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Voices Raised, Issue 40

University of Dayton. Women's Center

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Merit and Modesty: The Miryam Award

'Above and beyond the call of duty.'

This praise was sung of both Debra Monk and Corrine "Cee Jay" Witherspoon, recipients of the 2013 Miryam Award. Kelly Bohrer, coordinator of the University of Dayton Center for Social Concern's community outreach program, explains that the Miryam Award was started in 1996 with the intention of recognizing individuals or campus organizations that work to enhance the climate for women at UD. Eight nominations for the award were received in January and February, and the 2013 recipients were recognized at a prayer service and reception on March 25. Once presented with the award, Debra and Cee Jay joined a select group of 18 students, staff and faculty members and five organizations that have been honored with the Miryam Award.



Debra Monk

The Miryam Award committee, comprised of students, faculty and staff representing the Center for Social Concern, the Women's Center, Athletics, the Office of Mission and Rector and many other campus entities and individuals, felt Debra and Cee Jay met all the award's criteria: both had excelled beyond the expectations of their campus roles in terms of helping women; both had made great efforts to advance the roles of women on campus; and both had positively reflected the mission of the University and its Marianist founders in their work.

Debra Monk, director of community standards and civility and associate dean of students, was honored largely as a result of her commitment to sexual assault prevention and victim advocacy. She is noted as playing an instrumental role in providing sexual assault response training for campus staff and working to make campus a safer place by helping prevent sexual assault.

Photo by Larry Burgess



Corrine "Cee Jay" Witherspoon

Corrine Witherspoon, community coordinator for the South Student Neighborhood, was honored primarily for her work in founding Sister Circle, an organization dedicated to connecting women of color on campus and within the broader community.

For more information about the Miryam Award, visit http://www.udayton.edu/ministry/csc/advocacy/miryam_award.php.

– Sarah Divine '14

HEALTH & WELLNESS

Ask Dr. B.

Question:

What is the suggested amount of sleep a college student should get? Is a nap during the day healthy or does it mess up sleep?

Good day!

Dan

Answer:

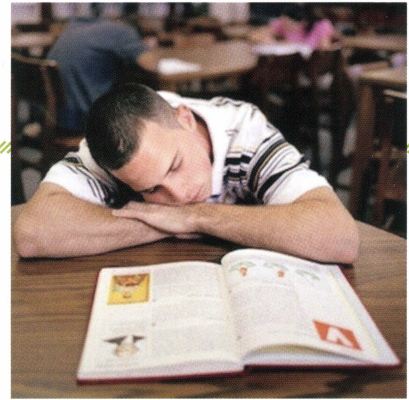
Hi Dan-

Good questions! In general most young adults need seven to nine hours of sleep per night. Some individuals need less, while others need more. If you feel well rested when you get up, and aren't depending on caffeine to get you through the day, you're probably getting enough sleep. Most Americans don't get adequate sleep and pay the price with increased risk of illness (such as colds and flu), increased risk of accidents while driving or at work, and potentially reduced productivity or mistakes at work or school.

A nap once in a while during the day generally is not a problem. However, if you regularly have to take a nap, that does tend to disrupt the normal sleep cycle, often interfering with nighttime sleep and causing daytime drowsiness and more napping. The cycle perpetuates itself. If you're having trouble falling asleep at night, it's best to avoid taking naps. It's also a good idea to avoid caffeine later in the day, avoid vigorous exercise within a couple hours of sleep and have a bedtime routine which might include something relaxing such as restful music, meditation or prayer, yoga or stretching exercises or some quiet, fun reading. If you're having a lot of trouble sleeping, ask yourself if something else might be contributing, such as anxiety or depression; if so, you might benefit from a visit to the Counseling Center. If you haven't felt well it may be worth getting a checkup here at the Health Center.

Hope these suggestions help!

– Dr. Mary Buchwalder
UD Health Center



Remembering Friendship

Throughout my life, I have been lucky to have amazing friendships with other women. If I ever get married, I am going to have a difficult time limiting the number of bridesmaids I have standing with me. The women I am proud to call my friends are amazing writers, caring social workers and awe-inspiring mothers. But I have been guilty, as have many of you, of becoming too busy and preoccupied with school, work and romantic relationships to attend to these friendships. I forget to call my friends back and I'm too busy and distracted to make the time to spend with them. Most of us have done it — albeit unintentionally, but it happens. It's amazing the ways we can dismiss or discount our friendships with other women.

Luckily, our friends stand by us waiting to help in many situations — such as when a romantic relationship falls apart — or to listen to us complain when “craziness” occurs. We must stop to ask, however, whether we will be there even when there is not a crisis. We need to value friendships and spend time cultivating them even when we are distracted with everything else going on in our lives.

Spending time with close friends helps keep our stressful, busy lives from becoming overwhelming. We can better manage stress, worries, anxiety and sadness by talking it through with friends who bring us joy. Close friends are an amazing source of support when we're distressed. Sometimes we do not reach out to them because we are afraid of “burdening” them, but remember that you would never think your friend is being a “burden” if they came to you with a similar concern.

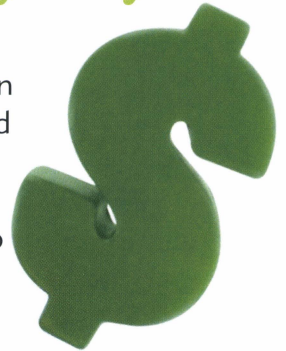
As the end of the year approaches, spend some quality time with your friends. Grab some coffee when you randomly see a friend on campus. Sit down for lunch together. Make plans to meet for a quick dinner that turns into a three-hour conversation about both nothing and everything. Friends gift us with memories to last a lifetime, and those memories are indeed the ultimate strength when feeling powerless.

– Kimberly Sommers, Psy.M.,
Psychology trainee, Counseling Center




WHAT'S GOING ON?

Earning It Our Way: Women and Equal Pay Day

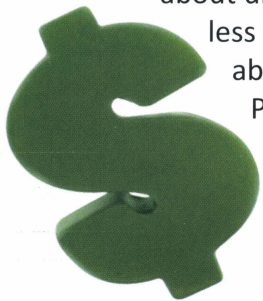
Sexism in society can sometimes be hard to measure, but unequal pay for women in America is one injustice that has been proven. The goal of Equal Pay Day — recognized annually in early April and falling this year on April 9 — is to help raise awareness of this issue. Pattie Waugh, the Women's Center programming coordinator, asks, "How can women be our best and do our best if we have to work an extra four months (into April) in order to be paid what a comparably qualified man earned by the previous December 31st?"



Unconvinced that gender-based pay disparities really exist, or that you should care? Here is some food for thought on the subject:

-  One year after college graduation, women were paid just 82 percent of what their male counterparts were paid, according to "Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation," a report published in 2012 by the American Association of University Women (AAUW). A 2007 AAUW report, "Behind the Pay Gap," found that 10 years after graduation, the pay gap widened, and women were paid only 69 percent of what men were paid.
-  One argument for the existence of the pay gap is that women tend to go into less lucrative fields than do men. A 2007 student survey by the National Association of Colleges and Employers (NACE) compared male and female salary expectations among those respondents who received a full-time job offer across 19 different academic majors. Female students receiving offers fared worse than their male counterparts in all but three of the analyzed majors. Only in biology, engineering and mathematics did women do better in what amounts to an estimate of salary offers than did men. In some fields women's salary offers were over \$10,000 less.
-  Equal pay is not simply a women's issue — it's a family issue. In typical married households, women's incomes accounted for 36 percent of total family incomes in 2008, up from 29 percent in 1983. A large majority of mothers are in the paid labor force, and about one-third of employed mothers are the sole breadwinners for their families. For the 34 percent of working mothers who are their families' sole breadwinner, the gender pay gap can contribute to poor living conditions, poor nutrition and fewer opportunities for their children.

To raise awareness about unequal pay for women, each year on Equal Pay Day the Women's Center has students stationed around Kennedy Union to pass out PayDay candy bars of different sizes with information about unequal pay attached. Recipients of "fun-sized" treats are faced with the reality of receiving less than their counterparts who receive full-sized bars, hopefully prompting conversation about unequal pay for women. In addition, an Equal Pay Day quiz is made accessible through Porches for those who wish to learn more.



— Kelly Miller '13

Dedication to a Department and a Community

After 30 years of service, the University of Dayton has seen a valued member of its family move to the next chapter of her life. Kathy Molnar had been with the University since 1983 and held various positions within the office of Human Resources. Her duties and job titles ranged from assistant director of personnel benefits to director of total compensation and staffing. Before leaving her current position with the University, Kathy offered some insights into what brought her to the University of Dayton and what lies ahead for her future.

Concerning her initial attraction and devotion to the University, Kathy shared, "UD is a Catholic institution, and the idea of working for an employer that would embrace and encourage me to incorporate my faith into my work very much appealed to me. The position of benefits administrator, for which I applied at age 25, was also of great interest; I thought it would provide an opportunity for growth and development. If I had to name one reason I stayed so long, it is the strong sense of community that I felt from the first time I stepped on campus and the family spirit that was infused into every work day ... I am very grateful for that time."

Marianist traditions also drew Kathy to the University and developed her as a person over the years. She respects and works to incorporate these traditions into her own life: "The community and family spirit resonated most, but so did inclusivity, collaboration and the desire to serve. I always felt that serving was at the core of my purpose in my work at UD as I attempted to help my colleagues navigate the complexities of their compensation and benefit needs."

This commitment to the University of Dayton and its values are echoed in the legacy that Kathy leaves behind as she moves on from her position. She hopes that her service will reflect the positive impact she left on others, as well as how she brought people together through various programs such as the Wellness Program and the UDRI employee recognition program. She also hopes for a legacy of fairness, equity and guidance to always do the right thing.



Kathy Molnar

Now that her University career has ended, Kathy is looking to focus her time on her family, specifically her 90-year-old mother, and personal interests including painting, drawing, arts and crafts, and cake decorating. She plans to continue her service by expanding her volunteer opportunities and by taking classes here at UD. This spring, she also hopes to take golfing lessons and possibly bring home a new puppy. All in all, there are exciting things happening in Kathy's future. Her dedicated service to our community indicates that whether student, staff or faculty member, the University of Dayton is a close-knit, special community.

– Courtney Harchaoui '11

Creative Chameleon: The Lovely Lauren

The University of Dayton is a campus filled with diversity, school spirit and a bright student body. Lauren Porter is one of the friendly faces helping to make our community flourish. Lauren is a graduating senior with a double major in public relations and women's and gender studies. She is actively involved in numerous organizations, including Women of Remarkable Distinction (W.O.R.D) for which she is the founder and president. She also serves as the current publicity chair and former vice president and historian of Black Action Through Unity (B.A.T.U), and publicity chair for Advocates for Sexual Assault Prevention (A.S.A.P), and she is a member of the Take Back the Night planning committee. Her involvement does not stop there! Lauren also worked as a student engagement assistant in the office of multicultural affairs, and for two years has been interning with the office of admission and financial aid.



Lauren Porter

An involved student and worker, Lauren is recognized by faculty and staff as well as fellow classmates for both her accomplishments and her great potential. Patty Alvarez, assistant dean of students and director of multicultural affairs, sings high praise of Lauren and her dedication, "Lauren is a passionate, talented and caring leader who has made many positive contributions to the campus and who will continue to do great things in life." Concerning her many causes, Lauren said, "I have a very strong passion and commitment to community, women's work and working to eliminate social injustices in general." Her passion and drive do not go unnoticed by the community. Lauren has received a Dr. Martin Luther King Jr. Scholarship and Father Chaminade Scholarship, and recently she was nominated for the Young Women Leaders Award.

Amidst her involvement and bettering of the UD community, Lauren also finds time for herself and her hobbies. She enjoys writing music, singing, blogging, hanging out with friends and running. She is even the frontwoman of her band, Lauren Eylise and the Part Time Lovers, which recently won the Battle of the Bands and will be opening for the campus concert committee's Kris Allen concert. (Catch them on April 5!)

Lauren is a woman blessed with numerous talents as well as a desire to serve and inspire change. She said, "Each individual in my life inspires me in some way. Life itself inspires me. Music inspires me, family inspires me. Where there is a need, I am inspired to work to meet it." With all of her efforts and talents, UD itself is blessed to call Lauren one of its own.

– Sylvia Gomez '14

Tradition vs. Truth: Rediscovered Destiny

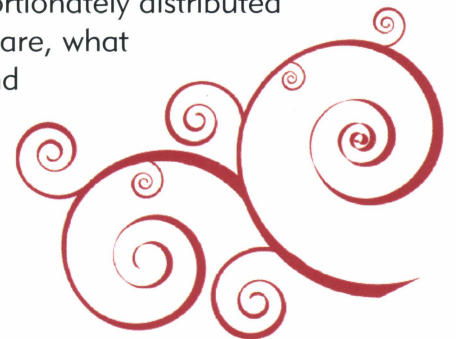


“When I was younger, I questioned my purpose. For it had been preordained, it seemed, that my categorization as ‘woman’ had already foretold the fate of my future. I asked aloud to the universe, ‘What will become of me? What is my destiny?’ The voice of a ‘wise’ and strong man commanded, ‘Follow my lead.’ So I did, just as I had been told. I sat ‘proper’ (whatever that means) and spoke seldom. I rid myself of dreams that were not intended to be mine. I smiled and agreed though inside I shouted with anger. I played dumb when I knew the answers and inquired ‘better’ opinions than my own. I honed all of my energy, focus and passion into the dreams and desires of those around me and forbade myself from ever believing I could do more than directed of me. Tradition and obedience looked good on a ‘good’ girl, so I dressed myself in submission.

Another day, the voice of another wise and strong man commanded, ‘Follow my lead.’ Instead of blind agreement, I opened my eyes to look around. My sisters and their children had been beaten, raped and left in poverty. Pollution degraded the earth. Greed and an insidious thirst for power had colored the world dark and doomed. I stopped and ‘politely’ responded, ‘Excuse me, sir, but I don’t think I asked you a question.’ Instead, I directed the question to myself: ‘What will become of me? What is my destiny?’”

I wrote this small anecdote of an imagined conversation between myself and the systems that be months ago as I sat puzzled by much of what I was reading in the news. However, I did not respond to myself then, and quite honestly cannot now, but I do realize that the answer to this question must come from *me*. Similarly, the answers for every single woman on this earth must too come from herself. We must serve as mutual inspirations. Each stride made toward the positive is one stride made toward progress for the greater design of womanhood and equality in this world. Today, across the world there are women and men speaking out against the atrocities that women face, from the threat of sexual violence to disproportionately distributed leadership roles amongst men and women. Women must define who we are, what we want and how we plan to attain it. We must ask our own questions and give our own answers. Perseverance, passion and dedication are indeed integral components to changing the world, especially as it pertains to women and the revolutionizing of the traditional spaces and roles outlined for us. But it starts with self. And while I cannot quite answer what my destiny is in the present moment, I am determined to define my own destiny.

**‘It starts with self ...
I am determined to
define my own destiny.’**



– Lauren Porter ‘13

WOMEN'S AND GENDER STUDIES

Inspiring Women in Unexpected Places



Photo by Stephanie Lefeld '13

Denise Brown

You won't find this year's winner of the Susan R. Hermes Award for Excellence in Women's and Gender Studies, Denise Brown, in the residence halls or at Timothy's Bar on a Friday night. As a nontraditional student, Denise has been earning her degree in Women's and Gender Studies (WGS), with a minor in fine arts, while also working full-time as the senior administrative assistant for the department of computer science. Though still an undergraduate until May, Denise has already starting working on her master's degree in communication, in which she hopes to focus on topics related to gender and sexuality.

WGS faculty members describe Denise as a "tenacious thinker and writer," one who "digs deeply into herself and her experiences in thinking through issues." As one example of the latter, Denise visited this spring's Feminist Social Change class to speak about her experiences with sexual harassment while working in the construction industry. Instructor Dr. Rebecca Whisnant reported that "Denise's gentle and thoughtful manner, combined with her uncompromising feminist politics, provided a superb learning experience for the students."

Denise says that, given her own fulfilling experience as a nontraditional student, she wants to encourage other staff members who might feel intimidated to "just start out and [get their degrees]." She also aspires to take "a more proactive approach to attract more female students to computer science." She's already had some success in this effort, since her encouragement helped inspire this writer to undertake a computer science major as an undergraduate.

In addition to her school and work responsibilities, Denise has "always practiced art on the side" and also writes poetry, hoping one day to publish a manuscript. To relax, she loves playing with her rescued foxhound, Jazzy.

– Julianne Morgan '12

WOMEN'S AND GENDER STUDIES

What Can You Do With a Women's and Gender Studies Major or Minor?

You Can ...

- work for a YWCA battered women's shelter, or volunteer in Thailand with an organization preventing human trafficking, and work in refugee resettlement services
– **Sarah McCormick '05**
- achieve a master's in English and incorporate gender and other social justice issues into college instruction – **Meredith Effler '07**
- achieve a master's in fine arts with a graduate certificate in WGS, restore antique printing equipment and open a letterpress studio, and partner with the Tulsa Girls Art School
– **Rachel Dennis '07**
- pursue doctoral studies on feminist and sexual ethics in the Catholic church and facilitate local women's empowerment groups – **Karen Ross '08**
- pursue a doctorate in sociology focusing on violence against women
– **Emily Bonistall '09**
- live in Central America and work for Witness for Peace – **Lizz Perkins '09**
- go to law school and aim to work in family law and child advocacy
– **Grace Crivello LeCroix '10**
- earn a nursing degree, become a patient advocate for women in psychiatric units, and be trained as a Sexual Assault Nurse Examiner – **Rebecca Mayors '10**
- pursue a graduate degree in clinical psychology, work with mental health agencies to help young women with self-esteem, body image and eating disorders
– **Andrea Hennel '11**
- launch a publication on LGBT issues in Ohio and become Director of Social Media at a publishing company – **Laura Graving '11**
- work for Rock the Vote and as a field organizer for a national political campaign
– **Maura LaMendola '11**
- intern with media education organizations and assist a feminist nonprofit with blogging and social media – **Kelly MacKenzie '12**

What They're Saying...

“My WGS degree was so much more than an education. What I learned in those classes set me free from my past.”

– **Rachel Dennis '07**

“My WGS major has given me a much broader understanding of structural violence and human rights.”

– **Lizz Perkins '09**

“The WGS courses and the passionate professors who taught them inspired me to pursue a life of public service.”

– **Stephanie Moon '12**

Show the world what you're made of

Passion **Individuality** **Dedication**
Inspiration **Commitment**
Determination **Femininity**

FROM THE DIRECTOR'S DESK

In doing some reading recently about (un)equal pay for women, specifically the stubbornly persistent gender-based wage gap, I was struck by the realization that this fight, like so many others involving women's rights in the U.S., has been a much longer one than I realized.

Fifty years ago — yes, that's right, FIVE DECADES AGO — President John F. Kennedy signed into law the Equal Pay Act, requiring employers to give women and men equal pay for equal work. At that time women were paid 59 cents for every dollar men were paid. Today that figure is still only 77 cents, and it is even worse for women of color (69 cents for African American women; 57 cents for Latinas). So in 50 years, we've inched along only 18 cents (at best) as a result of this landmark legislation. Other, more contemporary, legislation worth noting includes the first piece of legislation signed into law by President Obama in January 2009, the Lilly Ledbetter Fair Pay Act, which extended the 180-day statute of limitations for employees to contest pay discrimination. Then there is the as-yet-unpassed (despite multiple Congressional votes between 2009 and 2012) Paycheck Fairness Act, which has the potential to close loopholes left by the 1963 Equal Pay Act. When it does pass (I refuse to believe it won't eventually become law), the Paycheck Fairness Act will require employers to: show that pay disparity is truly related to job performance and requirements, not gender; strengthen remedies for pay discrimination; and prohibit retaliation against workers who disclose their wages to coworkers.

Clearly legislation alone is not the answer — at least not unless we are willing to accept this glacial pace of change as the way it must be. Women themselves need to attack this issue on an individual basis by learning what their skills are really worth in the marketplace and then advocating for their own equal pay. We "mature" women need to share our experiences, positive and negative, with young women so they can avoid the mistakes we made. And those of us, men and women alike, who are responsible for determining what women are paid have an obligation to ensure that gender-based wage discrimination is absent from the decisions we make and that ALL people are paid based on the true value of their work.

Taken together, legislation and individual action can perhaps ensure that the children of today's UD students will have to take a Women's and Gender Studies course to learn about historical, gender-based wage discrimination in the U.S. For me, hope springs eternal....

— Lisa Rismiller

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Women's Center

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Photo by Lisa Rismiller



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"Looking Back, Looking Forward: The Changing Roles of American Women"

Silhouettes from the exhibit "Looking Back, Looking Forward: The Changing Roles of American Women," show (left to right) "Contemporary woman," Martha Ballard, an 18th-century midwife, healer and diarist and Olympian Holly Mangold from Dayton. The exhibit was constructed by the ninth grade students at the Dayton Regional STEM School to commemorate Women's History Month.