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Voices Raised, Issue 54

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Voices Raised

UNIVERSITY OF DAYTON WOMEN'S CENTER NEWSLETTER



COMMUNITY FORUMS ADDRESS CLIMATE FOR WOMEN EMPLOYEES

Over a two-day period in February, the Women's Center co-sponsored two Community Forums on the Climate for Women at UD in collaboration with the Provost's Office- one for faculty and one for staff. The forums were intended to give all women-identifying employees the opportunity to bring forward concerns and observations to Provost Paul Benson about the climate for women at UD, discuss actions the university should take to improve gender-related concerns, and learn about existing efforts that promote gender equity at UD. Through the evaluation of feedback from group discussion during the forums, some consistencies in responses emerged as the greatest concerns for campus employees. These concerns centered on accountability, advancement restraints, and lack of institutionalized change.

Concerns and Recommendations

In almost all group reflections and discussions, the issue of accountability for unacceptable behavior was a primary concern. Both faculty and staff expressed the

belief that if they brought forward a concern about their work environment or supervisor, nothing would come of reporting it. Both faculty and staff felt as if the process of advancement for women on campus was

either unclear, difficult, or simply impossible in their current role.

Several women felt that, despite positive performance, the lack of definitive structure to advance in their position resulted in either no promotion or a promotion without compensation for new or increased responsibilities in their role. Many expressed concern that talented women would seek alternative opportunities outside UD if there was no way to grow professionally in their current role.

While most attendees expressed that the university is moving in the right direction in the creation of new equitable goals and policies, the general consensus was that there is still a long way to go. Participants recognized that university officials care about creating change, and are looking for all levels of authority to propel the policies into everyday action that can be felt at the faculty and staff level. Though this may take time, forum participants are hoping for a shift from surface-level

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COMMUNITY CLIMATE FORUM

(continued)

commitments to changes that are implemented in the everyday operation of the university.

During the event, participants were given time to discuss and brainstorm solutions related to work-life balance, advancement, and creating equitable work environments, as well as generate recommendations on what the university should prioritize with respect to gender equity. Fundamentally, employees consistently expressed that a definitive path of advancement is something that they would like to see in the future. Participants also suggested a change in the employee performance review process to better link merit and equity increases to performance and promotion, among other suggestions. Greater transparency and consistency was discussed as essential to the creation of a promotion or advancement framework for both exempt and non-exempt employees, as was additional mandatory training for supervisors.

Concerning work-life balance, participants suggested the university consider adopting flexible work schedules, and that there be careful attention placed on ensuring supervisors are attuned to a variety of caregiving needs, as well as a critical look at the ways in which we support or inhibit self-care, and how we recognize and reward service to the institution. Participants also discussed that while work-life

balance is often constructed as a women's issue, changes to policies and practices would benefit all genders at UD.

Current Initiatives

In partnership with offices and units across campus, the Women's Center continues to work to create institutional changes on campus that enhance an equitable culture for all faculty and staff. This spring, the Women's Center will launch its first Status of Women at UD Report Card focused on representation and advancement of women-identifying staff and will be replicated annually to measure progress. Several priorities with respect to gender equity have been identified in the Hiring and Advancement for Diversity,

Inclusion, and Mission Working Group report and leaders from the Provost's Office, Human Resources, the Office of Diversity and Inclusion, and the Women's Center have been working collaboratively to critically evaluate current benefits related to more inclusive work-life balance policies, as well as develop mentoring programs for women. Additionally, the introduction of the UD Men for Gender Equity Initiative offers

male-identified employees the chance to learn about gender bias and develop skills and strategies that promote equity on campus, across departments, and in everyday actions.

For an overview of existing gender equity initiatives, request a copy of the summary document at womenscenter@udayton.edu.

WERE YOU
UNABLE TO ATTEND
THE FORUMS? SHARE
OBSERVATIONS, IDEAS
OR CONCERNS
HERE

CARE & SUPPORT CONFIDENTIAL ADVOCATE

208 Alumni Hall
Drop-in Hours:

Monday, 2 - 4 p.m.

Wednesday, 2 - 5 p.m.

Friday, 11 a.m. - 2 p.m.

The Women's Center and the Equity Compliance Office have partnered with Artemis Center, a domestic violence resource agency in the Miami Valley, to offer drop-in hours with a confidential advocate on campus. A confidential advocate provides confidential support and services to undergraduate or graduate students, faculty, or staff who have experienced any form of intimate partner violence (domestic or dating violence, stalking, and sexual assault) or would like assistance supporting someone who has. Confidential advocates can help explain the options for filing a formal report with law enforcement or the university - as well as the option not to report. Stop by during drop-in hours, or schedule an appointment via bit.ly/ConfidentialAdvocateSignUp.

SCENES FROM SPRING SEMESTER WC HAPPENINGS



March 4

We kicked off Women's History Month with the 2nd annual *Women of UD* exhibit. The exhibit features trailblazing women who have made a significant impact on the university. The honorees were nominated by the campus community and chosen by a dedicated group of students, faculty, and staff. Pictured left are the 2019 honorees who attended the kickoff. The middle photos highlight views of the exhibit on Chaminade Hall and Heritage Coffeehouse.



February 22

In partnership with the Office of Multicultural Affairs, we sponsored student attendance at the 3rd annual *Black Feminist Symposium* hosted by the University of Cincinnati Women's Center in February. Pictured above (L-R) are UD attendees Cierra Stewart, Sachet Watson, Ajanti George, Raffi Alexander, and Keira Brown.



March 8

In partnership with the Center for International Programs (CIP), we celebrated International Women's Day with the annual Global Sisterhood Reception. Pictured above, graduate student Saja Nabat receives an International Women's Day award from Chanel Wright, Assistant Director for Campus Engagement in the CIP.

2019 MIRYAM AWARD PRAYER SERVICE & RECEPTION

Monday, March 25
3 p.m.
KU Torch Lounge

The Miryam Award was initiated by Campus Ministry's Center for Social Concern in 1996. Each year, the Miryam Award is given to an individual or a group whose actions enhance the climate for and support the advancement of women on the UD campus. This year's recipient is Peers Advocating for Violence Education (PAVE). Through peer engagement programs, PAVEs strive to end sexual assault, intimate partner violence, and stalking at UD. All are welcome at the prayer service and reception to honor this year's award recipient.

STUDENT PROFILE

MEET THE POLICY INTERNS

In collaboration with the Women's and Gender Studies Program, the Women's Center offers a for-credit policy internship that explores how gender equity impacts policy in a higher education setting. The interns work to develop an understanding of how policies are made and enacted on college campuses and have an opportunity to make a contribution to existing policies at UD. Student interns work directly with senior leaders on priority items identified by the Hiring and Advancement for Diversity, Inclusion, and Mission Working Group report.

Second-year Political Science and Philosophy major **Sarah Kuhns (SK)**, third-year Political Science and Women's and Gender Studies major **Morgan Kluther (MK)** and third-year International Studies and French major **Abigail Lieser (AL)** serve as the 2018-2019 policy interns. Learn about the work that the three students have completed this year and how it has affected their perspective and futures moving forward.

Q: What has been the main focus of your research this year?

SK: Most of our research is focused on the family friendliness of employee policies. I've taken the lead on flex time policies, which encompasses telecommuting, working from home, start and stop times which involves employees coming in late or leaving early for personal reasons, and compressed work weeks.

MK: We're really trying to make revisions to the UD policy to make it more inclusive. We have been researching not only UD's current policies, but other institutions as well. Weather-related issues and telecommuting policies have really come into play with the weather and local school closings this semester.

AL: My primary project and research is for a paternity



The policy interns meet with University policymakers. Front row (L-R) Dr. Larry Burnley, Abigail Lieser, Dr. Carolyn Phelps, Beth Schwartz. Back row (L-R) Sarah Kuhns, Morgan Kluther, and Troy Washington.

leave policy. I have been working on the creation of a proposal for a Paternity/Parental Leave policy for staff members on campus.

Q: What is the most interesting part of your research as a policy intern?

SK: When I first started and was informed we would be researching a paternity leave policy, I wanted to know why we weren't working on something directed towards women. However, through the research we've done, I've realized that only having family friendly policies directed towards women is only continuing the stereotype that women are supposed to be at home with the family.

MK: Since we aren't parents ourselves, it has been really interesting getting to look at issues and policies from the perspective of a parent or a caretaker. I have a whole new appreciation for employees who are balancing work and family life. I am also learning about the differences between faculty and staff positions. When a faculty member cancels class for the day, it's a bit easier because they can send you a supplemental lesson for the day. But if a staff member cannot come in for the day, they simply don't

get paid. We are able to see a lot of different perspectives, or as Dr. Borello always says, it's like, "pulling back the curtain."

AL: Discovering the dynamics and structure of the University of Dayton aside from the student population is eye-opening. There are thousands of employees who make the university function and the students at the university don't always understand the amount of money, work, time, and resources that work to make university life functional and satisfactory for everyone.

Q: What has been the most challenging part of your research?

SK: The challenging part for me is that I want these policies to be very aspirational and the best they can possibly be. But sometimes that is just not realistic, so we have to determine the best outcomes for both employees and the university.

AL: I think the most challenging part of my job is trying to reach this gold standard of equitable policies and also making everybody happy. It's been difficult trying to make sure that the policy is bulletproof, in a sense, and will pass the Policy Committee. It's difficult to try and create a fair policy for everybody, and include all those with the correct language and proper allowances.

Q: Has this work influenced you personally or professionally?

SK: The work I do through this internship inspires me to continue doing policy work in my future. I think it would be really cool to even do policy work beyond a university setting at a state or federal level.

MK: This experience has really opened my eyes to other options. I really can see how this work can make a difference not only at a university, but at any organization. You can take these skills anywhere.

AL: My work has influenced me personally by giving me a better idea of what an equitable, fair place to work is. It is something everybody might be a little

blinded by, especially of those who are fortunate and privileged to attend such a prestigious university. It makes me realize the importance of these benefits, and offering them to all employees, or else those employees might be unhappy, not want to work here, continuously searching for other opportunities, sacrificing time and money away from their kids, etc. It gives me a greater perspective when I am job searching, and looking at the Human Resource policies and benefits the company offers to their staff. It has also made me realize how privileged I was growing up, and currently am as a young adult, to not have to deal with some of these inequitable situations.

GENDER EQUITY RESEARCH FELLOWS

Sponsored by the Women's Center, the Women's and Gender Studies program, and the Provost's Office, the Gender Equity Research Fellowship program provides funding for faculty and staff to conduct research to advance gender equity at UD. Two inaugural fellows have been named for the 2019- 20 academic year:

- **Dr. Laura Vorachek** (English) will develop best practices for chairs to mentor junior women faculty through the T&P process;
- **Dr. Darden Bradshaw** (Art Education) will develop best practices to support LGBTQ+ identified faculty and staff.

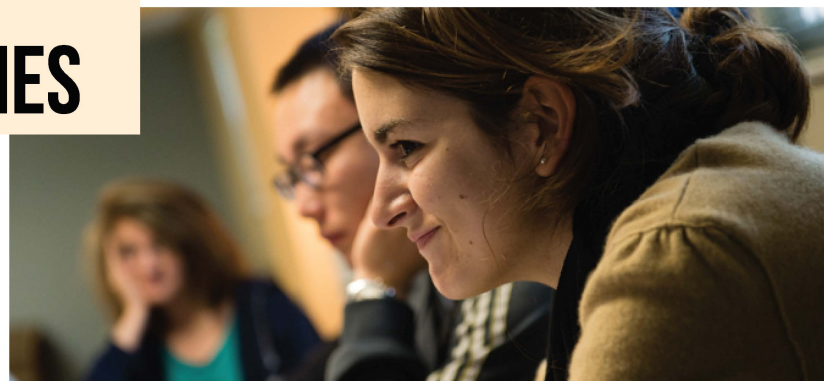
Fellows will work alongside student research assistants to complete their projects. Fellows will present their work and recommendations to the campus community in Spring 2020. The fellowship program is open to all faculty and staff; applications for the 2020-21 academic year will be out in Fall 2019.

VOICES FROM WOMEN'S & GENDER STUDIES

It's undeniable. Social media is an important tool for anyone interested in women and gender issues in this era. Everyday people- artists, activists, scholars, and students- can use social media to connect and promote gender equality using the power of Twitter, Facebook, and Instagram. In just the last few years we have seen internet-based activism push for policy change and start successful grassroots movements related to gender. Yet, social media sites can also serve as vehicles for publicizing the worst kinds of exclusionary attitudes and positions that target people because of their gender and sexual identities.

After some careful consideration and research into best practices, the Women's & Gender Studies Program launched its Instagram account in 2017. Our social media presence has grown so much over the past academic year due to the efforts of our student programming assistant, Fiona O'Malley '20, a Psychology major and Women's & Gender Studies minor. Through Fiona's efforts we have been able to connect with more students and on-campus organizations.

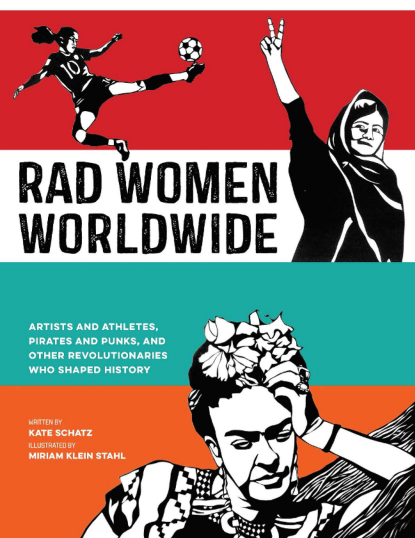
WGS uses Instagram over other social media platforms because it aligns with the promotion of the program as well as being accessible for students. Social media lets us connect with students using a tool that so many of them find invaluable.



Spearheaded by Fiona and successful because of her eye for photography and design, we have used our profile to feature faculty, staff, and students who are affiliated with our program. These features help us show who we are as a program – a committed and diverse group of people who believe that the gender equality is not just a quaint ideal, but rather an important social justice mission. The WGS program seeks to enliven a passion for social justice in each UD student and we use our social media presence to showcase the members of our community who are exemplars of the good work that can be done with a WGS lens.

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

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WOMEN'S HISTORY MONTH TRAILBLAZING BOOK DRIVE

Check out
bit.ly/WHMbookdrive
for suggestions and
direct ordering.

In honor of Women's History Month, we partnered with Roesch Library to collect books for The Conscious Connect, a non-profit organization in the Miami Valley. We are collecting new and gently-used books focused on women in STEM, historical figures, and strong women role models, with an emphasis on racial and ethnic minorities. It's critical young girls see themselves represented in books, and have access to positive role models. Order directly from our **wishlist**, or drop books off in the Center through April 30, Monday-Friday, 8:30-4:30.



THE CLUB SANDWICH GENERATION CARING FOR 3 GENERATIONS

Since social worker Dorothy Miller coined the term “sandwich generation” in 1981 to describe the generation caring for both children and aging parents, the overall number of women in the workforce has steadily grown, and generally, people are staying in the workforce longer. While an increasing number of individuals are living longer and require more long-lasting care, the responsibility of raising children and grandchildren continues to be the norm for many in the workforce. Simply put, the workforce has changed and so have the caregiving responsibilities. The question becomes, “Who is taking on the care of these multiple generations?”

The answer is what has come to be known as the “club sandwich generation”, a term describing those who are generally ages 50 to 70 who juggle caring for aging relatives, supporting adult children in some capacity, and watching after young grandchildren. A multitude of factors have added to the rise of the club sandwich generation. Improvements in medicine and technology have led to increased longevity, and the general rise in cost of living requires adults to stay in the workforce longer. While their elderly parents continue to age, the club sandwich generation is being depended on more by their adult children who need support raising their own young children. So, in addition to being primary caregivers of children and grandchildren, the club sandwich generation are also bearing the responsibility of caring for aging family members. And generally, it is women who are taking on this additional burden.

Research suggests that women are experiencing the

adverse effects of caregiving, especially at work. In 2016, the *National Center for Caregiving* reported nearly one third of women had to decrease their work hours to provide care for aging family members, and an additional third may pass up a promotion or assignment from being too tied down with caregiving responsibilities. The *National Center for Caregiving* estimates that in terms of lost wages and Social Security benefits, the monetary loss for individual female caregivers is on average \$324,044 over standard working lifetime. As club sandwich caregivers continue to experience the adverse effects of balancing work life, personal life, and caregiving, it becomes increasingly important to offer meaningful support and resources and to promote equity-based practices at work.

Anna Rose Redgate '20
Newsletter Editor

LEARN MORE
ABOUT THE CLUB
SANDWICH GENERATION
& FIND RESOURCES FOR
ALL CAREGIVERS
HERE

CAREGIVING RESOURCE FAIR

Tuesday, April 16
8:30 a.m. - 12:00 p.m. (drop-in)
KU Ballroom

The 2nd annual Caregiving Resource Fair, brought to you by the Women's Center and Human Resources, offers information to all who are caregivers for children and/or aging adults. There are over 30 organizations who will be present including Preschool Promise, Area Agency on Aging, Bombeck Center, and the Dayton VA Medical Center. They will answer questions and connect UD employees with resources they need to help balance caregiving, work, and home life. It will also feature breakout sessions to “care for the caregiver.”

UD WOMEN'S CENTER

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OTHER THAN MOTHERHOOD A CONVERSATION BETWEEN A MOM & A NON-MOM

Wednesday, April 10

11:30 a.m. - 1:00 p.m.

KU 311

Ours is a culture that touts family and loves babies. Yet one of every five or six adults aged 45 and older will never have children and can find themselves sidelined, ignored, or drowned out. Non-mom Kate, the Oregon-based author of *Do You Have Kids? Life When the Answer is No*, and Marilyn, a mom and Professor Emerita of Philosophy at UD, talk about what can be a sensitive and sometimes charged topic with curiosity, candor, and mutual respect.

Register at bit.ly/OtherThanMotherhood; the first five individuals to register and attend will receive a free copy of Kate's book!

FROM THE DIRECTOR'S DESK

LISA BORELLO, PH.D.

Recently, I was chatting with a colleague about the Climate Forums the Women's Center hosted in February. We were both remarking on the creative ideas that emerged in that space and the innovative, constructive ways women faculty and staff responded to longstanding concerns around work-life balance, work environments, and barriers to advancement.

I personally left those sessions feeling encouraged by the energy and talent that abounds on this campus, and the ways members of our community are eager to be (re)engaged in this work. As my colleague aptly shared in that conversation, "the solutions were all there - what are we waiting for?" And she's right - the time is now. As women, we tend to hold ourselves back - we are socialized to ask for permission, to censor ourselves to avoid disruption. But what I saw in those sessions was a real hunger to be involved, a desire for action, and a real opportunity to maximize our community's energy and momentum around these issues to affect positive change. Collectively, we have the answers, and now it's time to work in coalition with one another to implement solutions. While the forums have ended, I'm eager to listen and, most importantly, work with members across campus on what's next. Please stay engaged and stay connected - there's much work to be done.