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Voices Raised

UNIVERSITY OF DAYTON WOMEN'S CENTER NEWSLETTER

(RE)ENVISIONING FOR THE FUTURE

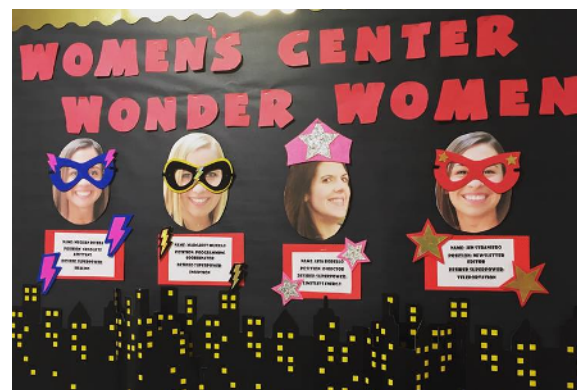
The past year at the University of Dayton has been full of changes, and the Women's Center is no exception. The Women's Center staff welcomed two new faces this semester, Director Lisa Borello, Ph.D., and Senior Administrative Assistant Maiella Hollander.



Meet Lisa

Dr. Borello brings more than 15 years of experience in higher education administration as an advocate for gender equity and promoting the academic, personal and professional achievement of women. She earned her doctorate in Sociology of Science and Technology from Georgia Institute of Technology and most recently served as Assistant Director of Professional Development for the School of Medicine at Johns Hopkins University in Maryland.

"She brings leadership, mentoring and organizational abilities to her work as well as an extensive understanding of women's issues, a keen interest in interdisciplinary work, and an innovative and collaborative mindset," said Dr. Deb Bickford, Associate Provost for Academic Affairs and Learning Initiatives, which is where the Women's Center's reporting line falls.



The Women's Center welcoming board.

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In addition to being new to the University of Dayton, Dr. Borello is also new to Ohio. After hearing about the open director position at UD and learning more about the university, Dr. Borello decided to pursue this gender-focused work: "The Marianist charism spoke to me, especially the part about everyone being equal at the table...that type of foundation gives gender equity work the importance it deserves."

She added that she was drawn to the sense of community at UD, "I could tell that people chose to be here, and there was a true community present."

New Vision

Dr. Borello envisions the Center responding to today's issues by modernizing its efforts to be relevant for all women on campus, and to be intentional about where its efforts are focused. Relevancy requires a critical self-examination. "We need to ask: Are we relevant? Are we meeting the needs of our constituents? If not, what are ways we can make changes to



(RE)ENVISIONING FOR THE FUTURE

positively impact women at UD?” states Dr. Borello. Intentionality requires recognizing that, “we can’t cover everything women need, but we can be intentional about the programs and initiatives we do, to make the most impact.” Dr. Borello sees the Women’s Center at the forefront of the University’s attention on diversity and inclusion, with the focus on gender and intersectionality.

Initiatives and Goals

Dr. Borello envisions the Women’s Center as “the expert on gender issues at UD” through well-executed programming and managing research on gender equity issues on campus. Dr. Borello intends to establish a Women’s Center Advisory Council in Spring 2018 to help the Center effectively collaborate on



The UD Women's Center staff and Wright State University Women's Center staff at the 15th Annual YWCA YWomen breakfast in October.

major initiatives and account for voices of women across fields and positions. For now, she is focused on improving the visibility of the Center across campus, assessing existing Center efforts, and getting acquainted with the UD community.

Be Heard

Dr. Borello will host a listening tour to obtain feedback about the greatest challenges facing women at UD, and gather suggestions on where the Women’s Center should focus its efforts. The tour will take place in January, and the dates, times, and locations of the listening tour are listed below.

Meet Maiella

Maiella Hollander is not new to the University of Dayton—previously serving in a temporary role in the Office of Multicultural Affairs—but she is new to Ohio, and to the U.S. Hollander is originally from San Juan, Metro Manila, Philippines, and has been in the U.S. for about a year. Hollander serves as Senior Administrative Assistant to both the Women’s Center and the Women’s and Gender Studies Program. She is a graduate of De La Salle University in Manila, Philippines, and brings 21 years of corporate experience in diverse roles such as Administrative Support and Leadership Development.



*Jen Straniero '18
Newsletter Editor*

LISTENING TOUR SESSIONS

NON-SUPERVISORY STAFF

Thursday, January 9
12:00-1:30 p.m.
LTC 042

SUPERVISORY STAFF

Friday, January 10
1:00-2:30 p.m.
LTC 044

FACULTY

Tuesday, January 23
1:00-2:30 p.m.
LTC 028

GRADUATE & LAW STUDENTS

Thursday, January 25
2:30-4:00 p.m.
Alumni Hall 206

RIVER CAMPUS

Friday, January 26
2:00-3:30 p.m.
M2300

UNDERGRADUATE STUDENTS

Tuesday, January 30
3:30-4:30 p.m.
KU 331

Unable to attend the listening tour? Share your feedback anonymously: bit.ly/WCfeedback18

VOICES FROM WGS

"MAKE HAY WHILE THE SUN SHINES"

The University of Dayton officially became a co-educational institution in 1935, when 31 women students were admitted to the College of Women at UD. When the first co-eds came to campus, women's studies was not yet an established academic field. Some twenty years later, galvanized by the women's movement and the university's concern with Title IX legislation, students, staff, and faculty began organizing to bring women's studies to campus. In 1978, a minor in women's studies was approved.



UD students, circa 1986.

The program's major began in 2004. In that same year, the program celebrated 25 years of women's studies at UD. Reflecting upon why the program had decided to celebrate its silver anniversary, then-acting director of the program Sheila Hassell Hughes told the Women's Center newsletter that her motto was to "make hay while the sun shines." Continuing to "make hay" is why we are gearing up to mark the program's 40th year this coming March during Women's History Month with a series of events that will include a look into our archives and opportunities to imagine what the future of our program will be.

The saying, "to make hay while the sun shines," originates in medieval farming practices of hay production. Making hay when the sun was shining meant that the animals and people of the farm could be sustained during tougher times. The proverb encourages the farmer to reap and cultivate what had formerly been sown to provide for the future. WGS has been planting seeds and making hay for these 40 years.

"In these times of renewed public debate about rights and equality, UD's WGS program has hay to offer our community."

The tenacity of the people who began, maintained, grew, and continue to do the crucially important work of WGS will be highlighted in this 40th year. As a field

of study, WGS has at its core a commitment to social justice. An interdisciplinary pursuit, WGS uses the methods and practices of the social and natural sciences, humanities, and the arts to critically examine how the lives all people might be improved when we pay attention to the ways in which gender intersects with other factors such as class, race, and sexuality.

In these times of renewed public debate about rights and equality, UD's WGS program has hay to offer our community and we want to make sure we do it while some of those initial farmers are with us to share their wisdom. We are excited to gather to honor our past and to envision new ways that we might all contribute to UD's aspiration to be a university for the common good.

*V. Denise James, Ph.D.
Associate Professor and Director of the
Women's & Gender Studies Program*



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STUDENT PROFILE

EMPOWERING THE STUDENT NEIGHBORHOOD

The Women's Center staff advises a special interest house located on Kiefaber Street focused on women's empowerment. (Pictured from the left) **Tess Isemann '18** is a Mechanical Engineering student with a minor in Sustainability with plans to pursue a Master's degree in Renewable Energy. **Julia Carroccio '18** is a Psychology major with a minor in Spanish who plans to attend medical school. **Claire Cullen '18** is a Graphic Design major with a minor in Marketing. **Mallory Masturzo '18** will continue next year at UD to earn her Master's in Accounting and **Malia Harvey '18** is an Electrical Engineering student.

The friendship amongst the five women has grown since meeting as first-year students in 2014. Their shared passion for women's empowerment and drive to make a difference in the UD community inspired them to live together in this special interest house.

Your house is dedicated to women's empowerment. What does that mean to you?

TI: Women's empowerment is standing up for who you are and what you want to do, making sure women have a choice. Women should be in control of their own paths personally, academically and professionally.

JC: Empowerment to me is making sure women know what they are capable of. I want to go to medical school to be a doctor, and just the other day someone assumed that because I was a woman, I wanted to be a nurse, not a doctor. Empowerment is affirming to other women that she can do what she wants, and there should be no limitations.

CC: It means that every woman has the ability to do whatever she wants to do in life. No matter what that



is, every path should be respected. I think in today's society, male-dominated fields are more respected than female-dominated fields, and I want that to change.

MM: I believe that every female has a strength inside of them, and empowerment is enabling them with the tools they need to find that strength and utilize it.

MH: Women's empowerment to me is about embracing what women can do, as well as what makes us unique. We need to celebrate every type of woman. In this house, we have so many different career paths, but as women we have so many more similarities than differences, and that needs to be celebrated.

What challenges do women undergraduate students face at UD?

TI: When I was just starting out in my engineering classes as a first-year student, I felt an added pressure because of the stereotypes of women in engineering. I was afraid to ask questions and seem stupid, because I felt I was representing all women in engineering. Gradually, I shed this fear, and now I raise my hand and ask questions all the time, but I do think female students in engineering face added pressure to prove themselves, which is a challenge.

JC: When I began taking more science courses, these classes were definitely more male-dominated and I noticed there was heavy competition among students. I felt like I was not seen as an equal who is just as able to compete as any male student. I was once told by a

male classmate that I was not going to be able to pass an organic chemistry class because he had failed, as if I was just innately less prepared than him. I want women in male-dominated courses to be taken more seriously.

CC: Although I believe that UD is a pretty safe campus, I still think safety is challenge for women on campus, as it is for women nationwide. I work late into the evening at Fitz Hall, and I carry pepper spray on me just in case I need to protect myself. Men have the privilege of not having to think about this risk as much.

MM: There is such a heavy focus on women's appearance and it is frustrating. If I want to wear makeup, it is my choice, and if I don't, that does not mean I am less beautiful. There is something so backhanded about a woman being told she is "pretty even without makeup" because we are all beautiful all the time.

MH: There are typically only one or two women in my electrical engineering classes, and that is intimidating in a way. Adults as well as peers have told me that "I don't look like an engineer," which is so offensive and demeaning. It is hard to do something you love when people make you think you aren't good enough or cut out for it. A challenge facing women in engineering is

HOW CAN YOU GET INVOLVED?

During the spring semester, the Women's Empowerment House will be collecting boxes of tampons and pads across campus. They hope to donate at least 2,000 individual supplies because every woman should have access of feminine hygiene products, regardless of her financial situation.

Email the Women's Center at womenscenter@udayton.edu to get in touch with the residents.



Women's Empowerment House students participated in the Artemis Center and YWCA Shine Your Light 5K, raising awareness and funds for survivors of intimate partner violence in the Dayton community.

accepting that as women, we must be constantly proving our worth in this male-dominated field.

What are you most passionate about when it comes to women's empowerment?

TI: The first thing that comes to mind for me is confidence. Women should be helping women be our best selves.

JC: I am passionate about stopping the judgment of women who choose their career over a family. There is nothing wrong with a woman who does not want to have children or a woman prioritizing her career over a family.

CC: I think lots of women our age fall into unhealthy relationships. I am passionate about spreading the message that women don't need men to feel fulfilled.

MM: I care about equality in the workplace. Being a woman should not hinder my ability to receive promotions I deserve, or the pay I deserve.

MH: I want to break down stereotypes of women across all career paths, not just engineering. We should all be celebrated and treated equally.

STUDENT LOANS & SIDE HUSTLES

I did not get into higher education for the paycheck. Most people who pursue careers in education and other “helping” fields do so because they find value and meaning in their work. I love my job; I provide educational programming and advocacy around gender and equity issues for and on behalf of students, faculty and staff. In addition to my full-time job here at UD, I also serve a couple nights a week at a local restaurant and do freelance graphic design work for a non-profit organization. This is what those of us who balance full-time work with additional jobs call a “side hustle.”

**SIDE HUSTLE (NOUN) –
A SECONDARY JOB IN ADDITION TO A
FULL-TIME JOB.**

I am one of the nearly 44 million individuals in the U.S. with outstanding student loan debt. I earned a Bachelor’s degree from a small, private, liberal arts institution, where I accumulated the entirety of my student loans. For me, roughly half are federal student loans, and the other half are private loans. Luckily, I secured a Graduate Assistantship which paid for my Master’s degree.

People have side hustles for different reasons. Some have side hustles to pursue passions that they may not be able to do in their full-time jobs. But for me, a side hustle is a necessity as my student loan payment costs more than my rent, utility bills, and groceries combined every month.

My federal student loan is manageable thanks to an income-driven repayment (IDR) plan. My private loan, however, is not eligible for IDR and I have exhausted all options in lowering the monthly payments. By the time I pay off my private loan, I will end up paying **double** the amount that I originally borrowed.

Learn more
about gender &
student loan
debt at
AAUW.org

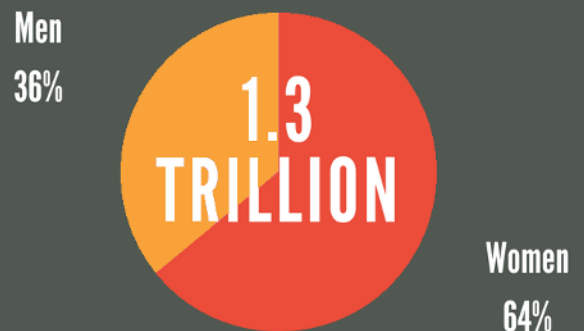
And I’m not alone. Research released by the American Association of University Women (AAUW) shows that, of the total 1.3 trillion dollars of outstanding student debt in the U.S., women hold nearly two thirds of the total amount owed.

Student loan debt is not seen as a women’s issue, but maybe it should be. More women than men are enrolled in institutions of higher education, women tend to major in fields like education and social work which pay less, they are less likely to negotiate their starting salary than men, and according AAUW research, they take on more student debt overall. As a result, about 34% women who are currently repaying students loans report that they have been unable to meet essential expenses like rent or mortgage payments within the last year. Without a side hustle, I would have been one of those women.

*Margaret Murray
Programming Coordinator*

STUDENT LOAN DEBT

AMOUNT OF OUTSTANDING DEBT



PERCENT OF GRADUATES EXPERIENCING FINANCIAL DIFFICULTIES BY GENDER



GENDER & CULTURE COLLIDE IN INDIA

Being a female mechanical engineering student, I am no stranger to being the sole woman in a room. It was a fact I had to accept the first day of new student orientation, when I found myself one of four women in a classroom of young, eager mechanical engineering students. It was a fact during my first internship at an injection molding manufacturing company where I found myself surrounded by middle-aged men. I did not want to be known as a “female engineer” but just as an “engineer.”



I traveled to India this summer on an ETHOS immersion. ETHOS (Engineers in Technical Humanitarian Opportunities of Service-Learning) is a program at UD that sends students to developing countries to work on engineering projects. I spent three months in Auroville,

India, working on building a 6m tall 3D printer aimed at creating cob houses. India seemed to have different expectations of women within society. My awareness of gender differences began the moment I had to go through security at the airport when men and women were separated into different lines.

I am a tall, white, blonde, blue-eyed female, so I stood out in India, regardless of my job. I was surrounded by harsh gender differences all summer, like when waiters would be confused as to why I did not have a male companion to order for me. I dressed conservatively, making sure my legs and chest were covered. My belief in gender equality clashed with the Indian cultural norms I encountered.

"I did not want to be known as a 'female engineer' but just as an 'engineer.'"

I quickly learned that if I wanted respect or attention regarding work, I would have to demand it. I had to appear strong, confident, firm, and correct—or risk dismissal. An American girl walking into a hardware store asking for 12mm bolts? Intriguing, if anything. Curious stares followed me everywhere, making me feel scrutinized. Yet, I was unwilling to let my discomfort prevent me from completing my job.



Many Americans upon my return were quick to assume that I was treated poorly because I was female in India. However, I never felt mistreated by the incredibly kind, hospitable Indian culture, even though I did not fit into the gender norm. While I had to demand the attention and respect that I thought I deserved, I was never treated in an intentionally rude way.

My summer was filled with an interesting collision of cultural, gender and personal ideologies. Even in America, we witness division in engineering between men and women, and India has a vastly different culture possessing much greater gender divisions. My experience as an American female engineering student in India exposed me to these harsh gender differences. While challenging, I believe I learned powerful lessons that will follow me throughout my life as a mechanical engineer.

Andrea Mott '18

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WHM BOOK DRIVE

For Women's History Month in March, the UD Women's Center, Wright State University Women's Center, and the Conscious Connect will host a book drive to collect 1,000 books featuring diverse women role models. Visit our Amazon wish list, 'UD/WSU 2018 Women's History Month Book Drive' for suggestions and direct ordering.

FAITH & FEMINISM

Join women students, faculty, and staff in conversation around spirituality, feminism, and what it means to be a woman of faith today. All faith traditions, practicing or non-practicing, are welcome to attend. The group will meet November 21 and December 5 from 4:00-5:00 pm in Alumni Hall 206.

FROM THE DIRECTOR'S DESK

LISA BORELLO, PH.D.

As I write this, it's been less than four months since I packed up my two toddlers and my senior-age cat and began the 8-hour drive from Maryland to Ohio. With a lot of faith, a little nervousness, and a few Northeastern comforts tucked in my small SUV amidst toys, books and nearly all the clothes my children own (just in case the movers got delayed), I embarked on this adventure unsure but hopeful of what lay ahead.

As a military spouse, I'm no stranger to cross-country moves and all the newness and uncertainty they bring—a new home to unpack, new teachers, new friends to make, a favorite grocery store to find, a dry cleaners I like, a trusted doctor/pediatrician/vet, and new streets to get lost on. But what's different about this move is that I made a deliberate choice to be here and to follow my heart and passion doing the work that I love.

While the transition has been challenging at times—as one would expect with an out-of-state spouse and two little boys—I am blessed to be surrounded by such amazing and kind people and to be welcomed into the UD community with open arms.

While there is much work to be done, I am confident the timing is right at this institution to make a positive impact on the lives of women and the entire UD community. I look forward to the journey ahead and partnering with you toward a just and equitable future.