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Voices Raised, Issue 50

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Alumni Hall, 2nd floor
300 College Park
Dayton, Ohio
45469-0322

(937) 229-5390
www.udayton.edu/womenscenter

9AM-5PM
Monday-Friday
Other times by
reservation

Dr. Kathleen Watters
Interim Director

Margaret Murray
Programming
Coordinator

Meghan Rivera '19
Graduate Assistant

Jen Straniero '18
Newsletter Editor &
Communication
Assistant

50 ISSUES STRONG:

Voices Raised from the Women's Center



This issue of *Voices Raised* marks a milestone: it is our 50th issue we have published since the Center's founding in 2003. *Voices Raised* has provided the campus community with relevant information and stories that impact our personal and professional lives. We have explored topics ranging from what it means to be a feminist and loving your body from the inside out, to incorporating faith into your daily life (if you'd like to read our past issues, you can find them in the Women's Center Resource Library). While our events, programs, and staff have changed over the years our aim has always been to **educate**, to **advocate**, and to **empower**.

In honor of the 50th Issue of *Voices Raised*, we want to give our readers a glimpse into how we educate, advocate, and empower through our work today.

To Educate

Education is a key component of our work, and through our programming and the re-

sources available within the Center and on our website, we can help inform students, faculty, and staff who want to think about the ways in which gender intersects and impacts our lives.

According to the American Association for University Women (AAUW), the average woman working full time in the United States makes about 80 cents to every dollar their male co-workers earn. For women of color, the gap is even greater.

The Women's Center staff facilitates AAUW's Start Smart Salary Negotiation Workshops in conjunction with Career Services to provide students about to enter the job market with critical knowledge about the wage gap, how to articulate their value, and the tools they need to feel comfortable negotiating their starting salary. Students are prepared to negotiate their salaries to narrow the wage gap early, and improve the lifelong earning potential for the next generation.

Story continued on pg. 4





WOMEN'S HISTORY MONTH

SUPER SHE-ROES



Screening of *The Fits*

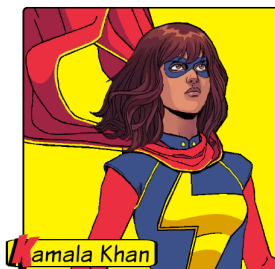
Tuesday, March 7, 4:30 PM, Sears Recital Hall

Filmed and set in Cincinnati, Ohio, *The Fits* cuts a tense psychological portrait of contemporary girlhood. Toni is trained to be a fighter—literally—but her longing to fit in with an athletic all-girl drill team leaves her fighting on uncertain ground: a mysterious illness known as “the fits,” based on actual case histories among adolescent girls, dramatizes the tension between “fitness” and “formation” in these intensely formative years.

Super She-roles and Faith Traditions: Judith, Wonder Woman, and Kamala Khan

Wednesday, March 22, 12:20 - 1:10 PM, Kennedy Union Ballroom

Join us for the 2017 Women's History Month keynote address by Dr. Liz Mackay. Mackay will explore she-roles (female super-heroes and heroines), throughout history and in contemporary popular culture. She will also consider how faith traditions and beliefs can shape the study of she-roles.



Miryam Award Winners Prayer Service and Reception

Friday, March 24, 4:30 PM, Kennedy Union Torch Lounge

The Miryam Award is given to individuals whose actions enhance the climate for and support the advancement of women on the UD campus, as well as go beyond one's normal UD duties in advancing the campus community for women. Congratulations to the 2017 Miryam Award Winners: Christine Schramm, Dean of Students and undergraduate students M. Colleen McDaniel and Katie Brossart.

For more information and to view the entire calendar of Women's History Month events, please visit go.udayton.edu/VHM

PROFILE: ASHLEY SOLOMON

Alumna finds passion working with those affected by eating disorders



Ashley Solomon, Ph.D., recalls being 7 years old and fiercely concerned as to why in all the Hasbro commercials on kids' TV channels, boys always beat the girl competitors in board games. She was so concerned that she wrote a letter to Hasbro, trying to understand why girls never won.

This keen interest in gender differences, on a psychological level, remains with Solomon to this day.

Solomon, who graduated from the University of Dayton in 2005, was a Psychology major with minors in Women's and Gender Studies and Communication. Solomon went on to pursue her master's and doctoral degrees in clinical psychology.

Two years ago, Solomon opened the Eating Recovery Center of Ohio in Cincinnati and is currently the executive director.

During her time at UD, Solomon was the editor for the Women's Center Newsletter. Solomon, then Ashley Neu, wrote articles on topics such as grief support on campus, alleviating stress around the holidays, and the inclusion of Muslim students into UD campus culture.

Since she was a child, Solomon had a passion for psychology, calling herself a, "little nerd who was obsessed with Freud in middle school." Her mother encouraged her to think critically about the world around her. "Advocacy was in my bones," Solomon describes, "and feminism was not a dirty word in my house growing up."

Solomon decided in college that she wanted eating disorder recovery and research to be her life's work. The topic of eating disorders combined her love of psychology and medicine.

Eating disorders are a neurological disease and require not only medical attention, but psychological attention.

Eating disorders have the highest mortality rate of all mental illnesses, specifically anorexia nervosa. They are often linked with one or more other types of mental illness, such as depression, anxiety, and/or obsessive compulsive disorder.

Eating disorders, on a macro-level, affect women more than men, and tend to strike initially during their adolescent to young adult years. Her mission is to restore patients nutritionally, physically, and psychologically. Below, Solomon shares tips and red flags when dealing with eating disorders.

*Jen Straniero '18
Newsletter Editor & Communication Assistant*

What to do if you know someone who is struggling?

Do not waste time being afraid to bring it up. Solomon suggests having a one-on-one conversation with the person and using the "I see, I fear, I hope" frame.

For example...

"I see that you are going to the gym twice a day and that you never want to eat with our friends anymore."

"I fear that you are losing weight in an unhealthy way."

"I hope you seek help, and I will support you."

Red Flags

- Fluctuations in weight in a short period of time
- Avoidance of food, and food-related activities
- Hiding food, being secretive about eating
- Excess time at the gym
- Abnormal amounts of conversation concerning weight, appearance, and looks

Resources

Student Health Center: 937-229-3131

Counseling Center: 937-229-3141

National Eating Disorder Association: 800-931-2237



The Women's Center: 50 Issues Strong

Story continued from cover page

Students, faculty, and staff can become more informed by utilizing the Women's Center Resource Library. The library, located in Alumni Hall Room 208, is filled with books, brochures, magazines and other multimedia that cover a variety of topics, including emotional and physical health, feminism and gender roles, spirituality and religion, and women of color and diversity. The library is self-checkout and is connected to the Roesch Library database.

The Resource Library and other spaces in the Women's Center are great places for students and other members of the campus community to work together on group projects, hold organizational meetings, or simply engage in conversation with others about feminism, gender, and identity-related topics. The ultimate goal of the Women's Center's physical space is to make all who enter feel welcome.

To Advocate

We strive to be agents of positive change by identifying gender-related needs and issues, evaluating the effectiveness of existing programs, and being active participants in institutional strategic planning efforts around the issues of gender and inclusion.

One way the Women's Center works to make UD inclusive is through our commitment to ensuring that the university is as family-friendly as possible for all students, faculty and staff. This includes policy recommendations, evaluation of services, and providing information and resources for all who are balancing home and professional life.

The Women's Center's physical space is used for regular meetings and informal drop-ins for groups like the UD Foster Parent Resource Group and Supporting Student Parents Group. These individuals simply

come together to share best practices and offer support for one another.

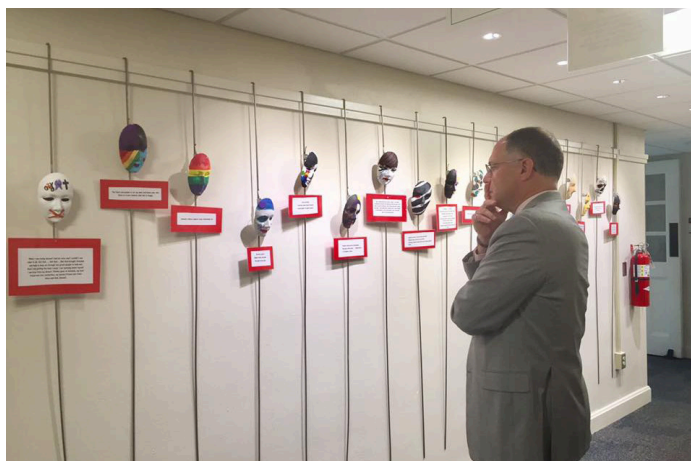
The Women's Center is a partner of Hannah's Treasure Chest, a nonprofit organization in the Miami Valley that provides new and gently used clothing, toys, books and other essential items for children in need.

Through the Women's Center, any UD student or staff member, including our Alpha and Omega partners, can request items needed for their children. In addition, our website features information about on-campus lactation rooms, childcare options, and other local and community resources relevant to parents.

Another major point of advocacy is the use of the Women's Center's gallery space. This space often displays artwork that reflects our values of empowerment and gender equity. In October, the *Journey of*

Healing Art Exhibit, an annual exhibit in collaboration with Artemis Center and the YWCA, showcases artwork created by survivors of domestic violence, many of whom are incarcerated.

The gallery has a twofold impact: artists are given a platform to display their artwork and tell their stories, while viewers are given a window into the pain and resilience of these survivors.



President Spina visits the Journey of Healing Art Exhibit

If you are a follower of President Spina's social media channels, he shared that he was "moved by the art exhibit at the Women's Center by survivors of domestic violence. This is a critical issue about which we should all be educated."

To Empower

We want to inspire and instill confidence in those individuals we come in contact with, both personally and through social media. The Women's Center has

an active social media presence on Facebook, Twitter, and Instagram. These channels inspire followers through weekly post-it positivity quotes from influential women in history, highlight the important work being done on campus to achieve gender equity, and feature local and national stories that put women at the center.

An important facet of female empowerment is achieving solidarity among women, and this solidarity can be found in the Sisterhood of the Traveling Scarf program. It is an opportunity for students, faculty and staff to meet other women in the UD community that they may have never met otherwise.

One woman described the experience saying, “Through a short conversation over coffee or a quick meeting in the parking lot, a diverse body of women

find a thread of connection in the form of a scarf.”



Zelda Smith and Emily Grasso show off their “traveling” scarves

As you read this 50th Issue of *Voices Raised*, the Women’s Center goals of education, advocacy, and empowerment are reflected in the narratives. Here in the Women’s Center, our goals of gender equity and gender empowerment are paramount. The Women’s Center staff works tirelessly with countless members of the campus community to educate, advocate, and empower the individuals on our campus. Our work is never done and will not be done until our all in our community can reach their fullest personal and professional potential.

*Jen Straniero ‘18
Newsletter Editor &
Communication Assistant*

Five lactation rooms now available

The University of Dayton has five designated lactation rooms available to breastfeed or privately express breast milk. The rooms are access-controlled through card readers, so members of the UD community can access these spaces using their University ID **after** contacting the Women’s Center at 229-5390 with your name, UD ID, and the date you will need access to begin. The locations of the lactation rooms are listed below.

Alumni Hall
Room 100

Fitz Hall
Room 216

St. Mary’s Hall
Room 418

River Campus (1700 Building)
Room 1440 *through the women’s restroom*
Room 2446



More information can be found by visiting go.udayton.edu/lactation



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Living History: WGS students march on Washington

On January 21, 2017, UD students, faculty, and staff rolled into Washington D.C., in a bus buzzing with excitement, jamming to the empowering beat of Beyoncé's "Formation". We were a random group of women from across campus that wanted our voices to be heard on a national scale. We were ready to follow Beyoncé's lead and get in formation to show the world what women really have to say.

Traffic is terrible, but we don't mind. More traffic means more solidarity, more resistance, more sisters. We get into the city, pull over and exit the bus in a hurry while grabbing only the essentials: fruit snacks, water bottles and our signs of solidarity. We start walking, following the sea of people.

You can feel the energy and hope; we are not alone. We get to the intersection of 7th Street and Independence and can't push forward any closer. But we are lucky, we hear later that the crowd went all the way back to 17th Street.

The loud speakers begin to blare, and we hear the voice of celebrity activist America Ferrera declare, "WE are America." We listened to feminist icons such as Gloria Steinem and Angela Davis. Davis reminded us of the words of Ella Baker, "We who believe in freedom cannot rest until it comes."

The speakers spoke of the many injustices that we face in our country, but overwhelmingly they spoke of hope and of action.



CNN Images

This march was just the beginning, and we must remember the long road toward justice that is ahead. I listened, I learned, and I examined my privilege.

After, we marched toward the White House. We marched and shouted for the protection of immigrants, black lives, Muslims, women- and we did not stop there.

Just to make sure our new administration heard us, we left them a message. We left our signs of resilience at the foot of our nation's white marble steps. We left thousands of signs at the White House, all along national monuments, and at Trump Hotel.

*"I listened,
I learned, and
I examined my
privilege."*

These posters spoke the truth and the experience of women across our nation. They spoke of pain and perseverance. They spoke of resilience and of love. This administration feeds off hate, so we spoke of love.

As we were leaving D.C. that night to return to UD, I remember thinking that we were living history, that this was an experience I would relay to generations to come. I would tell them that I was there on the historic day when hundreds of thousands of individuals turned to the streets to let our new president and our world that we are here, and we are not going to be silenced.

I was there when we started a new movement, one toward equality for all based in love and hope.

*Katie Brossart '17
Human Rights Major
Women's and Gender Studies Minor*

HOW GENDER AFFECTS HEALTH

The role of gender norms in influencing our workouts

Our society is dominated by gender norms- a set of expectations around how women and men should look, dress, and behave. Gender norms may even affect how women and men perceive their health and make decisions around what type of exercise to do.

The three main types of exercise are strength (weightlifting), stretching (yoga, flexibility exercises), and cardio activities (running, biking). Women generally approach exercise and physical health as a means to maintain a thin, fit physique, by running on treadmills or lunging on ellipticals, whereas men will focus on lifting weights to increase muscle mass. These norms are often played out in the types of exercise we choose to do.

Recently, the University of Dayton's Campus Recreation conducted a survey asking members the perceived importance of strength, cardio, and flexibility activities.

Among hundreds of undergraduate women surveyed, over 82% viewed strength activities, 79% viewed stretching activities, and 96% viewed cardio activities as either "important" or "very important" in one's exercise routine.

However, when these undergraduate women were asked to report their recorded behaviors (what they actually did each week), the majority did more than the recommended amount of stretching activities and less strength activities than recommended. Slightly less than the majority of both undergraduate men and women performed the recommended percentage of their workout to cardio activities.

Although these women are doing more cardio than men, it's still not the recommended amount of cardio activities a person should complete each week. These exercise habits formed in college will likely transcend into later adulthood.

When we correctly balance the different exercise types, we put ourselves in the best position to look and feel good. Yet, when we become fixated on a



Women participating in an exercise class in the RecPlex

particular type of exercise, it can become both physically and psychologically harmful. Not balancing each type of recommended exercise in our workouts can help perpetuate gender norms: that women want to maintain a thin physique, and therefore will do more cardio to achieve this while negating strength training and men focus on strength training to be bulkier with defined muscles rather than balancing with cardio and flexibility.

Both women and men should be focusing on balancing all three types of exercises, not just emphasizing one. Balancing the types of exercise help women and men achieve healthier outcomes.

The professionals and students who work at UD Campus Recreation are here to help. They offer personal training, culturally inclusive women's only group fitness classes, and other recreational opportunities designed to balance all three of these types of activities and durations, one step, one rep, one stretch at a time.

*Jeff Kingery '17
College Student Personnel Program
Women's Center Graduate Intern*



THE DIRECTOR SEARCH: AN UPDATE

In late summer of 2016, the University of Dayton launched a search for a new director for the Women's Center to replace Lisa Rismiller. The search yielded two talented candidates. Unfortunately, neither candidate had the right combination of expertise we sought for the Women's Center.

At the request of Associate Provost Deb Bickford, the Women's Center search committee is launching a new search for a director.

The committee has reviewed comments and suggestions from campus colleagues and garnered constructive input from staff at campuses that have recently hired women's center directors.

Based on that feedback, we have revised the posting

to more accurately reflect the position of Women's Center director here at UD.

We are confident that this second search will result in candidates who possess a university-wide understanding of gender-related needs and issues, and the leadership and administrative skills necessary to guide our Women's Center.

We expect to have finalists on campus in April and hope the campus community will participate in those interviews.

Kathy Webb
Dean, University Libraries
Chair of the Women's Center Director Search