reign is known as the Elizabethan era, famous for the flourishing of English drama. After the short reigns of Elizabeth's brother and sister, her 44 years on the throne provided welcome stability for the kingdom and helped forge a sense of national identity.



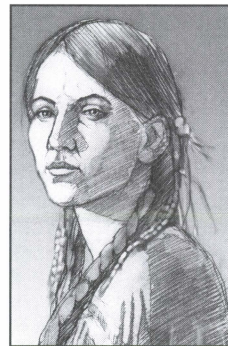
### *Rosa Parks (1913-2005)*

Rosa Parks is recognized as the "mother of the modern day civil rights movement" in America. Her refusal to surrender her seat to a white male passenger on a Montgomery, Alabama bus on December 1, 1955, triggered a wave of protest that reverberated throughout the United States.



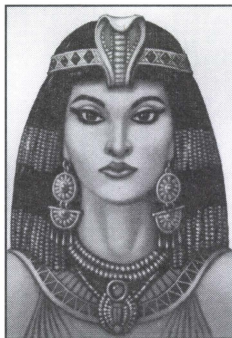
### *Frida Kahlo (1907-1954)*

Frida Kahlo was one of the most influential Mexican painters of the mid-20<sup>th</sup> century. Influenced by the indigenous cultures of Mexico and the European influences of Realism, Symbolism, and Surrealism, Kahlo painted using vibrant colors. Many of her works are self-portraits that symbolically articulate her own pain.



### *Sacajawea (1787-1812)*

Sacajawea is well-known as the native woman who led Lewis and Clark on their expedition to find the Pacific Ocean. Contrary to common knowledge, she did not act as a "guide" on the main part of the trip; her knowledge of the land was limited to the areas in which she grew up. In actuality, her main responsibility was to serve as a translator.



### *Cleopatra (69-20 BC)*

At age 18 Cleopatra became the queen of Egypt. She is known for being the last Pharaoh of Egypt and the last of the Ptolemy dynasty of Egyptian rulers. She is also known for her romantic relationships with Julius Ceasar and Marc Antony.



### *Marie Curie (1867-1934)*

Together with her husband, Curie was awarded half of the Nobel Prize for Physics in 1903, for their study into the spontaneous radiation discovered by Becquerel. In 1911 she received a second Nobel Prize, this time in Chemistry, in recognition of her work in radioactivity.



### *Mother Teresa (1910-1997)*

In 1950, Mother Teresa started "The Missionaries of Charity", whose primary task was to love and care for those persons nobody was prepared to look after. Mother Teresa's work has been recognized and acclaimed throughout the world. She received the Pope John XXIII Peace Prize (1971), the Nehru Prize (1972), and the Nobel Peace Prize (1979) for her work.



### *Anne Frank (1929-1945)*

Anne Frank was a young Jewish girl who lived during Hitler's regime. Frank's family was forced into hiding because they were Jewish. While hiding, Anne kept a diary. Her diary has become one of the world's most widely read books. Anne Frank has been acknowledged for the quality of her writing, and has become one of the most renowned and discussed victims of the Holocaust.



# 100 Years of International Women's Day

continued from P.1

hold the day on or around March 8, 1914 to show their solidarity with activists or to oppose the war. The day became associated with the United Nations during International Women's Year (1975) and was formalized after a UN resolution was passed in 1977. The resolution said that International Women's Day can be celebrated on any day of the year by the member states.

Now a fully legitimized celebration of women's rights, International Women's Day is celebrated by many countries on March 8th. So why pick 1910 as the starting date instead of 1911 or even 1975 or 1977? In short, it is because this is the true origin of the day. This is when an international community came together to make the case for a day which celebrates women standing up and demanding that their rights be honored and protected. The Copenhagen conference shows the true grassroots nature of many women's movements across the globe as well as the start of political power that women were beginning to wield.

The theme 2010 year is "Equal Right, Equal Opportunities: Progress for All." This year is one of looking back to see just how far women have come internationally and to look ahead to see how far we have yet to go. This is a time of reflection as well as action. In this way, it is fitting that 2010 is the year that marks the 100th anniversary because it commemorates the creation of the International Women's Day in Copenhagen in 1910. The event in Copenhagen truly represented the start of the move toward universal protection of women's rights. While the first actual celebration of International Women's Day took place in 1911, it is similar to celebrating an event; you begin counting from the time the event took place and not a year afterward. If these women had not come together to voice the idea of an international women's day, there would have been no event to celebrate in 1911, and certainly no 100th anniversary in 2010.

- Grace Crivello,  
Senior

## Muslim Women's Conference

continued from P.1

to engage within their community."

A highlight of the day will be keynote speaker Rashida Tlaib, a Michigan State representative speaking on, "My Life Story, From a Muslim Girl in Public School to the Michigan State House." The eldest of 14 siblings, Rashida was elected to the Michigan House of Representatives in 2008 and has been a strong advocate for policies that create real positive change.

"Since her election to the Michigan State House, Representative Tlaib has been a role model for many American Muslim women, as well as other minority women in the U.S. who aspire to be active in their communities," Madkour said. "She was the first Muslim woman to be elected to such a prestigious position in the U.S. She was an obvious match for this conference and was very generous to accept our invitation."

The conference, open to women, men, and youth of all faiths, will run from 10 a.m. to 6 p.m. and feature a total of five distinguished speakers. Tickets to the event are free but on-site registration is required. Free coffee and a continental breakfast will accompany the registration which begins at 9 a.m. in Kennedy Union. For more information, visit [www.isgd.org/](http://www.isgd.org/).

- Kristen Daughtery,  
Junior

## Putting a Stop to Human Trafficking

continued from P.3

to achieve a more effective and stronger anti-trafficking law in Ohio that ultimately will eradicate slavery. "We desperately hope to change the future." Bartel told us in a firm tone.

The New Abolitionist Movement intends to recruit new members and promote awareness about human trafficking in a wider scope beyond the campus. They have plans to establish committees that are responsible for certain elements of the organization such as a research group, campus outreach, community outreach, etc. Additionally, concrete plans have already been designed in the hopes of making fruitful progress in 2010. "Our plans include lobbying legislators to promote the passage of stronger anti-trafficking legislation in Ohio; presenting at the Stander Symposium; holding an hour-long workshop session at the Annie T. Thornton conference; collaborating with community organizations to raise awareness about human trafficking at their agencies; and sponsoring a major upcoming event in March" Bartel said.

"It's hard to combat a clandestine crime, but I think it's even harder to read articles about 30-year-old men working 20 hours a day for zero pay, and 11-year-old girls enduring forced abortions and being beaten with chains. Slavery is still happening, and members of the New Abolitionist Movement cannot sit idly by and let it" added Bartel.

- Tracy Yang,  
Graduate Student



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Page 7





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## *From the Director's Desk* Teaching Young Women What They're Really Worth

Last August the Women's Center hosted 23 representatives from 9 other universities for a daylong facilitator training workshop for \$tart \$mart. Developed by The WAGE Project (Women Are Getting Even) and endorsed by the AAUW, \$tart \$mart is a 3-hour, interactive workshop that "provides women who are college juniors and seniors, as well as graduate students, with knowledge and skills when approaching the job market to negotiate salaries and benefits so that they receive fair and realistic compensation."

The WAGE Project, a non-profit, national organization dedicated to the elimination of the gender wage gap, developed \$tart \$mart in 2007 out of the realization that "negotiating salaries [and benefits] is a challenge for women at all stages of their careers, as women are less likely than men to ask for what they want [and have earned!]" So WAGE created a workshop intended to empower young women starting their careers to avoid the gender wage gap by teaching them: what the wage gap means to each of them; the importance of benchmarking salaries and benefits and where to find that information; basic budgeting skills so they'll know what total compensation they really need to support themselves; how to negotiate for themselves.

I'll admit now that I wasn't totally "sold" on \$tart \$mart going into that workshop. I knew today's students had access to much better resources and information than I'd had. Still, like many "mature" women, I get the distinct impres-

sion that today's young women believe gender-based wage and workplace discrimination is no longer an issue; such problems were "solved" during their mothers' generation.

At the conclusion of the training workshop I, like virtually all those present, had become much more enthusiastic. Almost to a person we wished WE had had something like this when we were beginning our professional lives. But rather than dwell on what we've likely missed out on over the years, we committed to helping ensure that young women coming behind us are better prepared.

My first stop was UD Career Services, to introduce them to \$tart \$mart and see if they would be interested in partnering with the Women's Center to offer it here. Career Services director Jason Eckert was very enthusiastic and immediately asked for volunteers from among the CS staff to work with us on a pilot program. As a result, Mark Sisson, Sherry Stimmel, Pattie Waugh and I partnered with the Schools of Engineering and Business to pilot \$tart \$mart in January. While we're still in the process of reviewing participant evaluations and debriefing for ourselves, early signs are that it was well received and, with some tweaking, might become a regular offering.

P.S. It's not too late for any of us to brush up on our benchmarking and negotiating skills. Go to [www.wageproject.org](http://www.wageproject.org) for more information.

- Lisa Rismiller