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Voices Raised, Issue 49

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Maintaining Stability: Balancing Family, Career, and Life



Earlier this month the Women's Center hosted a focus group with University of Dayton students, faculty, and staff to discuss their experiences as both parents and members of the University of Dayton community. They voiced a variety of concerns, challenges, and opportunities they have faced in the dual role of being a parent and an active member of the campus community. Throughout the discussion, one word was consistently brought up—balance. Am I being the best employee I can be? Am I being the best parent I can be? Am I falling behind in my classes?

They characterized it as continuously striving to “do it all” —balance the responsibilities of school or work while parenting one or more children.

Parents and guardians face unique challenges integrating their multiple responsibilities and expectations in their daily

lives, and individuals at the University of Dayton are no exception. One faculty member explained, “Unlike some of my counterparts, I do not have time to ‘chit chat’ at work. When I am at work, I am working, and when I am at home, I am focused on my children.”

***Am I being the best
employee I can be?
Am I being the best parent
I can be?
Am I falling behind in my
classes?***

Certain campus departments or offices were characterized as having an unspoken rule that employees were expected to work late into the evening during busier times of the school year.

This can be especially difficult when colleagues and peers do not have similar family responsibilities; for some parents, this added a layer of uncertainty that their colleagues may feel they are not, “pulling their weight” when they leave work on time rather than staying late.

Additionally, even when parents were able to take on additional responsibilities, some felt as though their colleagues and

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WHAT'S GOING ON?

Brown Bag: Take A Break With Post-It Positivity

Thursday, October 13, 11 AM - 12 PM, 206 Alumni Hall



Join the Women's Center's Margaret Murray and Faculty/Staff Wellness Coordinator Maci Byers for a brown bag lunch where we will discuss the dimensions of wellness and create positive post-its for the upcoming Post-It Positivity display. Seating is limited, so registration is required.

Register through this link >> <https://goo.gl/forms/ply0cOWnUMjQMjdJ3>

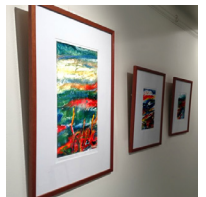
This brown bag will count as 10 points on your Activity Tracker.

A Journey of Healing: In Honor of Domestic Violence Awareness Month

Monday, October 3 - Friday, October 28, Alumni Hall 2nd Floor

The Women's Center, in partnership with Artemis Center and YWCA Dayton, present a month-long art exhibit for Domestic Violence Awareness Month. Art provides a creative outlet for those healing from violence, and this exhibit features art created by survivors of intimate partner and domestic violence. The artwork is a documentation of the artists' personal evolution of breaking free from violence and prevailing through life after they find safety.

This exhibit is free and open to the public weekdays, 9 AM - 5 PM.



MEET OUR NEW STAFF

Meghan Rivera '19

Meghan Rivera is the new Women's Center Graduate Assistant. Meghan is a first year graduate student in the Clinical Mental Health Counseling Program. She graduated from Walsh University in May 2016 with a Bachelor's degree in Psychology. As the Graduate Assistant, Meghan is excited to build relationships between the Women's Center and other campus organizations, as well as serving as a link between the Women's Center and students. She is also looking forward to developing new programs that will serve students.



Jen Straniero '18

Jen Straniero is the new Women's Center Newsletter Editor and Communication Assistant. Jen is a junior Communication major concentrated in Public Relations, with minors in Marketing and Political Science. At the Women's Center, she enjoys being able to think creatively, and spread the positive messages of the Women's Center to faculty, staff, and the student body. Jen hopes to create new events that will strengthen the relationship between the students and the Women's Center.



PROFILE: Lisa Rismiller

Until we meet again...



It is easy to say you want to start something; however, it is not easy to do it. As the founding director of the Women's Center at the University of Dayton, Lisa Rismiller learned that good work takes time and persistence, and she taught that to those she mentored.

As one of Lisa's co-workers for over two years, I wit-

nessed the frustration of hitting walls while searching for doors, and I learned it is not without a burning will that one can advocate for those in need.

Lisa's true transformation to a gender justice advocate started 12 years ago, one year into the Women's Center's history, when she spoke as the Women's Center representative on a diversity panel to future university faculty and staff.

"I spoke first and described the numerous ways women at UD had made significant gains, but acknowledged that much work remained," she recalls. "Next up was a longtime UD staff member who spoke about the challenges LGBT people at UD faced," she continues. "As I listened to her talk about how she had, with very little support and encouragement, 'fought the good fight' for many years to improve the climate for our LGBT students, I was flooded with conflicting emotions."

"First," she remembers, "I was embarrassed that this community had seemingly been so callous to people simply because of their sexual orientation. I was also incensed that this institution, founded and sustained by people who claim to believe that all human beings have inherent dignity, had largely turned deaf ears to some members of its family. And I was sad for those who had been targets of harassment, abuse, and institutional neglect."

"Right then I decided to take action through my work in the Women's Center," she states. "It made no sense to me to simply advocate for women and ignore the needs of other marginalized people."

Upon reflection of her role in the Women's Center, Lisa says, "While I leave primary responsibility for that work to all the passionate professionals in UD's many 'identity-based' units (Office of Multicultural Affairs, Center for International Programs, LGBTQ+, Women's and Gender Studies, etc.), I will miss doing work that tries to 'give voice' to the needs and concerns of those who are too often unheard."

In preparing for her role as Associate Secretary of the Board of Trustees, she carries with her the hope, and advocacy lens she discovered at the Women's Center.

"An advocate's worldview is now part and parcel of who I am," she says. "I'm a better human being for my Women's Center experience, and I will always seek ways to keep that fire burning and advocate for justice whenever and wherever I can."

It's not "goodbye," just "until we meet those principles again."

- Amanda Dee '16,
Former Women's Center Newsletter Editor

"I'm a better human being for my Women's Center experience, and I will always seek ways to keep that fire burning and advocate for justice whenever and wherever I can."

In November, Lisa will receive the Founders Award from the National Women's Studies Association, after being nominated and selected by women's center colleagues from across the nation. This award is a special recognition to those individuals who served as the first directors of a college or university women's center who continue to advocate for students, faculty, and staff.



MAINTAINING STABILITY: Balancing Family, Career

Story continued from cover page

peers would assume that they were unable due to their status as a parent. “Sometimes I wonder if I am overlooked among my co-workers,” a staff member commented, “[my coworkers] leave me out of certain events and meetings because they assume I am too busy, but I want to be included.”

Life has a knack for being unpredictable, even for those who have mastered their schedules and have backup plans. One unpredictable aspect of life is illness. For students, faculty, and staff alike, work or class commitments may have to be put on hold to care for a sick child. As one faculty member put it, “When my kids are sick, that is it- I have to cancel class.” Ironically, the day of the focus group, a faculty member was unable to join due to a sick child.

Another unpredictable factor can be the last-minute cancellation of a babysitter. A student-parent talked about a professor who offered that they could bring their child to class if they were unable to find childcare. Although the offer was a kind gesture to alleviate some stress from the student, the student knew that bringing their child would be horribly distracting for them, and for the rest of the class.

One topic that consumed the focus group discussion was childcare; specifically, who participants could trust with their children and how to manage childcare day-to-day and on an as-needed basis.

One resource some University of Dayton employees utilize is the Bombeck Family Learning Center that sits adjacent to the main campus on Alberta Street.

Because of its proximity to campus and its connection to the University’s School of Education, the Center is widely praised among parents whose children attend the daycare programs. While some focus group participants have their children enrolled at the Bombeck Center, this was not the case for everyone. The Center is in such a high demand that there is a waiting list. One staff member mentioned that their child had been on



Photo courtesy of the Bombeck Family Learning Center.

the waiting list for 13 months, and there were still eight children ahead of their child on the list. A student-parent also stated that they will have graduated from the University of Dayton by the time their child is at the top of the waiting list. Cost is also a deterrent to some.

Despite the challenges, there are benefits that the University of Dayton affords members of its community. As one participant stated, “I do think UD does a great job of allowing professionals to be parents... this isn’t to say it couldn’t be better, but I do think it’s important to acknowledge the great flexibility many of us are given.” They continued, “When I participate in Open Houses on the weekends, I always bring my children with me, and—for the most part—they are warmly welcomed (or at least tolerated)!”

One faculty member revealed that the University allows their children to accompany faculty when they attend study abroad trips. Not all universities provide faculty this opportunity, and without this policy, a significant portion of faculty would not be able to attend or facilitate study abroad trips. This faculty member men-

“I do think UD does a great job of allowing professionals to be parents... this isn’t to say it couldn’t be better, but I do think it’s important to acknowledge the great flexibility many of us are given.”

tioned, “I have heard from some of the students that they have learned more from watching me as a [parent], than they have learned in a classroom or textbook...it enriches the students’ experience.” Another faculty member added, “There are a lot of challenges to being a family-friendly place, and this is one policy and practice [at the University of Dayton] that is family-friendly.

For the staff members who participated in the focus group, the support they receive from supervisors and colleagues make the challenges of being a working parent more bearable. One participant described how colleagues hosted an informal office celebration when the adoption of their child was finalized. This participant noted, “I really appreciated that they took the time to recognize our family.”

Focus group participants overwhelmingly agreed that having supportive supervisors, faculty and administrators and flexibility in their schedules was critical in maintaining a healthy balance, but it was important to remember that there was no, ‘one size fits all’ approach to ac-

commodating students, faculty, and staff. They offered suggestions and simple solutions they believed would benefit others who are balancing work and family life,

such as explicitly stating if campus activities and events were “family-friendly” and labeling campus maps with the locations of changing tables and lactation spaces.

Whether a parent is a faculty or staff member or earning a college degree, there is a constant balancing act between the major

responsibilities in their lives. While it can be challenging at times, the sentiment among the participants in the focus group was hopeful. “I think it’s important to send a message to students that it is possible to be a professional and a parent. It’s just not always pretty!” Another participant concluded, “Since I first came to the Women’s Center asking for resources and support as a parent on campus, I feel like it has been an issue that they have worked to address... I haven’t been forgotten.”

-Jen Straniero ‘18,
Newsletter Editor

Women’s Center Resources

As part of our mission, the Women’s Center strives to make the University of Dayton as inclusive and supportive as possible for all faculty, staff, and students who are parents. This includes policy recommendations and evaluation of services, among other activities.

Lactation Spaces

There are now designated lactation spaces in Alumni Hall, Fitz Hall, St. Mary’s Hall, and River Campus for mothers to privately express breast milk! These spaces are access-controlled through card readers, so members of the UD community can contact the Women’s Center at 229-5390 and we will coordinate access with Campus OneCard. Guests of the University will have access through guest passes. More information is available through our website.

Refrigerator Rentals

The Women’s Center provides free, personal refrigerators for faculty and staff to keep in their offices for those who are pumping and would like to store breast milk. While there are several available at any given time, these refrigerators are loaned out on a first-come, first-served basis. To rent a refrigerator, please call the Center at 229-5390.

Hannah’s Treasure Chest

Hannah’s Treasure Chest a nonprofit organization which provides new and gently used clothing, furniture, toys, books and other essential items for children in need. Any UD student, faculty, or staff can take advantage of this service through the Women’s Center. Please visit the Center in Alumni Hall or call 229-5390 to learn more.



WOMEN'S AND GENDER STUDIES: A Program for Our Times



I had the honor of giving the faculty speech at the first year convocation this year. After, as I was walking back to my new office in Alumni Hall, a new student stopped me to ask what Women's and Gender Studies was and why anyone would study it. Jason Peirce, Dean of the College of Arts Sciences, had introduced me as the

director of the program before the speech and it struck this student (and perhaps others) as strange that there would be a major and minor in Women's and Gender Studies. In our short exchange, I offered the student good reasons to think of our program as vitally important today. Indeed, one of the university level learning outcomes identified for us all here at the University of Dayton is the, "critical evaluation of our times." And what a time it is to be interested and invested in issues related to women and gender.

A woman is the presidential nominee of a major political party. New laws about marriage, gender, and health-care have been enacted. We have witnessed and experienced deep traumas around race, sexual identity, and domestic violence played out in our 24-hour news cycle and on social media. You only need to turn on a television for a moment or scroll through a newsfeed to see that the topics of the courses offered by the Women's and Gender Studies program are on the pulse of the national and global concerns.

The Women's and Gender Studies Program boasts a truly interdisciplinary and relevant set of courses taught by many of the very best professors. Our majors and minors are an active group of students whose impact is felt in various ways on campus and who are poised to do great things once they graduate.

I am excited to continue the good work of the last director, Dr. Rebecca Whisnant, who is now the Chair of the Department of Philosophy. Many of our current majors and minors say that Rebecca's courses are what led them to our program. Rebecca led the charge to have

diversity and social justice included in our Common Academic Program for all students. As a director she leaves behind a legacy of thoughtful, dedicated leadership. Thank you so much, Rebecca.

This year for WGS promises to be an active and full one. Our colloquium series continues with Sr. Laura Leming's lunch talk on "Negotiating a Culture of Encounter and Disruptive Discourse in Catholic Higher Education," Thursday, October 13, 12:30pm – 1:30pm. If you are not on our email list, and would like to be invited to our colloquium series or to learn more about the program, please email us at wgs@udayton.edu.



Women's and Gender Studies majors and minors enjoy snacks and fellowship during a recent "Director Open Office Hours". Students are welcome to stop by 206 Alumni Hall on Fridays during Fall Semester from 12:20-2:20 PM to learn more about the program.

- V. Denise James, Ph.D.
Women's and Gender Studies Program Director

WOMEN MAKING HISTORY

Hillary Clinton makes US History as First Female Presidential Nominee of a Major Political Party

On July 28, 2016, inside the Wells Fargo Center in Philadelphia, Pennsylvania, former Secretary of State Hillary Clinton exclaimed, "And so it is with humility, determination, and boundless confidence in America's promise that I accept your nomination for President of the United States." Clinton, accepting her nomination on the final night of the Democratic National Convention, became the first female Presidential nominee of a major US political party. She was introduced by Chelsea Clinton, the only daughter of the Democratic nominee, who is an advocate for global humanitarianism and women's rights.

In her acceptance speech, Clinton spoke about what she plans to do as president, and thanked her supporters and the Democratic Party for getting her to this historical point. "Yes, America's destiny is ours to choose. So let's be stronger together, my fellow Americans." "Let's look to the future with courage and confidence. Let's build a better tomorrow for our beloved children and our beloved country. And when we do, America will be greater than ever."

If Democratic Presidential Nominee Hillary Clinton becomes the first woman president of the United States, she will join a growing number of women-led countries. Currently, there are 18 women world leaders. Of those 18 women world leaders, half are their country's first female leaders.



Getty Images

In certain countries, women's leadership is more common than in others. Iceland, for example, as of 2014 has had a female president or prime minister for 20 of the past 50 years.

According to Pew, India has had the longest stretch of women in power, with former Prime Minister Indira Gandhi and later President Pratibha Patil serving a combined 21 of the past 50 years.

Countries such as Mexico and the United States have yet to elect their first woman leader.

Clinton is not the first woman to run for president in the US...

Nearly 25 different women have run for president of the United States beginning in 1872. We have listed a few of the more notable candidates.

1872: Victoria Woodhull
The first woman to run for President as the candidate for the Equal Rights Party.

1884: Belva Ann Lockwood
Lockwood ran on the ticket of the National Equal Rights Party.

1964: Margaret Chase Smith
Smith secured 27 delegates at the 1964 Republican Convention.

1972: Shirley Chisholm
Chisholm was the first African American to run for president.

1972: Patsy Matsu Takemoto Mink
Mink was the first Asian American woman to run for president.

2016: Hillary Clinton
First Presidential Nominee of a Major Political Party.



VOICES FROM UDRI

AVIATOR app provides fast help to victims

Victims of crime in Ohio now have access to an entire community of help in the palm of their hand with AVIATOR, a new mobile app developed by Family Services of Dayton and the University of Dayton Research Institute (UDRI). AVIATOR – A Victim Information App To Ohio Resources – is free and available to download to Android and iPhones at the Apple and Google Play stores.

The AVIATOR mobile application allows users to quickly connect with law enforcement, medical services, counselors, justice information, community resources and other professionals and organizations that can provide support to a victim after a crime.

“Knowledge is one of the most powerful assets to victims of crime,” said Bonnie Parish, Executive Director of Family Services. “This project allows us to provide additional means to support people who are feeling vulnerable and need assistance.”

AVIATOR was developed through a two-year Vision 21 grant awarded by the Office for Victims of Crime, Office of Justice Program, U.S. Department of Justice.

Parish stressed that victim safety and privacy were at the forefront during development of the technology. “This app provides victims with complete and confidential access to the variety of services available to them after a crime, so they can begin making steps toward recovery and reclaiming their lives,” Parish said.

For more than 120 years, Family Services has been designing programs and delivering services that meet the needs of individuals, families and communities. The University of Dayton Research Institute is a national leader in scientific and engineering research, serving government, industry and nonprofit customers since 1956.

- Pamela Gregg

Article previously published in *The Leader*,
University of Dayton Research Institute newsletter.