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## Voices Raised, Issue 55

University of Dayton. Women's Center

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# Voices Raised

UNIVERSITY OF DAYTON WOMEN'S CENTER NEWSLETTER

## CLIMATE CHANGE & MIGRATION THROUGH A GENDERED LENS

Migration and climate change are topics discussed on a daily basis—what is driving them, how they affect people worldwide, and how to respond appropriately and empathetically. It is becoming more apparent that these two subjects are becoming increasingly intersected. Climate change is a driving factor of migration, but when the intersection of climate change and migration is broken down, it is inherently impossible not to see the adverse effects of migration on the lives of women. Whether it be women whose family members have migrated, women who live in communities where migration is the only option left to survive, or female migrants themselves, the experience of migration impacts men and women differently. While this concept holds true across the globe, the effects in Central American countries are prominent, yet misunderstood.

### Climate Change—The Straw that Broke the Camel's Back?

When broadly looking at migration in Central American countries, it is evident that migration

driven by climate change is not only drastically increasing, but is becoming the ultimate 'push' driving people to leave their homes. The United Nations High Commissioner for Refugees (UNHCR) recognizes the consequential displacement due to climate change, "People are trying to adapt to the changing environment, but many are being forcibly displaced from their homes by the effects of climate change and disasters, or are relocating in order to survive. New displacement patterns, and competition over depleted natural resources can spark conflict between communities or compound pre-existing vulnerabilities."



Dr. Miranda Hallett

University of Dayton professor of Cultural Anthropology and Human Rights Center Research Fellow, Dr. Miranda Hallett, explores the intersection of factors relating to migration in Central America, including climate change. According to Hallett, 2 million people in Central America alone will be displaced by factors related to climate change by 2050. She says, "Of



A migrant waits along the border bridge with her family after being denied entry into the U.S. from Mexico on June 25, 2018. Spencer Platt/Getty Images

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# CLIMATE CHANGE & MIGRATION

(continued)

course, it's hard to tease out the 'push factor' of climate change from all of the other reasons that people need to leave. And unfortunately, these phenomena interact and tend to exacerbate each other." In addition to gang violence, corruption, and political upheaval, Hallett refers to climate change as a "compounding factor" that requires recognition and action by the global community.

By examining food security alone, residents of Central American countries already struggling with violence and instability may be forced to migrate because of failing crops. Longer droughts, heavier rainfall, and more intense and destructive storms have detrimental effects on the livelihoods of rural workers in Central America. In countries where survival is already a challenge, the inability to continue agricultural lifestyles is one of several potential drivers of migration.

## Where Does This Leave Women?

With deeply-rooted cultural expectations to remain subservient to husbands and families, women whose male family members have migrated are often left behind to care for parents, children, or siblings. They hope to receive remittances to help support the family, but become the primary provider for the family. GenderCC, a global organization dedicated to gender equality, women's rights, and climate justice, further explain that, "women assume traditional male responsibilities without having equal or direct access



*A group of women and children from Central America await transportation to the U.S. border patrol processing center on July 14, 2014. John Moore/Getty Images*

to technical, financial and social resources. Accordingly, women have more responsibilities without having more rights [...] women are particularly vulnerable to economic and social risks."

Remaining at home in many Central American countries can be extremely dangerous for women. According to UNHCR, 64% of women interviewed for the report described being targets of direct threats and attacks by members of criminal armed groups. Additionally, women reported that police and other law enforcement authorities were unable to provide sufficient protection from violence.

## Asylum Seekers, Gender, and Climate Change

Susceptible to extortion, detention, gender-based violence and sexual assault, women are an extremely vulnerable migrant population when they seek asylum. An asylum-seeker must prove that they have a well-founded fear of persecution based on one or more of five grounds: race, religion, nationality, membership in a particular social group, and/or political opinion. Women facing violence and persecution qualify for asylum under these grounds, but the legitimacy of this claim has been called into question in the United States. Federal judges have blocked the ability of lawmakers to deny domestic and gang violence asylum claims—for now. Questioning the truthfulness and legality of a women's fear of persecution coincides with the lack of empathy and humanity being shown at the border.

What about women or men who are seeking refuge because of compounding factors resulting from climate change? The International Organization for Migration and UNHCR recognizes the dangerous consequences caused by climate change, but such drastic shifts are not yet reflected in international law.

The effects of climate change on a gender can most clearly be seen in the links of migration—climate change can be a driving force for migration, creating challenging circumstances for women in particular. As the effects of climate change increase in severity, it is essential to understand the environmental impact as well as its effect on humanity.

*Anna Rose Redgate '20  
Newsletter Editor*



As Director of Women's and Gender Studies, I've been thinking a lot lately about what 'news' means in our current era. WGS has always been a discipline that sought to respond to contemporary issues. And it is a discipline with a mission. We are concerned with figuring out the differences gender makes in our everyday lives, politics, religion, and even in entertainment.

But increasingly there is so much to respond to, so much to process, so much to figure out. As a student recently said to me, "I don't know what's 'news news' or what's just random social media fake news." She's right—it can be difficult to distill what the actual news is these days.

In early 2019, the non-partisan and non-profit, Women's Media Center (WMC) released its annual report on [The Status of Women in the U.S. Media](#). They found, unsurprisingly, that more Americans read the news on social media than on print newspapers. The shift from print to the internet has often been praised as an opening up of opportunities for people of color and white women. Yet, the WMC reports, women account for just about 37% of internet, print, and broadcast credit and when the race of women is taken into account, the numbers are substantially lower. Having women report the news, WGS scholars have argued that embodiment matters, that understanding

## VOICES FROM WGS

# GENDER & MEDIA LITERACY

how the intersections of our race, gender, class, sexuality, and other statuses, matter.

Along with the growth of possible sources for news, there seem to be increased instances of intentional disinformation and fabrication of news relevant to issues of gender and sexuality. What, then, does it

*"Who is a reputable source of the news? What news is being left out? What is 'news news' for those of us interested in gender and sexuality? What role do we all have to play in the production and consumption of the news?"*

mean for our understanding of what is news now given both its proliferation and its gender imbalances? Who is a reputable source of the news? What news is being left out? What is 'news news' for those of us interested in gender and sexuality? What role do we all have to play in the production and consumption of the news? This year the WGS program will engage students and the campus community around issues of gender and media

literacy. Be on the lookout how you can participate. Follow the program on Instagram @ud\_wgs and if you're a student consider taking WGS 250 in the Spring which will use social media as a lab for understanding the discipline.

V. Denise James, Ph.D.  
Director, Women's and Gender Studies Program  
Associate Professor, Philosophy



## NOMINATIONS OPEN FOR 2020 "WOMEN OF UD"

In honor of Women's History Month in March, the Women's Center coordinates an annual exhibit highlighting the contributions women have made at UD and beyond, both past and present. The exhibit features honorees who have had a profound impact in a variety of areas and fields, and those that lead the way for new initiatives, policies and practices that make our campus more inclusive and equitable.

The Women's Center invites the campus to nominate an outstanding UD-affiliated woman to be featured for the 2020 *Women of UD* exhibit. Nominations are due Friday, November 1st. Visit [bit.ly/WofUD2020](https://bit.ly/WofUD2020) to complete the nomination form.



# WOMEN IN SPORTS

## "THAT'S THE TEA"

For women in sports, summer 2019 was one for the history books. Between Simone Biles' history-making performance on the floor and beam at the U.S. Gymnastics Championship, Allyson Felix setting the world record for most gold medals in track and field, surpassing Usain Bolt, and the U.S. Women's National Soccer team bringing home a championship title, performances were nothing short of incredible.

Over 20 million people worldwide tuned in on July 7 to watch the decorated U.S. Women's National Soccer Team defeat the Netherlands in the final game of the 2019 Women's World Cup, surpassing the viewership of the French victory in 2018 Men's World Cup by [22 percent](#). In the U.S. and France, both the women's and men's teams worked tirelessly to be the best of the best, and both ultimately rose to the top of their leagues. However, beyond the surface level viewership and celebrations, the two victories were certainly not equal.

The difference? Despite consistently delivering victories, the U.S. Women's National Soccer Team is only paid a fraction of their male counterparts, both on the international stage and at home. In their 2018 victory, France took home [\\$38 million in prize money](#), divided among their players. Members of the U.S. team received a total of \$4 million, divided among 23 players. In their lawsuit against the U.S. Soccer Federation, the USWNT reveals if both the men and the women were to play 20 non-tournament games in a year and both teams won every game, women would earn a maximum of \$99,000 (or \$4,950/game) while the men would take home \$263,320 (or \$13,166).

Oftentimes, the go-to argument to "justify" the wage gap in women's sports is that people are not watching women's sports. However, research conducted by the [Shels Sport Foundation](#) suggests in their #WomenWorthWatching campaign that only 4% of all sports coverage features female athletes. Networks skipping over female athletes' airtime makes it incredibly difficult to boost viewership, develop a



*Allyson Felix after breaking Usain Bolt's record for most gold medals in World Championships. Photo by Patrick Smith/Getty Images*

devoted fan-base, and ultimately drive profit.

After the record breaking attendance for D-1 Women's basketball for the 2018-2019 season, the NCAA Women's Basketball Championship sold out all tickets for both the semi-finals and final games and had 3.69 million viewers watch the championship game on ESPN. In 2014, ESPNW saw a 206 percent increase in unique visitor visits from the previous year. The NCAA women's volleyball championship had over one million viewers on ESPN2, 75 percent higher than viewership in 2016.

[Dr. Cheryl Cooky](#), professor of American studies and women's, gender, and sexuality studies at Purdue University says the imbalance of coverage and marketing efforts has greatly hindered the progression of women's sports. "The interest for women's sports is there. It's just a problem of how leagues and teams are marketed. [...] We don't see the same amount of coverage. We don't see the same investment in women's sports."

The interest in women's sports is absolutely there. But with only a fraction of flashy promotions and air time as men's sports, the barriers to growth are far more difficult to overcome.

But that has never stopped women before. And, with a nod to the Alex Morgan's [highly criticized post-goal celebration](#) in the World Cup, "that's the tea".

*Anna Rose Redgate '20  
Newsletter Editor*





UD Women's Volleyball celebrates after sweeping win over George Mason 10/11/19. Photo by Erik Schelkun

# WOMEN IN SPORTS FALL SPORTS HIGHLIGHTS

## VOLLEYBALL

Remaining home matches:  
**UD vs. George Washintgon**  
Friday, Oct. 25  
7:00 p.m.

**UD vs. George Mason**  
Sunday, Oct. 27  
1:00 p.m.

**UD vs. Saint Louis**  
Friday, Nov. 1  
7:00 p.m.

**UD vs. Davidson**  
Friday, Nov. 15  
7:00 p.m.

**UD vs. Davidson**  
Friday, Nov. 17  
1:00 p.m.



The University of Dayton women's soccer team was named as a United Soccer Coaches Team Academic Award winner. The award recognizes exemplary performance in the classroom during the 2018-19 academic year.

## SOCCER

Remaining home match:  
**UD vs. Fordham**  
Thursday, Oct. 24  
7:30 p.m.

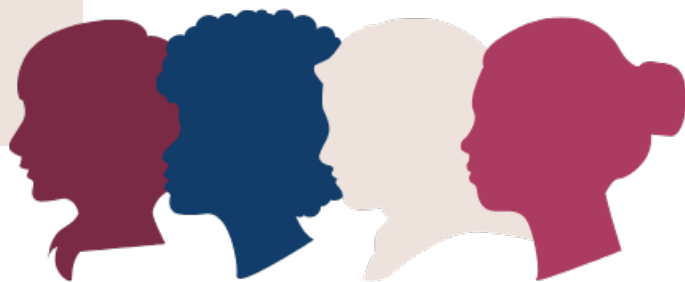
**#GOFLYERS**

VIEW THE SPRING  
SPORTS  
SCHEDULE AT  
[DAYTONFLYERS.COM](http://DAYTONFLYERS.COM)

Women's Cross Country claimed the All-Ohio Title again this year. The Flyers have won the All-Ohio Championship twice in the last three years.



# UD MEN FOR GENDER EQUITY WOMEN'S ADVISORY COUNCIL



The Women's Advisory Council (WAC) is a critical part of the UD Men for Gender Equity Initiative. WAC selects and oversees the Men's Equity Advocates, directs content for Men's Equity Allies sessions, and informs men of climate issues as it pertains to women. Accountability over Equity Advocates is a critical task of this Council, as is establishing a clear hierarchy with respect to this initiative. Equity Advocates are a group of men-identified faculty, staff and administrators interested in learning from women faculty and staff members in departments, colleges, and the university in order to create equitable treatment at UD.

To gain insight into the background and goals of the WAC, **Laura Bistrek (LB)**, **Kelly Fritz Mofield KM**, **Dr. Margie Pinnell (MP)**, and **Gretchen Sabin (GS)** met to discuss their involvement and hopes for the UD Men for Gender Equity Initiative this year.

## **What is your role on campus and how did you get involved in the WAC?**

**GS:** I am the Director of Information Technology at the School of Business Administration and I came to be involved in the council to seek out pockets on campus for women and to improve the environments I am already in for women.

**LB:** I am the Executive Director of the Diversity in Engineering Center in the School of Engineering and I've been at UD for 13 years. For me, I've been very excited to witness over the past few years all the momentum around different diversity and inclusion initiatives. But when I'm in those spaces, it is typically white women and people of color working on these initiatives. UD Men for Gender Equity broadens who is talking about these different initiatives and gets some new people involved.

**MP:** I am the Associate Dean for Faculty and Staff Development for the School of Engineering and I've been here for 20 years. I think there has been a lot of new initiatives on campus to address inequity and make campus more equitable as a whole. This

initiative brings people together who care about these issues, and are willing to gain the knowledge to engage in conversation, and ultimately be part of the solution. The WAC gives people a space to be co-learners which attracted me to the group as well.

## **How does your involvement with the WAC intersect with your job on a day-to-day basis?**

**GS:** I think the new dean of the School of Business Administration and several new leaders on campus are changing the conversations at tables. We have been highly encouraged in the School of Business Administration to work on diversity, equity and inclusion. This is a piece of doing just that. Being present really gives me a window into everyone else's experiences on campus and different initiatives that others are working on so I can bring this back to the leadership team to discuss how it relates and impacts our work.

**LB:** This work relates very closely to both me and Margie's job. We do this out of passion and personal interest.

**MP:** I believe climate can be a huge impediment. This initiative really relates well because not only are we providing faculty development for men, but in improving the climate for women, we're making it such that hopefully women coming up in the School of Engineering will not have to go through some of the things Laura and I had to go through in our personal and professional careers.

## **Why is this initiative personally important to you?**

**LB:** I am sick and tired of female students coming into our office and questioning if they can be an engineer because of external influences. The culture and climate is such a huge piece of that, and we don't



need anyone saying to students “You don’t look like an engineer.” I have a daughter and two sons who I’m trying to raise to understand gender equity initiatives. For me, it’s important that both are educated on what different positions of privilege they hold based on who they are. If we can change things for the next groups coming through, that’s personally for me what this is about.

**MP:** We have benefited from the work from people before us and we need to do this for the people before us. I don’t want to go backwards.

**GS:** Despite how things can be uncomfortable sometimes, I feel like it is my duty to stay at that table because the more I stay at the table, the more people will join me.

**KM:** I decided that I needed to activate myself because just assuming that we will just naturally progress as a society is no longer an option.

**What are some of your hopes for the impact of the initiative?**

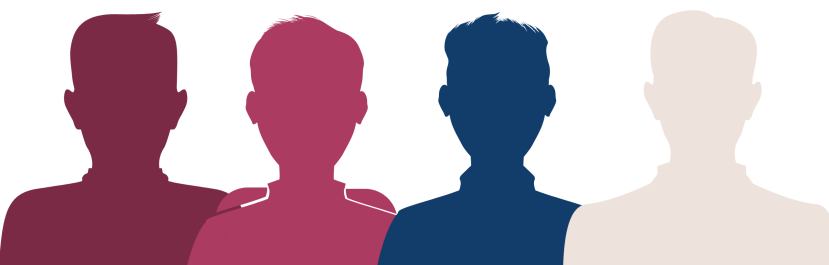
**GS:** I was very buoyed by learning that there were men who cared. It’s not that I thought none did, knowing that men were willing to show up, willing to come to

the sessions, and willing to apply and having that imagery out there was helps a ton.

**LB:** I hope that men starting holding other men accountable when they see something that isn’t right, and understand that it doesn’t have to be a woman to speak out.

**MP:** I hope that the multiplying effect of this is significant--I hope our advocates reach out to five different people who reach out to five different people and that progress happens at a rate much faster than we could have imagined.

**KM:** I hope that this challenges the status quo. Just because something has been happening a certain way for a long time, does not mean it’s okay. I hope that people understand that this isn’t about winning and losing, but equality and everyone having a seat at the table.



## 2019-2020 EQUITY ADVOCATES

**Dr. Faisal Chaudhry** *Assistant Professor, Law and History*

**Dr. Doug Daniels** *Executive Director, Integrative Science & Engineering Center*

**Dr. Lee Dixon** *Associate Professor and Chair, Psychology*

**Chris Fishpaw** *Director, Student Leadership Programs*

**Dr. Benjamin Kunz** *Associate Professor, Psychology*

**Dr. Grant Neeley** *Associate Professor & Chair, Political Science*

**Dr. Patrick Thomas** *Associate Professor, English*

**Dr. Jon Hess** *Associate Dean, College of Arts & Sciences*, will serve as a liaison to both the Equity Advocates and the Women's Advisory Council.

## 2020-2021 GENDER EQUITY RESEARCH FELLOWSHIP

The Women's Center and Women's and Gender Studies Program, in collaboration with the Office of the Provost, will offer its annual Gender Equity Research Fellowship for the 2020-2021 academic year. Each year, there will be two Fellows- one lecturer or tenure-track faculty member and one exempt staff member- of any gender and from any disciplinary background. Fellows will work to advance gender equity and social justice through the conduct of high-quality research and the development of subsequent recommendations to share with the campus community.

Applications for the fellowship are now open for the 2020-2021 academic year. We invite proposals from both faculty and exempt staff, and joint proposals will also be considered. Applications are due Thursday, December 19, 2019. For more information, visit [go.udayton.edu/GERF](http://go.udayton.edu/GERF).

## UNIVERSITY OF DAYTON WOMEN'S CENTER

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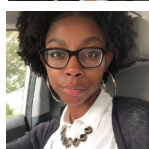
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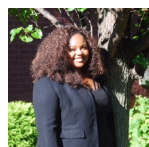
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WC Staff smile after completing their breakout challenge in under an hour during their fall retreat. (L-R) Margaret Murray, Rheja Taylor, Veronica Halfacre, Anna Rose Redgate, and Dr. Lisa Borello.

## FROM THE DIRECTOR'S DESK LISA BORELLO, PH.D.

When I first came to UD a little more than two years ago, I heard much about the tremendous work of the President's Advisory Committee on Women's Issues (known to me then only as "ACWI") and its role in advocating for the creation of what is now the Women's Center. In my (then new) office, I poured through binders of notes to better understand the institution and the work of the countless women who have long supported gender equity efforts at UD, many of whom are still at the university and still continuing to champion other women across the life of the institution.

I recently revisited ACWI's 2001 final report and recommendations calling for an institutional commitment to gender equity, which stated: "As the principles of gender equity and equality characterize the University's mission and life, so too must institutional character be defined by actions. Only actions validate the stated commitment."

While much has changed in the decades since ACWI first began meeting, there remains much work to do. It is in this same spirit, one that recognizes the power of and necessity for action, that President Spina recently announced the creation of the President's Commission on the Status of Women, also acknowledging that "our progress toward gender equity has been too slow and too limited and that climate issues remain a real concern." It is with this acknowledgment that we move forward and towards fulfilling the charge outlined by my sisters before me.

The Commission, co-chaired by Dr. Denise James, Director of the Women's and Gender Studies Program, and myself, will be another avenue to affect positive institutional change at UD as we continue to work to create a climate where all can thrive. I invite you to consider nominating a colleague or student to serve on the Commission, and to stay connected to the work of the Commission in the months ahead.