

# VOICES RAISED



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9 a.m. - 5 p.m.  
Monday - Friday  
Other times by  
reservation

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## It's All About Us (It's All About You):

This publication may be familiar to you; for others, this may be your first encounter with *Voices Raised*, the Women's Center's newsletter. Since our beginning in 2003, we've operated with the same mission, in the same location and with, essentially, the same staff. Rumblings across campus about the climate for women prompted us to engage the services of UD's Business Research Group to conduct focus groups and one-on-one interviews about what UD women want and need today. We're sending this first semester 2014 issue to all full-time female faculty and staff to share what we heard from you and what we're doing to address what you said:

- Awareness of the center, its mission and even who it serves was inconsistent across the board — and low overall. From the outset, the center's charge was to serve ALL women on campus. Our mission was deliberately broad in order to encompass the varied needs of faculty, staff and students, but our small staff and generous but less-than-visible physical space prevented us from reaching everyone.
- There was considerable overlap between the interests and needs of faculty and staff women, but there were also differences. Concerns about climate, equity and social justice were expressed by both; but while some were highly concerned about institutional policies and practices of promotion, pay equity and work/family life support, others were frustrated with their silent "voice" during times of institutional change and their decline in community due, in part, to a lack of opportunities to connect with one another.
- All wanted the Women's Center to have a more visible advocacy role,

particularly in improving the campus climate and helping UD women achieve and maintain healthy and productive work/life balance.

- All valued having a space and staff that served as a literal and figurative "sanctuary."

Meeting today's needs will be a gradual process, but we have started by developing new statements to guide our evolution:

**Vision:** *To be agents of positive change in a just and equitable community where all can reach their fullest potential.*

**Mission:** *The University of Dayton Women's Center fosters a diverse and equitable community by advocating for social and gender justice, assessing and addressing campus climate and providing resources and support for all. Guided by our commitment to justice, inclusivity and innovation, we serve all students, faculty and staff; provide a safe space to support, educate and empower; and promote balanced and fulfilled professional and personal lives.*

In the meantime, keep letting us know what you and your peers want and need. We're here for you.

—Lisa Rismiller, Director

*Voices Raised will be a free, once-a-semester publication with content focused on faculty and staff needs and interests. If you were receiving Voices Raised and wish to continue doing so, do nothing and we'll keep sending it to you. If you want to join the subscription list, just send an email with your name, department and campus ZIP to [wcnewsletter@udayton.edu](mailto:wcnewsletter@udayton.edu).*

# WHAT'S GOING ON SPRING SEMESTER 2015:

## Women's Tea Hour

Women's Tea Hour invites international and American UD female students to share cultural traditions and stories and to just get to know one another. Each Tea Hour has a different topic or theme for discussion. Tea and light snacks are provided, but all are welcome to bring tea (or coffee) to share.

## Faculty & Staff Green Dot Training

**Wednesday, Jan. 7, 2015 9 a.m. – 4 p.m.**

Green Dot training focuses on the power each of us has to make our community safer. As a group, we consider the warning signs of violence, the obstacles we must overcome in order to stop violence and the practices available to stop violence — all to put green dots on the campus map. This free training includes lunch, a T-shirt and certificate of completion. To participate, please register online at [go.udayton.edu/greendot](http://go.udayton.edu/greendot).

## Campus to Career

**Tuesday, March 10, 2015 4:30 – 9 p.m.**  
**1700 S. Patterson Building**

Synchrony Financial (formerly GE Capital) partners every year with the Women's Center and Career Services to host a professional development conference called Campus to Career: Bridging the Gap. By sharing the Synchrony Financial members' experiences with UD junior, senior and graduate students, Campus to Career attempts to fill "gaps" in skills and knowledge that are critically important to success in the early years of all young professionals, regardless of their chosen field. Preregistration is required and will be available in early February via Hire A Flyer.

## Women's History Month

Throughout the month, we'll collaborate with offices, departments and individuals to create events for UD students, faculty and staff revolving around our 2015 Women's History Month theme: "Women Trailblazers: Because One of the Most Dangerous Phrases is, 'We've Always Done it This Way.'" Our keynote speakers, Kristina Horn Sheeler and Karrin Vasby Anderson, will conclude the month by discussing their latest book, *Woman President: Confronting Postfeminist Political Culture*.

*If you are interested in spreading awareness about an issue, bringing in a speaker or organizing a campus event, send us an email at [womenscenter@udayton.edu](mailto:womenscenter@udayton.edu), stop by the second floor of Alumni Hall or visit our website ([udayton.edu/womenscenter](http://udayton.edu/womenscenter)). If you want to write for the newsletter, email [wcnewsletter@udayton.edu](mailto:wcnewsletter@udayton.edu). Flip to the back cover to see how to get involved online.*

—Margaret Murray,  
Programming Coordinator



**For specifics about Women's History Month events, as well as more events, visit our calendar at [udayton.edu/womenscenter](http://udayton.edu/womenscenter).**

## New Faces — The Women's Center Welcomes Three New Staff Members



**Karen Barrett,  
Administrative  
Assistant**

What do you like the most about being a woman?

Girlfriends!

Where do you see opportunities for the Women's Center to impact women on campus?

*The female faculty and staff at UD give unlimited time and energy to our students — beyond the call. Their tireless efforts to assist and mentor our students play a significant role in UD's unique community. I believe the Women's Center has the opportunity to provide very deserving "care for the caregivers."*

Who is one of the most important women in your life and what did she teach you?

*My grandmother. She taught me that the most valuable gift you can give to those you love is your undivided attention, genuine interest in their individuality and unconditional love. She will be 95 years old on Christmas Eve. She has over 125 descendants ... and each one of us believes we are individually significant in her life.*



**Tessa Terrell '16,  
Graduate Assistant**

What do you like the most about being a woman?

*I like the fact that I can do anything a man can do, only I will look cuter while doing it!*

What do you like the least?

*What is there not to like about being a woman?*

Who is one of the most important women in your life and what did she teach you?

*A woman that I feel like everyone can benefit from observing is Ellen DeGeneres. Ellen is one of the most admirable celebrities of our time, in my opinion, because she has managed to build a successful brand on the basis of what is true to*

*her. She is unique in so many ways but is still accepted by others because she is genuinely fun, kind, beautiful, charitable and influential, all in her own way. I think we should look at people like Ellen as an inspiration to muster the confidence to be ourselves and truly be happy with that.*



**Margaret Murray,  
Programming Coordinator**

What do you like the most about being a woman?

*This is a really difficult question to answer because I do not want to say something stereotypical like, "I love getting dressed up and getting my hair done," even though it is true! Although I*

*have not yet reached this point in my life, I imagine that becoming a mother may be the best thing about being a woman.*

What do you think is the most important issue for you to tackle for your peers?

*I think one of the most important issues to tackle is the lack of representation of women in key leadership positions, especially the lack of women of color in these positions. Women need equal representation in key positions in order to have a voice in the decision-making process.*

Who is one of the most important women in your life and what did she teach you?

*My mom is my role model, best friend and the most important woman in my life. Growing up, I never appreciated my mom or acknowledged what she personally sacrificed for our family. Now that I am older, I realize how strong and selfless she has been for so many years; if I become at least half the woman she is, I will be content. The greatest lesson my mom taught me is that life is what you make of it. The time and effort that you put into a relationship, a job, event or any life experience will come back to you two-fold.*

# HEALTH & WELLNESS

## It's Bigger on the Inside:

Okay, that's not entirely true. But, the inside does look nicer now. In partnership with the office of Bill Fischer, vice president of student development, we at the Counseling Center finally updated. During summer 2014, the Counseling Center, much like the TARDIS console with the introduction of the 12th doctor in the TV series *Doctor Who*, underwent a transformation — but instead of upgrading levers and rotors, overused seating and faded carpet were replaced. Modern décor and rich colors now create a warm and friendly space.



The Counseling Center staff did not transform as dramatically as the doctor, now played by Peter “Eyebrows” Capaldi, did for the beginning of series eight in June (which coincided with the beginning of the center’s renovation): We still are

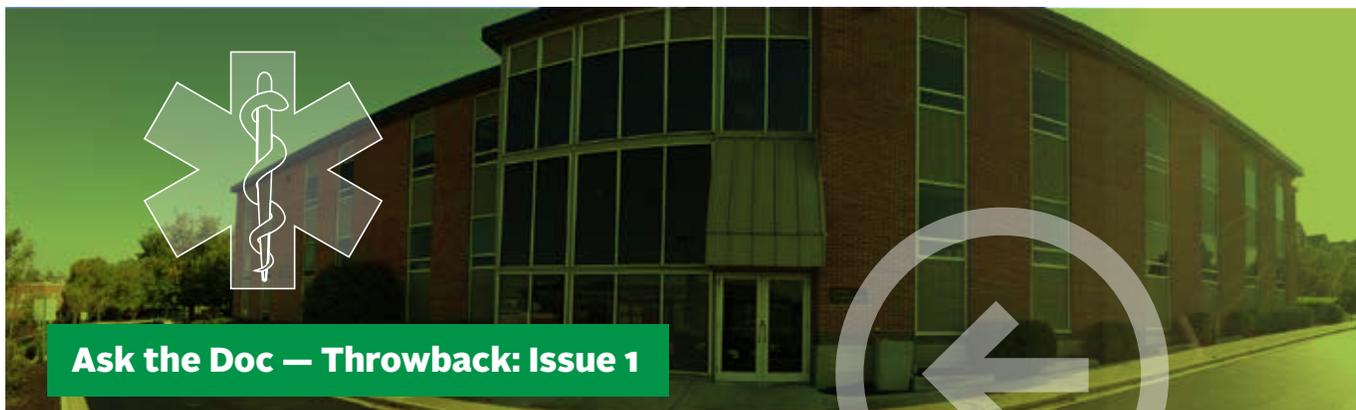
fully staffed by licensed psychologists and professional counselors who provide high-quality services to hundreds of UD students each year. However, we doubled the number of master’s and doctoral-level trainees we cultivate. Our group program and online resources continue to grow as well. Did you know that we have anonymous emotional wellness screenings on our website? We also are active on Twitter, @UDStressLess, to provide stress management tips and helpful apps for our followers.

Let students know we’re here for them. We just can’t promise we’ll be wearing a fez.

—Jennica Karpinski,  
Coordinator of Outreach  
UD Counseling Center

Counseling Center  
Gosiger Hall, 1st floor  
937-229-3141  
udayton.edu/studev/counselingcenter  
@UDStressLess





## Ask the Doc — Throwback: Issue 1

### Question: health

**What kinds of women's services does the Health Center provide — specifically, STD testing, gynecological examinations, breast examinations, mammograms, available contraceptives and pregnancy testing? Thanks!**

—Sarah

Interest in women's health issues is the primary reason the University wanted a woman physician working here. The following services are available (to UD students) at the Health Center:

- Well-woman exams including breast exams, Pap smears/pelvic exams and teaching self-exam techniques.
- STD screening, answers to questions about STDs and STD risks (including questions particular to gay/lesbian/bisexual students) and follow-up testing after a diagnosis of an abnormal Pap or after treatment of an STD to check for cure.
- Treatment of minor gynecologic problems including irregular menses, prolonged lack of periods, problems related to birth control pills and regulation of periods, breast pain or lumps, nipple discharge, etc.
- Free pregnancy testing.
- Referrals to local OB/GYN physicians for more complicated gynecologic problems.

While I can order mammograms, they usually are less helpful in young women with breast problems because women under 30 generally

have more glandular and fibrous tissue and less fatty breast tissue (fat makes the mammogram easier to read and to see worrisome changes).

Because UD is a Catholic institution, we do not routinely prescribe contraceptives, consistent with Church teachings. However, some diagnoses do require hormonal treatments. These are considered an acceptable treatment by the Catholic Church (because the primary intent is treatment of a medical problem, not contraception) and are available at the Health Center.

If you have other questions that I haven't addressed, feel free to make an appointment.

—Dr. B.

**Updates for 2014:** Not only does the Health Center have one part-time female physician, but it also has two full-time female physicians plus a nurse practitioner to provide care. All of the above services are still available, though Pap smears now are only recommended for women age 21 or older. As noted, mammograms are usually not used for young women, but a breast ultrasound may be ordered to evaluate a breast mass. Gardasil vaccine (to reduce risk of HPV disease) is also available to female and male students; we recommend that all young adults get the three-shot series. Students can call for an appointment at **937-229-3131** or schedule online at [myhealth.udayton.edu](http://myhealth.udayton.edu).

*"Ask the Doc" is a service of the UD Health Center. This service is not intended to replace a visit with a physician.*

## Join the Discussion



**Gail Dines (left) meets with women's and gender studies students and Director Rebecca Whisnant (far right).**

### **A major or minor in WGS may naturally fit with students' academic requirements**

Women's and Gender Studies is an interdisciplinary program. WGS-credit courses range across many departments including anthropology, communication, English, history, philosophy, political science, psychology, religious studies, sociology, social work and visual arts. Many of these courses also fulfill one or more of our students' general education and/or Common Academic Program (CAP) requirements. A minor in WGS only requires 15 hours, and our 34-credit-hour major is designed to be "doable" by students who also are completing another major. If you know students who have a strong interest in gender and/or other social justice issues, please bring our program to their attention! Encourage them to contact WGS Director Dr. Rebecca Whisnant ([rwhisnant1@udayton.edu](mailto:rwhisnant1@udayton.edu)) if they would like to discuss curricular options in Women's and Gender Studies.

### **Highlight: Gail Dines wants you to stop porn**

On Sept. 30, 2014, Gail Dines, a leading antipornography feminist and scholar, spoke in the Kennedy Union ballroom to a crowd of students, faculty and staff. Dr. Dines is co-founder and president of Stop Porn Culture, an

international nonprofit organization, and author of *Pornland: How Porn Has Hijacked Our Sexuality*.

Dines challenges the myth that pornography is only fantasy and that no one gets hurt. She argues the dominant images and stories disseminated by the multibillion-dollar pornography industry produce and reproduce a gender system that undermines equality and encourages violence against women. Opposing claims that porn has delivered a more liberated, edgy sexuality, Dines reveals a mass-produced vision of sex that is profoundly sexist

and destructive — a vision that limits our ability to create authentic, equal relationships free of violence and degradation. She encouraged her audience to reassess any indifference toward or support for the porn industry and to join the fight against it.

### **The Colloquium for Research on Women and Gender (CRWG) 2015 Second Semester Schedule**

#### **January/February 2015:**

"The Agony of Education: African American Women at Predominantly White Universities"

— Dr. Ruth Thompson-Miller, Department of Sociology, Anthropology and Social Work

**March 2015:** "Sex Differences in the Antidepressant-like Effects of Ketamine in Mice" — Dr. Pothitos Pitychoutis (with student Anthony Franceschelli), Department of Biology

**April 2015:** "Temporal Drag in Richard Brome's *A Jovial Crew, or the Merry Beggars*" — Dr. Ari Friedlander, Department of English

*Specific dates TBA.*

From a pool of more than 1,170 full-time female staff and faculty members, 36 nonexempt and exempt staff and 73 faculty members were invited to participate in focus groups last spring to gauge what UD women want and need from the Women's Center. Ultimately, 24 female faculty members from 21 departments and 44 female staff members from 40 work areas sat down with Richard Stock from UD's Business Research Group. Those discussions and 10 additional interviews produced a report that reinforced much of what we knew but also gave us a clearer direction for the future. Here's a sample of what they said...



***"I think the programs they do offer are working, but they are just a little tiny drip in what is needed."***

***"I wonder whether younger faculty who experience sexual harassment or gender inequality perceive the Women's Center as that safe place where they can go to start getting help."***

***"My initial thought ... it is student-focused ... we need to broaden that."***

***"If you took a poll of women students who walked into our office, very few would 1) know where the Women's Center was and 2) know that they did these things."***

***"I get their newsletter but a lot of it is just wellness — all good things — but at the core, it is my work-life balance and the climate in which I work [that I'm most interested in]."***

***"I think the Women's Center can be on the forefront of serving our international population as well."***

***"There needs to be advocacy for women of color and LGBTQ [people]."***

***The center should be a place "where I can talk to someone where it is not going to come back and hit me."***

***"I would like to see the Women's Center prioritize the role of caretaking, whether younger children or elderly parents."***



***"I feel like [nonexempt staff] are undervalued on campus and the Women's Center has gone out of its way to say, 'You guys are important.'"***

***"Women need simple support, a simple safe place to talk."***

***"We need to say either, 'We need more resources' or 'We have two full-time staff and a GA; what is possible?'"***

## FROM THE COMMUNICATION MANAGER'S DESK

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**Amanda Dee**

Last year in my interview for the Women's Center undergraduate position, I told our director, Lisa Rismiller, we needed an online presence for women on campus if we wanted to be heard. Now, we have a Facebook page, Twitter feed and blog. Although our social media and blog speak more loudly to our student audience, they can cater to all women on campus. We post updates to events we sponsor and co-sponsor, links to what UD women and women from all around the world are doing, and teasers to our blog. If you are interested in promoting an event or raising your voice for the newsletter or the blog, email [wcnewsletter@udayton.edu](mailto:wcnewsletter@udayton.edu).

We want you to be heard.

—Amanda Dee,  
Communication Manager  
and Editor

Follow us on Twitter [@UDwomenscenter](https://twitter.com/UDwomenscenter) and “like” us on Facebook at [facebook.com/UDaytonWomensCenter](https://facebook.com/UDaytonWomensCenter).

